ISSN–2277- 8721

EIIRJ Electronic International Interdisciplinary Research Journal

Volume–XII, Issues – IV July – August 2023

OPEN ACCESS Original Research Article

AN EMPIRICAL STUDY OF WORK SATISFACTION AND WELFARE FACILITIES OF POWER -LOOM LABOURS IN BHIWANDI CITY

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Abstract:

Unorganised power looms are the second-largest employer in the country After agriculture, Over 60% of the nation's power looms are found in Maharashtra. But their working conditions are seen as exploitative due to outdated power looms and lack of trained labour. Understanding the situation and problems faced by the power loom employees at these Bhiwandi power looms will shed light on the industrial structure and the exploitation of labour.

The biggest obstacles to competing in the domestic and international markets are the outdated power looms, middlemen's issue and a shortage of competent labour. The current study is an attempt to study the job satisfaction and welfare facilities of power loom labours in Bhiwandi city and also emphasises the necessity to focus on raising standards and working conditions in power looms in order to ensure the long-term sustainability of this industry.

Keywords: *Unorganized power-looms, labour welfare. Social welfare facilities, job satisfaction.*

Introduction:

The Indian textile sector accounts for 14% of the country's total industrial production in terms of value, 4% of its GDP, and 15% of its export revenue. India's total textile exports during the fiscal year 2018–19 was US$ 39.2 billion. The Indian textile industry was estimated to be worth $150 billion in November 2019 and is projected to reach $250 billion in 2020, rising at a CAGR of 13.58 percent from 2009 to 2019. The goal of Maharashtra's textile policy is to export textiles worth $300 billion by 2024–2025.

Maharashtra's power-loom industry plays a significant role in the Indian economy and is a global leader in textile exports. Around 57% of the nation's total power-loom fabric output and 60% of its total power-loom export revenue are contributed by the state of Maharashtra's power-loom sector. The employment of almost 44 lakh people depends both directly and indirectly on Maharashtra's power looms. After the agricultural industry, it is the second-largest employer in Maharashtra's Mumbai and Pune regions. The industries of ready-to-wear and home textiles rely heavily on the power-loom industry to supply their needs for fabric.

A total of 5.20 lakh power loom units, including 2.87 lakh in Maharashtra, were registered in India in 2011–12. In India, the power-loom industry reported employing 57.46 lakh people in 2011–12, including 29.43 lakh workers from Maharashtra. As of October 31,

ISSN–2277- 8721

EIIRJ Electronic International Interdisciplinary Research Journal

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2017, there were about 27.01 lakh power looms registered. Up to 2010–2011, Maharashtra's power loom industry had faster development than the rest of India.

The primary issues it faces include outdated technology, poor working conditions, labour abuse, and excessive manufacturing costs. Asymmetrical market information and poor quality output on outdated looms make it possible for intermediaries to take advantage of power loom owners. Another issue with this industry is that it has a low profit margin because to high manufacturing costs brought on by expensive yarn and power. Low profitability and the formalities of lending institutions force them to continue manufacturing with outdated power looms even if the necessities of modernisation demand enormous investments. Owners' profit margin is decreased by a lower price for their subpar goods and excessive manufacturing costs. As a result, despite its significance to the economy, the power-loom industry is plagued by several issues.

The current study examines issues pertaining to the working circumstances of persons employed in the power-loom industry and offers some legislative recommendations to raise their standard of life.

Review of Literature:

Amiri (2016) notes that poor market conditions for power-loom production in Solapur, Maharashtra, are caused by a shortage of competent labour, financial difficulties, a lack of market information, unfavourable government policies, and a competitive mentality among politicians towards the sector.

Anjum and Thakor (2011) conducted a study on the working circumstances of power loom operators and found that the terms and conditions of their employment in the Malegaon power loom cluster needed to be updated for their social welfare.

Gangurde (2014) investigates the socioeconomic circumstances of the workers in Thane district's Bhiwandi power-loom cluster. He notes that the majority of power looms labours are not getting the work environment and other financial benefits.

Ghorude and Chandrakant Patil (2019) looked at the lack of access to insurance, provident funds, and sanitary facilities for the power-loom employees in Bhiwandi city. First aid medical care for injuries and free routine medical check-up facilities are not provided for them. Labor laws and factory acts are absent.

Statement of Problem for Study:

The greatest contributors to the expansion of the power-loom textile are the employees, although they receive dismal pay. The majority of employees are compelled to work in a hostile atmosphere, depriving them of their legal entitlements. The majority of workers in Maharashtra's power-loom industry are subject to exploitation, which takes the form of a lack of basic amenities, safety precautions, retirement benefits, or social security. The labourers receive extremely little pay for their many hours of labour without any further incentives or perks. Immediate action is required to address the concerns of the power-loom industry's workers in order to improve working conditions and increase exports.

Objectives of the Study:

The present study proposed to examine the following issues:

1. Research the issues confronting power-loom workers in Bhiwandi.
2. To know about the working environment of power-loom employees in Bhiwandi.
3. To investigate workers' satisfaction with welfare facilities at work in the research area.
4. To propose some solutions to improve job satisfaction and welfare facilities at work in the study area.

Research Method and Methodology:

The present study employs random sampling survey. A total of 120 workers employed in 32 power-loom units located in the Bhiwandi city are interviewed during the month of December 2022.

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Collection of Data:

- **Primary Data:**

  120 respondents were used as the primary source for the questionnaire and direct interview methods that were used to obtain the data. On the survey schedule, questions of the closed-ended and descriptive variety are employed. Direct interviews, broad observations, and discussions serve as supplements to this. 120 employees from 12 power looms in Bhiwandi make up the sample.

- **Secondary Data:**

  To augment the primary data, secondary data are gathered from the Ministry of Textile's online annual reports, India Stat, regional publications. Both internet applications and Microsoft Excel are used to process the data. The research makes use of descriptive statistics.

- **Hypothesis:**

  1. H0: There is no association between workers job satisfaction and satisfaction with working conditions at work place.

  H1: There is an association between workers job satisfaction and satisfaction with working conditions at work place.

  2. H0: There is no association between workers job satisfaction and the welfare facilities available at work place.

  H1: There is an association between workers job satisfaction and the welfare facilities available at work place.

- **Limitations:**

  The study is limited to the 12 power-loom clusters in Bhiwandi. The data gathered are prone to recall bias because there are no permanent records kept by the employees. The interview was challenging for the respondents, and many were hesitant to share information. Also, it was noted that the respondents had a hard time managing their time to take part in in-depth interviews. The respondents are concerned that their previous interviews, which were many, didn't help them at all.

❖ **Setting Up of Hypothesis 01:**

- **Satisfaction of workers with working conditions**

1. **H0:** There is no association between workers job satisfaction and satisfaction with working conditions at work place.

   H1: There is an association between workers job satisfaction and satisfaction with working conditions at work place.

   The Cross tabulation of Working Conditions and Satisfaction level with working conditions of the respondents is represented in the Table 01.

Table 01: Satisfaction of workers with working conditions

Working Conditions at work place ventilation & lighting	Satisfaction level with working conditions			
	Not at All satisfied	Moderate	satisfied	Total
	66	32	22	120
Compact work space	56	37	27	120
Noise pollution	73	36	11	120
Bad-construction	67	31	22	120
Unhygienic	58	42	20	120
old/outdated tools	48	36	36	120

Source: Calculated from Primary Data

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Testing Hypothesis:

$\chi^2 = \sum (O_i - E_i)^2/E_i$
Where

O_i = observed value (actual value)
E_i = expected value.

Table 02: Chi- Square values

	Value	Level of Significance	Degree of Freedom
Chi-Square distribution (Table Value)	18.30	0.05	10
Calculated χ2 Value	23.59		
P-Value	0.00001		
	120		

Source: Calculated from Primary Data, (https://www.socscistatistics.com)

Inference: Chi square table value at *df-10* and significance level *0.05* is *18.307* and the calculated chi square value is *23.5921* which is greater than the table value hence null hypothesis is rejected and alternative hypothesis is accepted that satisfaction of workers with job is dependent on satisfaction with working conditions at work place.

❖ **Setting Up Of Hypothesis 02:**

- **Satisfaction of workers with Welfare Facilities at work place**

Hypothesis Testing:

2. H0: There is no association between workers job satisfaction and the welfare facilities available at work place.

H1: There is an association between workers job satisfaction and the welfare facilities available at work place.

The Cross tabulation of **Welfare Facilities** at work place and Satisfaction level with **Welfare Facilities** of the respondents is represented in the Table 03.

Table 03: Satisfaction of workers with Welfare Facilities at work place

Welfare Facilities at work place	Satisfaction level with Welfare Facilities			
	Not at All satisfied	Moderate	Satisfied	Total
Life insurance facility	66	39	15	120
Health Insurance facility	62	35	23	120
provident fund	34	31	55	120
first aid medical treatment (minor and major injuries)	57	41	22	120
free regular medical check-up facilities	67	35	18	120
training about modern technology	56	49	15	120
marketing skills to improve their knowledge and skill	77	34	9	120

Source: Calculated from Primary Data

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The calculated value of Chi-square is represented in the below Table-04

Table-04: Chi- Square values

	Value	Level of Significance	Degree of Freedom
Chi-Square distribution (Table Value)	21.02	0.05	12
Calculated $\chi 2$ Value	84.84		
P-Value	.00001		
	120		

Source: Calculated from Primary Data, (https://www.socscistatistics.com)

Inference: Chi square table value at *df-12* and significance level *0.05* is *21.026* and the critical value of chi square statistic is *84.8422* which is greater than the table value hence null hypothesis is rejected and the alternative hypothesis is accepted that satisfaction of worker with job is dependent on satisfaction with welfare facilities available at work place.

Key Findings and Observations:

1. Chi square test result validate that the level of satisfaction of workers in the study area with job is dependent on satisfaction with working conditions at work place. (*Df-10, x2-23.59, critical value-18.30, p <0.05).*
2. The statistical evidence says that the level of satisfaction of worker with job is dependent on satisfaction with welfare facilities available at work place. (*Df-12, x2-84.84, critical value-21.02, p <0.05)*
3. Power loom workers are employed in unsatisfactory jobs situations without any kind of job security and social welfare amenities.
4. Lack of suitable ventilation, enough lighting, restrooms, drinking water, fire-fighting equipment, security measures, and emergency medical services at workplace are observed.
5. Outdated technology in a very compact place has a negative effect on workers working conditions and productivity.
6. unhygienic living conditions leads to tuberculosis, skin issues, blood pressure, cancer, asthma and other viral diseases leading to addiction to alcohol and tobacco.
7. Working Standards are completely disregarded in power looms, which lack suitable ventilation, enough lighting, restrooms, drinking water, fire-fighting equipment, security measures, and emergency medical services.
8. Factory acts and labour laws like weekly holidays, casual leaves, medical leaves, earned leaves, and Provident Fund benefits found absent.

Recommendations:

It is clear from the data analysis of the working circumstances in Bhiwandi city power-loom clusters that there is a pressing need to enhance those conditions, particularly in light of the several suggestions below.

1. The government must devote enough attention to the proper application of factory acts and labour laws in the power loom industry.
2. To increase the productivity and working conditions of the employees in this industry, the government must guarantee suitable working circumstances and effective implementation of social welfare schemes.
3. To enhance their living and working conditions, owners and employees must be encouraged to choose technological modernity.
4. The owners of power looms are required to adhere rigorously to the rules governing minimum wage and provident funds.

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Conclusion:

Many problems are affecting the competitiveness and viability of the power-loom industry in the study area. Lack of modernization has a negative impact on workers' working conditions as well as productivity and profitability of power looms. The majority of power looms have subpar working conditions. They include the lack of proper ventilation, lighting, and workspace. Workers are reported to be at risk for major physical and psychological problems due to poor working conditions. Effective government policies, subsidies, technological advancement, financial aid, investment opportunities, skill-upgrading initiatives, a healthy work environment, the availability of inexpensive raw materials, continuous electricity and water supply, and effective supply chain management will be the key elements that are urgently needed to sustain this important sector.

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Cite This Article:

**** Dr. Mhatre N. (2023).*** *An Empirical Study of Work Satisfaction and Welfare Facilities of Power -Loom Labours in Bhiwandi City,* ***Electronic International Interdisciplinary Research Journal****, XII, Issues – IV, July -August, 2023,* ***161-166.***