

**A STUDY ON WORKING CONDITION OF WOMEN IN UNORGANISED
SECTORS WITH RESPECT TO GT BEEDI COMPANY.**

by

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Of

Department of Management Studies

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A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT SCIENCES

In partial fulfillment of the requirements

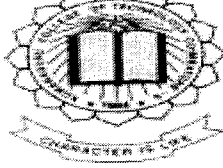
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KCT Business School
Department of Management Studies
Kumaraguru College of Technology
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BONAFIDE CERTIFICATE

Certified that this project report titled “**A STUDY ON WORKING CONDITION OF WOMEN IN UNORGANISED SECTOR WITH RESPECT TO GT BEEDI COMPANY**” is the bonafide work of **Mr.S.PARAMESWARAN** (Register No.71206631037) who carried out the research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Project Guide

Director

Evaluated and Viva-Voce held on: 3/7/2008

Examiner I

Examiner II

DECLARATION

I hereby declare that this project report entitled, "A Study on working condition of women in unorganized sectors with respect to GT Beedi Company", which was carried out at Chennai, had been undertaken for academic purpose, submitted to Anna University, Chennai, in partial fulfillment of the requirement for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of **Ms.R.Hemanalini MBA, MPhil.**, Lecturer in Management Studies, Kumaraguru College of Technology, Coimbatore during the academic year 2007-2008.

I also declare hereby that the information given in this report is correct to best of my knowledge and belief.

Place: Coimbatore

Date: 4-6-2008

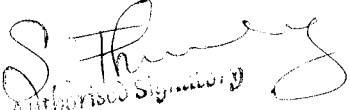


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PROJECT COMPLETION CERTIFICATE

This is to certify that Mr. S. PARAMESWARAN (Reg no. 71206631037). A student of KCT business school, kumaraguru college of technology, has undergone a project work between January 10 to march 24, 2008 tiled “ A STUDY ON WORKING CONDITION OF WOMEN IN UNORGANIZED SECTOR WITH RESPECT TO GT BEEDI COMPNY”.

During his period his performance was very good.


Authorised Signatory

EXECUTIVE SUMMARY

India has become one of the fastest growing economy in the world. Informal sectors in India are growing rapidly. The primary objective of these organisations is generating employment and incomes to the person concern. The total employment in Indian economy was 457 million, of which the unorganized sectors accounted for 395 million. The increased employment in unorganized sectors has brought down the percentage of poverty line. At the other end the working condition of women in unorganized sectors are becoming worse. Most of the women group are engaged in beedi industry.

Against this background, the study was conducted at GT beedi company, Chennai. The objectives of this study is to identify the living and working condition of beedi workers in general, to identify the influence of demographic variable with respect to women beedi workers, to identify the problems faced by women beedi workers, to provid social dialogue between employees trade unions and govt to improve working condition of women beedi workers and provide suggestions for improvement. The study assumes the characteristics of both descriptive and exploratory research. A sample of hundred and fifty is selected on convenience basis and data are collected through questionnaire (interview schedule) method.

The study reveals that majority of the respondents belong to the age group above 40years, there are more than two members earning in the family, majority of the respondents family income are more than 4000.Rs, most of the respondents do not have any formal education. The findings of the study have highlighted that the demographic variable viz., age, family size, earning members in the family, income of women workers, family income, educational qualification have a significant influence on the level of expectation and satisfaction .which would enable the organisation to frame suitable strategies for the improvement of women beedi workers.

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Introduction

1.1 Background:

The study was conducted to analyze the working condition of women in GT Beedi Company. It also helps to identify the problems prevailing in the industry. At present the government has taken several measures for the welfare of the women beedi workers.

Informal sectors in India are broadly characterized as consisting of units engaged in the production of goods and services with the primary objectives of generating employment and incomes to the person concern. These units typically operate at low level of organization. The total employment in Indian economy was 457 million, of which the unorganized sectors accounted for 395 million. The total employment increased from 397 million from 457 million between 2005-2006.

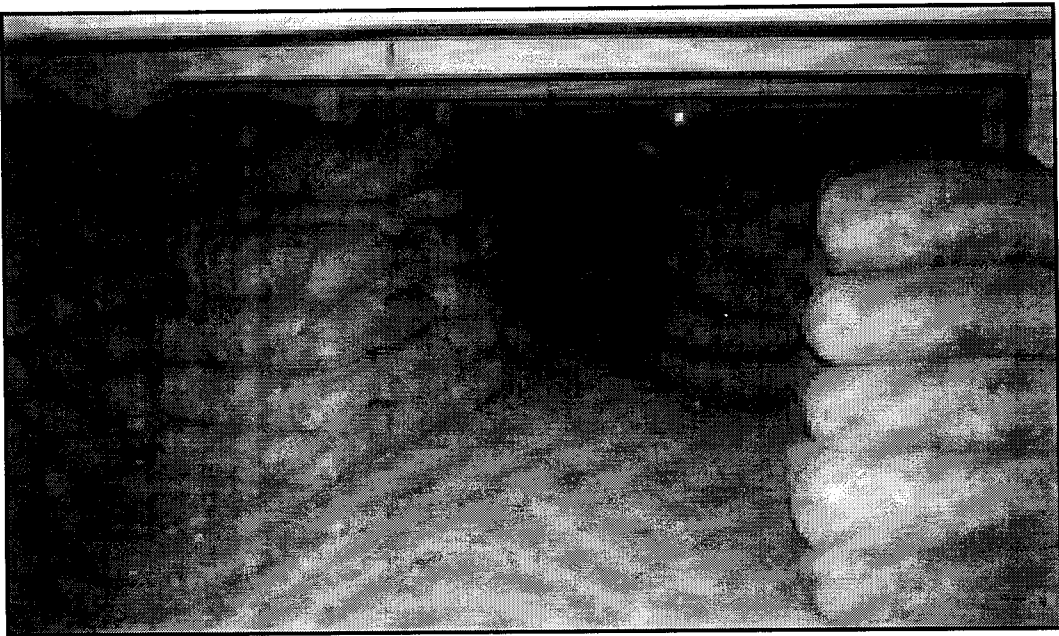
The increased employment in the unorganized sectors has brought down the percentage of population below poverty line, increase of informalisation of employment in the formal sectors, indicated the report. The report has also mentioned about socio-economic plight of workers from unorganized sectors. Low level of education and poor access to land denies workers access to good jobs in organized sectors. About 370 million workers constituting 92% of the total workforce in a country were employed in the unorganized sectors as per NSS survey. It plays a vital role in the terms of force in the country and contribution to the national product significantly.

The contributions to the unorganized sectors to the net domestic product and its share in the NDP at current price have been over 60%. Although beedi rolling has been identified as “hazardous occupation” by the labour authorities, the health and working condition of beedi workers has not been in the forefront of public consciousness. One of the reasons for this could be the lack of mobilization among the beedi workers.

Beedi making process:

Tobacco comes from certain areas of southern and western India and tendu leaves from far flung places of central India. The tobacco is then blended in popular proportions and then the tendu leaves are selected and cut into uniform size. The secret of a good beedi lies in the blending of tobacco and it is as such treated as a trade secret. After this, by pure dint of experience, the skilled workers with her finger roll the beedi in one stroke, flat at the smoking end, round at the lighting end. It is tied at the flat end with a cotton thread of a particular color choosed to identify the manufacturer. A quality control check is put through at this stage. The beedies are then roasted in charcoal fire in a specially designed roasting chamber to obtain inimitable flavour.

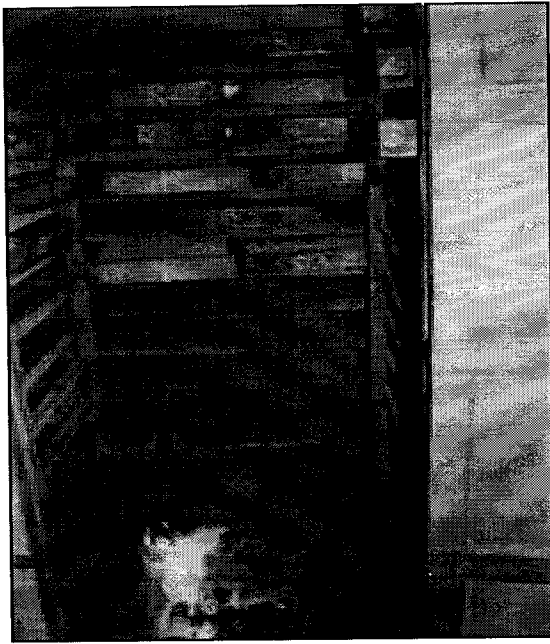
Beedi leaves godown:



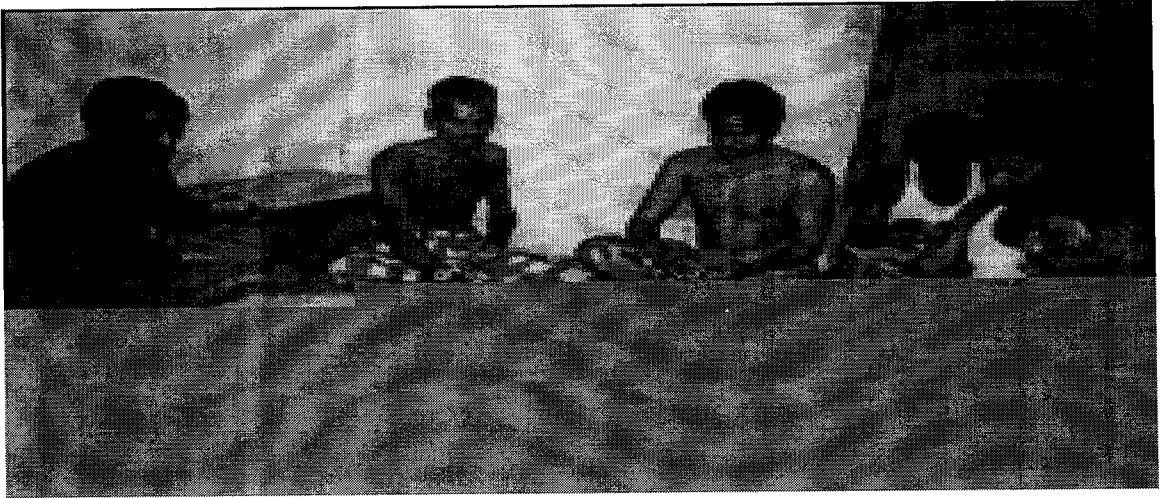


Beedi collection and quality checking unit:





Packing process:





Order form of GT beedi company:

Order form

Company : _____

Contact person : _____

Email : _____

Address : _____

City : _____ **Pin** : _____

Country : _____

Product details : _____

Submit

Reset

- Cigarette, when burns the paper wrapper, which generates high toxic fumes. The tendu leave wrapper of the beedies is less toxic.
- A beedi has negligible amount of tobacco in it-less than 20 grams.
- A beedi lasts about 8-10 puffs, still it gives the complete smoking satisfaction.
- Where as a cigarette has more tobacco content in it and it lasts about 15-20 puffs before giving the same level of satisfaction.
- The price of the beedi is just a fraction that of the cigarette.
- When you light a beedi you not only illuminate a poor home of the worker, but also you patronize a traditional craftsmanship in India.

Labour welfare fund:

Labour welfare fund refers to all the facilities provided to labour in order to improve their working conditions, provide social security and raise their standard of living. Majority of labour force in India is working in unorganized sectors. In order to provide social security to such workers, government has introduced labour welfare funds, which are governed by different legislation, are administered by ministry of labour.

The purpose of these welfare funds is to provide housing, medical care, educational and recreational facilities to workers employed in beedi industry.

The following are various acts provided for the welfare of the beedi workers:

- The beedi and cigar workers (condition of employment) act, 1966.
- Beedi workers welfare fund act, 1976.
- Beedi workers welfare cess rule, 1977.
- Beedi workers welfare fund rules, 1978.

Aghi .MB conducted “A study on women and children-bidi industry”, in October (2000)¹. The study focused on the various problems faced by women and children employed in beedi industries. Most families working in beedi industry live below poverty line. While the children work at home, usually more girls stay at home to roll bidis than boys. Who are more likely to attend school. Children who work for hours sitting cross legged making bidis often suffer from backaches and knee problems. Initially tobacco dust often makes them feel giddy. And over the longterm many develop chronic bronchitics, asthma and even T.B. some complain of burning sensation in the eyes and throat. They also suffer from stomach troubles and piles. Government welfare schemes do not reach most of the bidi workers. Stringent enforcements of existing laws are required to tackle the problem. By enforcing universal primary education, the scourge could be curbed to an extent.

Chauhan .Y conducted “A study on history and struggles of beedi workers in India”, November (2001)². The study traces the history of the trade union movements in the beedi industry and the problems it faced today, as well as looking at the problems faced by the industry and its workers, it avoids repeating the information contained in the other studies of the study are (1) to document and analyze the emergence and consolidating of trade union movements in beedi industry, (2) to document major interventions made by the trade unions, (3) to understand the problem and constraint of trade unions at present day context, and (4) to develop a framework and reference base for promoting a comprehensive exercise to document and analyze the roles of the trade unions in the beedi industry from a historical perspective.

(1). Aghi MB, October 2001, “A study on exploiting women and children- bidi industry”, lifeline, volume6, pp 8-10.

(2) Chauhan Y, November 2001, “A study on history and struggles of beedi workers in India”, (AITUC), pp 114.

opportunities for women bidi workers in the pilot area of sagar, madhya Pradesh, India, September (2001)³. The objectives in brief were to describe the development profile of sagar district as a whole and the bidi sub sector in particular and to recommend alternative employment and business opportunities for women bidi workers. A household survey was conducted among home-based bidi workers to ascertain their source and skills. Alternative livelihood options were analyzed practical snag was that women workers would not go out of the villages to seek these compatible jobs in the industrial estates .about 60% of the self- help groups in the state were mens group. They recommended (1) promotion of savings and micro-enterprises, (2) education awareness and organization building (3) habitat improvements and (4) health, nutrition and child care. It was assumed that the women would continue to roll bidis for an initial period, in order to accumulate some savings and to make a smooth transition to another livelihood. A federation of self help group would emerge that would share business ideas and promote the new micro enterprises.

Indian labour organizational (ILO) conducted “A study on bidi workers in India today- A study of four states”, in (2001)⁴ . The objectives of the study is to examine the socioeconomic and working condition of bidi workers and access whether there has been a decline in the employment, if so why and the possibilities of the point of view of economic viability and of women workers in the industry. Awareness regarding the labour laws, minimum wage act, schemes provided by the government should be thought. Broad areas of intervention were found and more detailed study was recommended.

⁽³⁾ Dervish.T, September 2001, “A study on identifying alternative employment and income opportunities for women bidi workers in the pilot area of sagar, madhya Pradesh India”, (ILO), pp50.

⁽⁴⁾ ILO, 2001, “A study on bidi workers in India today- A study of four states”, pp 151.

workers in beedi industry”, in April (1999)⁵. By employing a system of production using contractors and home based, the beedi industry is able to gain tremendous profit with little inputs in infrastructure and comprehensive benefit to labour. The construction of home workers as housewives and homework as a practice that allow a women to care for children and perform her not only do women put in long hours to fulfill production targets set by employers but have no idea as to how they arrive at the wage levels they set. Women subordinate status as workers is to build into the production process.

Sudarshan.R and kaur.R conducted “A study on the tobacco industry and womens employment: old concern and new imperatives” in (1999)⁶. The main objective of this review was to highlight the policy issue relating to womens employment in this industry. According to the national sample survey, three fourths of the total employment in this industry is in the beedi manufacturing. Women constitute the bulk of home based workforce because this agreement is convenient because they can avoid reporting the workers to the government and providing any legally required benefits. Various strategies suggested for empowering women bidi workers included better counting of home based workers, providing them with the access to education and healthcare, organizing the workers to demand their right and creating new livelihoods for them.

⁽⁵⁾ Gopal M, April 1999, “A study on disempowered despite wage work-women workers in beedi industry”, Economic and political weekly, pp 17-24.

⁽⁶⁾ Sudarshan.R and kaur.R, 1999, “A study on the tobacco industry and womens employment: old concern and new imperatives”, (ILO), pp 675-685.

Srinivasulu.k conducted a study (1999)⁷. The aim of this paper was to view the beedi workers movement with reference to liberalization, with emphasis on the telengana district of andra Pradesh, Bihar, Gujarat, Karnataka, kerala, Madhya Pradesh, maharashtra, Tamilnadu. About 90% of this work force is comprised of women and children. The study focused on the problems faced by women workers in the industry.

Rajasekhar D and sreedhar G conducted “ A study on alternative employment and income opportunities for women beedi workers- A study on dakshina kanada district”, in february (2001)⁸. This paper aimed to access the alternative income generating activities that could be taken up by women beedi workers in the context of perceived decline in the beedi activities in Karnataka. It also assess the situation and needs of the women beedi workers, and analyze the possibilities of bringing synergy of efforts by the other development within the district. The selected regions are multi religious and multi caste. The literacy rate is very low. The result suggested that SHGs and NGOs must be formed, encouraging women to undertake traditional and non-traditional activities in the short run and long run. This would enumerate all the problems faced by the workers in the beedi industry.

(7) Srinivasulu.k, march1997 “A study on impact of liberalization on beedi workers”, Economic and political weekly, pp 515-517.

(8) Rajasekhar D and sreedhar G ,February 2001, “ A study on alternative employment and income opportunities for women beedi workers- A study on dakshina kanada district”,(ILO), pp 33.



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1.3 Statement of the problem:

The study was undertaken to find out the problem faced by the women beedi workers in GT Beedi Company. It also helps the organization to meet the expectations of the women workers in particular.

1.4 Objectives of the study:

- To identify the living and working condition of beedi workers in general.
- To identify the influence of demographic variable with respect to women beedi workers.
- To meet the expectations of the women beedi workers.
- To identify the problems faced by beedi workers.
- To promote social dialogue between employees, trade union and government to improve working condition of women beedi workers.
- To provide suggestions for improvement.

1.5 Scope of the study:

The study shall make the women beedi workers aware in various aspects. This would help them to secure their rights. It will also help in formulating new strategies to attract women workers. This would increase the working condition of beedi workers.

1.6 Methodology:

The study assumes the characteristics of both descriptive and exploratory research. The research brings out the various problems faced by the workers in the organization. The research also focused on the existing problems.

Sampling design:

Convenient sampling method is adopted, it is a non-probability sampling where sample size is been selected according to the convenience of the researcher. The sample size is taken as 150. The samples are collected by interview schedule method.

Method of data collection:

The data are collection method involves both primary and secondary data. The primary data is collected through issuing structured questionnaire and secondary data is collected from journals, websites, magazines, newspaper and previous study.

Tools for analysis:

Chi –square test:

This test is used to analyze the influence of demographic variable using the expectation and the satisfaction factors.

Mean score analysis:

Mean score analysis is used for ranking the factors according to their mean values.

Software package for social studies (SPSS):

This package is used for entering the data and analyzing for output. Statistical tools can be used for accuracy.

1.7 Limitations:

- The study is restricted to chennai city only.
- Sample size is taken as 150 due to time and cost constraint.

1.8 Chapter scheme:

Chapter1 deals with the introduction of the study which includes background, review of literature, objectives of the study, statement of the problem, scope of the study, methodology, limitations, report structure. It gives an outline of the study to be conducted.

Chapter2 includes the history of the organisation, management, organization, structure, product profile, market potential, and competitive strength of the company, future plans and description of the various functional areas. It consists of the entire information about the concern.

Chapter3 deals with the present scenario prevailing with respect to the industry and the company selected. This analysis may also constitute the strength, weakness, opportunities, threats of the concern.

Chapter 4 includes data analysis and interpretation. The results are obtained using statistics.

Organizational profile

2.1 History of the organisation:

GT Beedi Company was established in Tirunelveli at first. GT refers to good taste beedi. There are more than 250 workers employed in GT Beedi Company. The workers are employed under factories act and legislation. The organization also employed out door workers. GT Beedi Company has its branches in chennai, Andrapradesh and kerala. This organization was re-engineered after 2006 and the latest techniques were followed at present

The employees are provided with reasonable wage rate, the organization will takes special care towards other members of the employee's family. They also provide good training for the employees.

2.2 Management:

The organization is owned by mr.S.Thangaraja .the organization is situated at Tirunelveli, chennai and kerala.

2.3 Product profile and market potential:

The important centers for this industry are Tamilnadu, kerala and Andrapradesh. Tobacco dust and yarn are the raw materials required for the industry. The beedi leaves are imported from kerala, shimoga, rajpur. Tobacco dust is imported from sangai, kolhapur, jaisingpur and nippani. They provide quick delivery of their product and also provide cash offers for the retailers who buy in bulk.

Raw materials:

The organisation imports tobacco dust from sangai, kolhapur, jaisingpur, Nippani. The beedi leaves are imported from shimoga, rajpur, kerala. Yarn is imported from the nearest states with in India.

Competitors:

The competitors of GT Beedi Company are,

- Arasan Beedi Company.
- Seyadu Beedi Company.
- Rajavalley Company.
- Sultan pillai& sons.
- Seyadu cottage industry.
- T.P.S ramsait Beedi industry.
- Kerala dinesh Beedi.

2.4 Competitive strength of the company:

- Strict quality control is exercised at every stage of production.
- Rich flavour due to unique tobacco blend.
- Smart structure and tasty blend of tobacco dust is greatest advantage.
- The raw materials are imported from the nearest cities and towns.
- They acquire labour force from their own home town.
- Effective advantage.
- Good and efficient marketing strategy.
- They get exemption from (VAT).

2.5 Future plans:

The organisation has planned to establish its branches over various cities and other states. They have also planned to adopt latest method of heating and follow the latest trends in marketing. Establish more branches which would automatically provide more employment.

2.6 Description of various functional areas:

The concern consists of various functional departments such as quality control department, finance and sales. The quality control department helps in checking the quality control department helps in checking the quality of the beedi produced and packing. The sales section deals in exporting of the product and importing of raw materials required for rolling beedi. It also follows the latest marketing techniques such as web advertising and providing order form through internet.

Micro – macro analysis

CHAPTER III

Macro micro analysis:

India has a labour force over 400 million, nearly 90% of them belong to the unorganized or informal sectors. The women workers engaged in the informal sectors has increased from 94% to 96%. These women who work in informal sector have long and erratic working hours, fragmentation and atomization of workforce and the absence of any form of workers organisation. Beedi industry is one of the fastest growing industries in India. There are 4.4 million beedi workers of whom 63% are women. The most of the beedi workers are scheduled castes and scheduled tribes and minorities.

About 90% of the beedi producers are landless women. The beedi industry encompasses not only those who make the cigarettes but also collect the leaves. More than 350000 tones of leaves are harvested annually by some 600000 women and children. Most of the women work seven hours a day. The beedi industry provides an opportunity to develop forest policies that benefit poor women by providing better access to raw materials and the market.

The beedi workers welfare fund has been created for financing the beedi establishments. They provide educational, recreational, water supply and family welfare facilities to workers. Although beedi rolling has been identified as “hazardous occupation” by the labour authorities, the health and working condition of beedi workers has not been in the forefront of public consciousness. One of the reasons for this could be lack of mobilization among beedi workers themselves. Although the southern district of Karnataka such as udupi and dakshin kannada are advanced in other sectors, beedi workers eke out a living like helpless puppets, unemployed and hunger, unable to raise their voice.

waged successful struggle for equal wages for beedi rollers. Studies being conducted by the department of women studies in Mysore University have found that even now the entire emphasis is only on getting better wages. Problems concerning the social, psychological and health aspects of these workers are still not being addressed.

Magnitude of workforce engaged in informal sectors:

The national sample survey organisation (NSSO) carried out a sample survey of the total work force more than 28 million are employed in the unorganized sectors. As per the survey 44.35 million enterprises and 79.71 million workers are employed thereof in the non-agricultural informal sectors of the economy. Among these 25.01 million enterprises employing 39.74 million workers were in the rural areas whereas 19.34 million enterprises with 39.97 million workers in the urban area. Among the workers engaged in the informal sectors, 70.21 million are full time and 9.5 million part times. Percentage of female workers to the total workers is 20.2 percent.

Relevancy of informal sectors in Indian context:

The informal sectors provide income earning opportunities for a large number of workers. In India, there is a large magnitude of workforce getting their livelihood from the informal sectors. The enactment of legislation and other measures to bring them under the regulatory and social protection instrument will adversely affect the existing mechanism prevailing in the informal sectors as it would lead to market imperfections creating hurdles in the smooth functioning of the economy.

Social security:

The term encompasses social insurance, social assistance, social protection, social safety net and other steps involved. There are number of social security to the workers in the unorganized sectors.

- Central funded social assistance programs.
- Social insurance schemes.
- Social assistance through welfare funds of central and state government.
- Public initiatives.

The following are the various schemes:

- Schemes for reservation of beds in T.B.hospital.
- Schemes for domiciliary treatment for beedi workers.
- Schemes for grant of financial assistance to beedi workers for the purchase of spectacles.
- Schemes for leprosy relief for beedi workers.
- Schemes for providing facility for treatment of beedi workers suffering from mental disease.
- Schemes for reimbursement of actual treatment charges to beedi workers suffering from cancer.
- Group insurance in cooperative societies for beedi workers.
- Maternity benefit schemes for female workers.
- Family welfare programs for payment of extra compensation.
- Build young own housing schemes.
- Group housing schemes.
- Housing schemes for economically weaker sections through state govt.
- Schemes for grant subsidy to beedi workers co-operative societies for construction of worksheds or godowns or both.

GT BEEDI COMPANY- A SWOT ANALYSIS:

STRENGTH:

GT Beedi Company is one of the leading beedi manufacturing company. They provide employment opportunities for more than 250 workers. They advertise using web and other Medias. They follow modern marketing techniques for marketing their products.

WEAKNESS:

Price increases due to market positions and changes in the beedi industries. The workers of the organization are not provided with any transport facility. The organization does not have proper rest room facilities for their workers.

OPPOURTUNITIES:

They seek export opportunities for other countries also. They have planned to establish their branches in various cities. They have also planned to provide special training for the women beedi workers.

THREATS:

Due to the competition the price war has raised which in turn reflect on the decrease or increase in the purchasing power of the beedi sellers. The technical improvement made by the competitors also make them frequently update their strategy, which is cost oriented.

Data analysis and interpretation

DATA ANALYSIS AND INTERPRETATION

This chapter deals with the analysis and interpretation of data collected through structured questionnaire.

TABLE 4.1 – Age of the respondents.

Age group in years	No of respondents	Percentage
Up to 13	36	24
13 – 20	29	19.3
20 – 30	20	13.3
30 – 40	35	23.3
Above 40	30	20
Total	150	100

Inference:

From the above table it can be seen that 24% of the respondent are of age group up to 13, 23.3% of them from 30-40, 20% of them from above 40, 19.3% of them from age group 13-20 and 13.3% of them from 20-30.

Interpretation:

Majority of the respondent are up to 13 years of age, they prefer this work due to the poverty and lack of education. Respondents from age group 30-40 prefer beedi rolling to earn as an additional income to the family.

TABLE 4.2 – Family size of the respondents.

Family size	No of respondents	Percentage
Single	11	7.3
2 – 4	63	42
4 – 5	22	14.7
6 – 8	28	18.7
Above 8	26	17.3
Total	150	100

Inference:

From the above table it can be seen that 42% of the respondent are of them are from 2-4 members in the family, 18.7% of them from 6-8 family members, 17.3% of them from above 8 family members, 14.7% of them from 4-6 family members and 7.3% of them are single.

Interpretation:

Majority of the respondent work in beedi industry due to their family size, they earn for their daily living.

TABLE 4.3 – no of earning members in the family.

Earning members	No of respondents	Percentage
One	18	12
Two	92	61.3
Three	19	12.7
Four	4	2.7
More than four	17	11.3
Total	150	100

Inference:

From the above table it can be seen that 61.3% of the respondent belong to two members earning in a family, 12.7% of them are from three members earning in a family, 12% of them from one member in the family, 11.3% of them from more than four members earning in the family and 2.7% of them are from four members in the family.

Interpretation:

Two members earning in a family are high. They work for running their family and provide education to their children.

TABLE 4.4 – Income of women worker in the family.

Women's income	No of respondents	Percentage
Up to Rs.1000	50	33.3
Rs.1000-2000	38	25.3
Rs.2000-3000	28	18.7
Rs.3000-4000	26	17.3
Above Rs.4000	8	5.3
Total	150	100

Inference:

From the above table it can be seen that 33.3% of the respondent are earning up to Rs.1000, 25.3% of them earn Rs.1000-2000, 18.7% of them earn Rs. 2000-3000, 17.3% of them earn Rs.3000-4000 and 5.3% of them earn above Rs.4000.

Interpretation:

Majority 33.3% of the respondent earns up to Rs.1000 per month as an additional income to their family. This meets their financial commitments of their family.

TABLE 4.5 – Total family income.

Family income	No of respondents	Percentage
Up to Rs.1000	-	-
Rs.1000-2000	33	22
Rs.2000-3000	33	22
Rs.3000-4000	38	25.3
Above Rs.4000	46	30.7
Total	150	100

Inference:

From the above table it can be seen that 30.73% of the respondent are earning above Rs.4000, 25.3% of them earn Rs.3000-4000, 22% of them earn Rs. 2000-3000 and Rs.1000-2000 and none of the families earn below Rs.1000.

Interpretation:

30.7% of the respondents earn more than Rs.4000, which helps them to run their family and meet the educational expenses of their children and medical expenses of them.

TABLE 4.6 – Educational qualification of the respondent.

Educational qualification	No of respondents	Percentage
No formal education	43	28.7
School level	50	33.3
Under graduate	23	15.3
Post graduate	9	6
Others	25	16.7
Total	150	100

Inference:

From the above table it can be seen that 33.3% of the respondent are school level, 27.7% of them do not have any formal education, 16.7% of them belong to others, 15.3% of them are under graduates, 6% of them are post graduates.

Interpretation:

Majority 33.3% of the respondent has school level education. This is due to lack of awareness towards education and poverty that prevails in the family.

TABLE 4.7 – Reason for choosing beedi rolling by the respondents.

Women's income	No of respondents	Percentage
High wage rate	11	7.3
Poverty	50	28
No other occupation	43	17.3
Cottage industry	9	31.3
Good working environment	25	16
Total	150	100

Inference:

From the above table it can be seen that 31.3% of the respondents choose beedi rolling because it is a cottage industry, 28% of them selected due to poverty, 17.3% selected due to no other occupation, 16% of them selected due to good working environment and 7.3% of them selected due to high wage rate.

Interpretation:

31.3% of them respondents have chosen beedi rolling as their work due to lack of other occupation in their area, a home based work.

TABLE 4.8 – Reason for choosing GT Beedi Company by the respondents.

Reason for choosing GT beedi company	No of respondents	Percentage
Reasonable wage rate	46	30.7
Good transportation facility	12	8
Good medical care	31	20.7
Good working environment	7	4.7
Care towards other members in the family	54	36
Total	150	100

Inference:

From the above table it can be seen that 36% of the respondents selected GT Beedi company due to the care towards other members in the family, 30.7% of them selected due to reasonable wage rate, 20.7% selected due good medical care, 8% of them selected due to transportation and 4.7% of them selected due to good working condition.

Interpretation:

Majority 36% and 30.7% selected GT Beedi Company for its good wage rate their care towards other members in the family.

TABLE 4.9 – Various schemes chosen by the respondents.

Women's income	No of respondents	Percentage
Scheme 1	8	5.3
Scheme 2	16	10.7
Scheme 3	12	8
Scheme 4	6	4
Scheme 5	15	11
Scheme 6	11	7.3
Scheme 7	17	11.3
Scheme 8	4	2.7
Scheme 9	33	22
Scheme 10	22	14.7
Scheme 11	2	1.3
Scheme 12	4	2.7
Scheme 13	-	-
Total	150	100

Inference:

From the above table 22% of the respondents are benefited under scheme 9, 14.7% of them under scheme 10, 11.3% of them under scheme 7, 11% of them under scheme 5, 10.7% of them under scheme 2, 8% of them under scheme 3, 7.3% of them under scheme 6, 5.3% of them under scheme 1, 4% of them under scheme 4, 2.7% of them under scheme 8 and scheme 12 and 1.3% of them under scheme 11.

Interpretation:

Majority 22% of the respondents selected scheme 9 to build their own houses with interest free or less interest loans.

TABLE 5 – Ranking provided by the respondents regarding the problems faced in the origination.

Various problem	No of respondents	Rank
Less wage rate	4.64	V
Transportation	3.10	IV
Work environment	2.76	III
Medical check up	2.52	II
Lack of refreshment	1.66	I

Inference:

From the above table we can infer that lack of refreshments ranks first with 1.66 as mean value, medical checkup ranks with 2.52, work environment ranks third with 2.76, transportation ranks fourth with 3.10, less wage rate ranks fifth with 4.64 as the mean value.

Interpretation:

Majority of the respondents ranked lack of refreshment as first problem because other organization workers are provided and it gives some new energy to work.

Factors	Highly Satisfied		Satisfied		Average		Dissatisfied		Highly Dissatisfied	
	no	%	no	%	no	%	no	%	no	%
Wage rate	21	14	83	55.3	20	13.3	23	15.3	3	2
Location	3	2	95	63.3	52	34.7	-	-	-	-
Work environment	20	13.3	50	33.3	71	47.3	9	6	-	-
Refreshment facilities	-	-	1	.7	26	17.3	63	42	60	40
Medical checkup	-	-	-	-	32	21.3	67	44.7	51	34
Transport facilities	-	-	-	-	70	46.7	69	46	11	7.3
Schemes provided	9	6	23	15.3	37	24.7	81	54	-	-
Loans provided	9	6	13	8.7	79	52.7	39	26	10	6.7
Training	-	-	22	14.7	40	26.7	78	52	10	6.7
Working hours	-	-	13	8.7	106	70.7	1	.7	30	20

Inference:

From the above table it is clear that 55.3% of the workers are satisfied with wage rate, 63.3% of them are satisfied with location, 47.3% of them suggested average for work environment, 42% of the workers are dissatisfied with refreshment facilities, 44.7% of them are dissatisfied with medical checkup, 46.7% of them suggested average for transport facility, 54% of them are dissatisfied with government schemes, 52.7% of them suggested average top loans provided, 52% of them are dissatisfied with the training and 70.7% of them suggested average to working hours.

Interpretation:

Majority 70% of the respondents are dissatisfied with the training; the training provided by the organization does not increase the efficiency of the workers.

Various problem	No of respondents	Rank
Wage rate	2.36	II
Location	2.32	I
Work environment	2.46	III
Refreshment facilities	4.21	
Medical check up	4.12	
Transport facility	3.6	
Schemes provided	3.26	V
Loans provided	3.18	IV
Training	3.5	
Working hours	3.32	

Inference:

From the above table location, wage rate, work environment, loans provided, schemes provided are given more importance than other factors.

Interpretation:

Majority of the respondents ranked location and wage rated as most satisfied factor because the origination provide good wage rate with in the location.

Influence of demographic variables on the level of satisfaction factors.

Understanding the influence of demographic variables on the level of satisfaction would enable the management to formulate suitable strategies. In this respect the following demographic variables are identified.

- Age
- Family size
- Earning members in a family
- Income of women workers
- Family income
- Educational qualification

In order to analyze the influence of the above listed demographic variables on the level of satisfaction the following hypothesis is proposed.

H_0 : demographic variables do not have any significant influence on level of satisfaction.

The above hypothesis is tested and findings are reported.

In order to understand the influence of demographic variables on the level of satisfaction, the chi-square test is performed at 5% significant level at degree of freedom 6. The findings are presented below.

H₀: Age does not have any significant influence on level of satisfaction.

Table 5.3 - Influence of age on level of satisfaction

Factors	X ²	p-value	Significance
Wage rate	49.906	0.000	S
Location	99.543	0.000	S
Work environment	113.385	0.000	S
Refreshment facilities	48.325	0.000	S
Medical checkup	64.93	0.000	S
Transport facility	114.3	0.000	S
Schemes provided	89.938	0.000	S
Loans provided	137.794	0.000	S
Training	104.049	0.000	S
Working hours	96.744	0.000	S

S – Significant

NS – Not significant

Inference:

From the above table it can be seen that age has a significant influence on all the factors selected for the study.

H₀: Family size does not have any significant influence on level of satisfaction.

Table 5.4 - Influence of family size on level of satisfaction

Factors	X²	p-value	Significance
Wage rate	45.105	0.000	S
Location	76.685	0.000	S
Work environment	135.285	0.000	S
Refreshment facilities	30.124	0.003	S
Medical checkup	42.399	0.000	S
Transport facility	44.460	0.000	S
Schemes provided	140.606	0.000	S
Loans provided	213.372	0.000	S
Training	124.017	0.000	S
Working hours	67.210	0.000	S

S – Significant

NS – Not significant

Inference:

From the above table it can be seen that family size has a significant influence on all the factors selected for the study.

Influence of earning members on level of satisfaction

H₀: Earning members does not have any significant influence on level of satisfaction.

Table 5.5 - Influence of earning members on level of satisfaction

Factors	X ²	p-value	Significance
Wage rate	54.964	0.000	S
Location	76.685	0.000	S
Work environment	83.557	0.000	S
Refreshment facilities	26.619	0.000	S
Medical checkup	46.854	0.000	S
Transport facility	47.044	0.000	S
Schemes provided	121.298	0.000	S
Loans provided	196.389	0.000	S
Training	134.071	0.000	S
Working hours	97.910	0.000	S

S – Significant

NS – Not significant

Inference:

From the above table it can be seen that earning members has a significant influence on all the factors selected for the study.

H₀: Women income does not have any significant influence on level of satisfaction.

Table 5.6 - Influence of women income on level of satisfaction

Factors	X²	p-value	Significance
Wage rate	84.082	0.000	S
Location	134.168	0.000	S
Work environment	97.061	0.000	S
Refreshment facilities	81.708	0.000	S
Medical checkup	51.246	0.000	S
Transport facility	108.927	0.000	S
Schemes provided	113.343	0.000	S
Loans provided	116.954	0.000	S
Training	147.174	0.000	S
Working hours	91.464	0.000	S

S – Significant

NS – Not significant

Inference:

From the above table it can be seen that women income has a significant influence on all the factors selected for the study.

Influence of family income on level of satisfaction

H₀: Family income does not have any significant influence on level of satisfaction.

Table 5.7 - Influence of family income on level of satisfaction

Factors	X ²	p-value	Significance
Wage rate	48.436	0.000	S
Location	102.692	0.000	S
Work environment	122.329	0.000	S
Refreshment facilities	59.488	0.000	S
Medical checkup	56.477	0.000	S
Transport facility	72.995	0.000	S
Schemes provided	85.186	0.000	S
Loans provided	108.723	0.000	S
Training	86.489	0.000	S
Working hours	57.322	0.000	S

S – Significant

NS – Not significant

Inference:

From the above table it can be seen that family income has a significant influence on all the factors selected for the study.

Influence of educational qualification on level of satisfaction

H₀: Educational qualification does not have any significant influence on level of satisfaction.

Table 5.8 - Influence of educational qualification on level of satisfaction

Factors	X ²	p-value	Significance
Wage rate	62.509	0.000	S
Location	92.865	0.000	S
Work environment	116.381	0.000	S
Refreshment facilities	53.795	0.000	S
Medical checkup	50.692	0.000	S
Transport facility	76.335	0.000	S
Schemes provided	121.235	0.000	S
Loans provided	182.209	0.000	S
Training	124.683	0.000	S
Working hours	78.148	0.000	S

S – Significant

NS – Not significant

Inference:

From the above table it can be seen that educational qualification has a significant influence on all the factors selected for the study.

Table 5.9 – Ranking provided by the respondents regarding their expectation from GT Beedi Company.

Expectation	Mean value	Rank
Better wage rate	4.70	V
Better refreshment	1.89	I
Better transportation	3.54	IV
Better medical checkup	1.92	II
Better work environment	2.96	III

Inference:

From the above table we can infer that better refreshments ranks first with mean value 1.89, better medical checkup ranks with 1.92, better work environment ranks third with 2.96, better transportation ranks fourth with 3.54, better wage rate ranks fifth with 4.70 as the mean value.

Interpretation:

Majority of the respondents ranked refreshment as first because the organization lacks in providing the refreshment for their workers. The workers feel that providing these refreshments would make them feel fresh and dissolve their tiredness.

5.1. Results and discussions

This chapter deals with the findings and suggestions.

5.1.1. Profile of the respondents

- Most of the respondents belong to the age group above 40.
- Majority of the respondents belong to the family size 2-4.
- Majority of the respondents belong to the family where no of earners are more than two.
- Most of the women earn more than Rs.1000.
- Majority of the respondent's family income more than Rs. 4000.
- Most of the respondent's selected beedi company for the good working condition prevailing.
- Majority of the respondents selected GT beedi Company due to take care towards other members in the family.

5.1.2. Influence of the demographic variables on the level of satisfaction of GT Beedi Company.

Demographic variables such as age, family size, number of earning members in the family, income of women workers, income of the family, educational qualification has a significance influence on the level of satisfaction factors with respect to wage rate, location, work environment, refreshment facilities, medical facilities, transport facilities, schemes provided, loans provided, training and working hours.

5.1.3. Ranking the expectation

Most of the respondents have ranked refreshment as rank one, medical care as rank two, work environment as rank three, transportation as rank four and wage rate as fifth rank.

5.1.4. Ranking the problem

Most of the respondents have ranked lack of refreshment as rank one, medical care as rank two, work environment as rank three, transportation as rank four and wage rate as rank five.

Most of the respondents have suggested providing advances for them.

5.2. Considered recommendations:

- Findings show that the majority of the respondents are above 40 years of age and the earning capacity of women workers is low. The organization should build strategies to employ all age group of people and also increase the wage rate of women workers to retain them in the organization.
- The findings of the study has high lighted the demographic variables viz., age, family size, women income, income of the family, educational qualification has a significance influence on all the levels of satisfaction factors selected for the study. These findings would help the organization to satisfy more workers by building the appropriate strategy.
- The origination would provide good refreshment facilities, periodical medical checkup, good working condition, good transportation facility and increase their wage rate to meet their expectations.
- The organization should provide advances for the workers.
- The organization should provide good training for the workers and also provide necessary information regarding the government schemes.

The present study was undertaken with the objective of evaluating the working conditions of women workers in the GT Beedi Company. The data for the present study was obtained from the workers of GT Beedi Company through interview scheduled and from the records maintained by the GT Beedi Company. The additional information was supplemented by interviews with officials and by hangouts and journals. The study covers a period of four months from January to April 2008. The working condition of women is gaining more importance at present. The organization should meet the expectations of the women workers to sustain them. The concern should provide good refreshment facilities, increase their wages, periodical medical treatment should be provided and also transportation facilities for the workers. The recommendations provided may help the organization to fulfill the needs of the workers which in turn builds the loyalty towards the organization.

The requirements of the workers have been ranked according to their needs of the respondents. Majority of the respondent's ranked refreshment as first because the organization lacks in providing the refreshment for their workers. The workers feel that providing these refreshments would make them feel fresh and dissolve their tiredness. Majority 70% of the respondents are dissatisfied with the training; the training provided by the organization does not increase the efficiency of the workers.

The suitable analysis of the data collection was done keeping an objective in view. Based on the analysis, a proper conclusion has been drawn regarding the working conditions of women workers in GT Beedi Company. Lastly, a few recommendations have been made. With liberalization and providing the requirements of the workers the company will continue in its growth performance and in its improvement of innovation backed with up gradation of technology, the company would continue to maintain its leadership in Beedi industry.

Annexure

1. Name & address of the respondent:

2. Age of the respondent in years:

- Up to 13 13-20 20-30
 30-40 above 40

3. Family size of the respondent:

- Single 2-4 4-6
 6-8 above 8

4. No of earning members in the family:

- One two three
 Four more than four

5. Income of women workers in the family in Rs:

- up to 1000 1000-2000 2000-3000
 3000-4000 above 4000

6. Family income in Rs:

- up to 1000 1000-2000 2000-3000
 3000-4000 above 4000

7. Educational qualification of the respondent:

- No formal education school level undergraduate
 post graduate others specify _____

8. Why have you chosen beedi rolling as your work?

- High wage rate poverty no other occupation
 cottage industry good working environment

9. Why have you chosen GT beedi company?

- Reasonable wage rate good transportation facility
 good medical care good working environment
 care towards other members in the family

10. Specify the scheme which you have chosen from the following:

- Schemes for reservation of bed in T.B hospital
- Schemes for domiciliary treatment for beedi workers
- Schemes for grant of financial assistance of beedi workers for purchase of Spectacles
- Schemes for leprocy relief for beedi workers
- Schemes for providing facility for treatment of beedi workers suffering from mental disease
- Schemes for reimbursement of actual treatment charges to beedi workers suffering from cancer
- Group insurance in cooperative societies for beedi workers.
- Maternity benefits scheme for female beedi workers.
- Family welfare program for payment of extra compensation.
- Building own house schemes.
- Group housing schemes.
- Housing schemes for economically weaker sections through state government.
- Schemes for grant subsidy to beedi workers cooperative societies for construction of work sheds or godowns or both.

10.a) why you have chosen this scheme?

10.b) if so, what is the special benefit of the Scheme you have choosen?]

11. Rank the following problems faced by you in the organization:

- Less wage rate () transportation () work environment ()
- Medical check up () Lack of Refreshments ()

12. Give your satisfaction regarding the following factors.

FACTORS	HS	S	A	D	HD
Wage rate					
Location					
Work environment					
Refreshment facilities					
Medical checkup					
Transport facility					
Schemes provided					
Loans provided					
Training					
Working hours					

HS-highly satisfied

S-satisfied

A-average

D-dissatisfied

HD-highly dissatisfied

13. Rank your expectations from GT beedi company:

- Better wage rate ()
- Better refreshment ()
- Better transportation ()
- Better medical checkup ()
- Better work environment ()

14. Provide your suggestions for improvement :

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