

A Study On Socio-Economic Status Of Labours In Leather Industry

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ABSTRACT

This paper will bring out the problems associated with socio-economic status of labours in leather industrial units. Leather units account for major employment in and around vaniyambadi. Many people living in vaniyambadi depend on these leather units for their livelihood. Labours in leather units have been working since many generations. Although this sector provides a lot of employment to rural masses, still employees in this sector find it difficult to survive due to meager income. They don't get paid well for their work. They work from dawn to dusk without caring about their health. But, as a result of which, they are likely prone to health hazards in this industry. There is no regulation on duration of work. They are tending to work for hours together for the same wages. They seem to be in pathetic conditions due to insufficient proper amenities. There is no union or less presence of union for this sector that ends in voices of the labour in this industry is unheard. Untimely revision of wages or salary seems to be a matter of serious concern. Employees of this sector remain working in this industry for the same wages or salary for many years. This forces them to poor standard of living. Lack of education among employees finds topmost place in such industry thereby they don't understand their plight for a long time. Therefore, this paper stress needs on how to address the predicaments of labours in leather industry units spread across vaniyambadi town.

Keywords: Social and Economic Status, One Sample Test, Descriptive Statistics and Regression Analysis

1. INTRODUCTION

India is bestowed with natural resources abundantly. People in India practice different cultures, castes, religions etc. India is always remembered for Unity in Diversity. India still emerges a developing country in spite of having all the resources. On one side, people are charred to death by the devil of poverty. On the other side, people are plentifully hoarding the resources without being useful to the society. Socio-economic status of people in India is a serious threat and issues of socio economic status should be resolved at once. Due to inequalities in the distribution of Income among people, socio-economic status of people remains atop in the society. Socio economic status indicates major elements of a family or an individual. These major elements encompass earnings, literacy and occupation. Lack of anyone of which to an individual would amount to backwardness in the society. Timely attention should be paid in order to properly channelize the socio-economic status of the people. Although our country has all types of resources, India is until now far behind in education. Even after entry of leading global educational institutions in India, India suffers with having a large number of illiterate people. Similarly, there are insufficient earnings of people which put them into a great hardship. It enhances poor standard of living, people find it difficult to make their end meet. At the same time, most of their needs are left unfilled. However, lack of suitable occupation also finds a

place in the society. With a lot of people having educated, they find no employment else find the employment against their wishes. Socio economic status of labours in leather industry is worrisome and uncertain. Their social and economic status is not perennially cheerful. They endanger their life in getting employed in leather industries. Leather industry units all over vaniyambadi, Vellore district, Tamilnadu have considerably huge population of labourers comprising male and female. Their economic and social status is dealt with in this article.

2. OBJECTIVES OF STUDY

1. To examine social and economic status of labourers of leather units in Vaniyambadi town.
2. To review the problems faced by labourers in leather units in Vaniyambadi town.

3. STATEMENT OF PROBLEM

This paper will bring out the problems associated with socio-economic status of labours in leather industrial units. Leather units account for major employment in and around vaniyambadi. Many people living in vaniyambadi depend on these leather units for their livelihood. Labours in leather units have been working since many generations. Although this sector provides a lot of employment to rural masses, still employees in this sector find it difficult to survive due to meagre income. They don't get paid well for their work. They work from dawn to dusk without caring about their health. But, as a result of which, they are likely prone to health hazards in this industry. There is no regulation on duration of work. they are tend to work for hours together for the same wages. They seem to be in pathetic conditions due to insufficient proper amenities. There is no union or less presence of union for this sector that ends in voices of the labour in this industry is unheard. Untimely revision of wages or salary seems to be a matter of serious concern. Employees of this sector remain working in this industry for the same wages or salary for many years. This forces them to poor standard of living. Lack of education among employees finds topmost place in such industry thereby they don't understand their plight for a long time. therefore, this paper stress needs on how to address the predicaments of labours in leather industry units spread across vaniyambadi town.

4. SCOPE AND IMPORTANCE OF STUDY

The researcher is very much interested in this topic as it emphasises on social and economic status of labours in Leather industry in Vaniyambadi town. The social and economic status of a man indicates his state of income, employment, education and standard of living. This paper is confined to employees of leather units in vaniyambadi town. Leather industry contributes major employment opportunities to various people living in and around vellore district. Many employees rely on this industry in spite of holding high educational qualification. This leather industry creates stable employment opportunities to people of different walks of life. However, claim that this industry is in declining stage due to government's liberalisation policy on leather industry. This has put several leather units into severe hardship. Many employees in this industry find a very meagre income after working for a whole day. Moreover, these leather units are least subsidised by government. Likewise, owners of leather industry cannot offer their leather products at desirous prices due to stiff competition in the market. There is no proper regulation on this industry on the part of government. Sometimes government enacts laws against the interest of leather units. Even as these predicaments continue to be, still this sector offers continuous employment to the people of far and wide areas directly and indirectly.

5. METHODOLOGY

Research methodology is a crucial section. The quality of paper is decided by the best usage of methodology. Research methodology is an application of research methods into a study underway. This paper throws lights on certain important aspects of leather industry in vaniyambadi town. The research design for this study is descriptive and investigative in nature. The sampling size for this study is 125 employees who work in various leather units across vaniyambadi town. The researcher held discussion with the employees of leather units thereby elicited needed information from them. In this connection, he circulated well designed questionnaire among all the employees and responses had thus been obtained from all of them. The information so obtained was processed through statistical analysis to arrive at the logical conclusion. However, certain other information were sought for through available sources such articles, books, websites and magazines to gather further information which are needed to strengthen this paper. Sampling type is cluster sampling with this paper focussing on leather units across vaniyambadi town.

TOOLS USED FOR ANALYSIS

1. Descriptive Statistics
2. One sample t test
3. Bi-variate correlation and
4. Regression analysis

6. REVIEW OF LITERATURE

Gonca, Ozur&Eser (2011) compared worldwide leather industry structured with SME's in general. They mentioned that the nations like Italy and Spain are in the forefront in the world market with their brand images on the basis of quality products while the LDC,s like India, Brazil and China emphasize cheap labour and low cost. India has a very high number of employees employed in this industry with number of associations and unions that represent the leather industry to high level. According to him every leather industry enterprises continuously influenced by social, cultural, technological, political and legal changes around them on both strategic and tactical terms in global arena. So in order survive, the leather industry should keep up the changes around, surviving and competing against its rivals. The role of non-profit associations and similar groups in leather sector has a lot to do, but the activities of such non-profit associations and groups are considered insufficient.

Mathew (2012) Evaluated the business practices adopted by the dealers and raw hides and skin in the state of Kerala, analyzed the business practices adopted by the tanneries in the state, the role of leather industry players, future prospects of the industry. He found that the business of hides and skins is concentrated only in seven districts of the state. The contribution of Muslim and Caste workers is quite high in the industry and they do have permanent employment. He gave his overall view of the leather industry, tanneries and hide and skin dealers.

7. DATA ANALYSIS AND RESULTS DISCUSSION

This part of the article deals with data analysis and results discussion for the present study.

Table 1
Descriptive Statistics on social and economic status of labourers in leather industrial units

Statements	N	Mean	Std. Deviation
Salary is commensurate	125	2.2640	.98492
Comfortable working atmosphere	125	2.6400	.88354
Flexibility in work timings	125	2.7920	1.01835
Promotion and Job Security	125	3.0160	.95870
Career development	125	3.1280	.98354

Source: Primary Data compiled by the researcher.

INTERPRETATION

Descriptive statistics has been performed on social and economic status of labourers in leather industrial units. This descriptive statistics include mean and standard deviation. Social and economic status of labourers of leather units are put into five variables as shown above in the table. The highest mean score goes to career development i.e. 3.1280 which is secondly followed by promotion and job security i.e. 3.0160. However, mean score on flexibility in work timings is 2.7920. the lowest mean score observed for social and economic status of labourers of leather industry are 2.64000 and 2.264 which are connected with comfortable working atmosphere and salary is commensurate respectively. Based on this analysis, the highest mean score indicates poor social and economic status of labourers in leather units across vaniyambadi town.

Table 2
Descriptive Statistics on Problems faced by labourers of leather industry

	N	Mean	Std. Deviation
Health hazards	125	3.8240	.90753
Untimely revision of Salary	125	3.7200	1.04419
Employees are overburdened	125	3.9040	1.04282
Retrenchment of employees	125	3.6640	1.08467
Abuse of women employees	125	3.0160	.95870

Source: Primary Data

INTERPRETATION

In descriptive statistics, mean and standard deviation were performed to elicit information on problems faced by labourers of leather industry. This descriptive statistics include mean and standard deviation. Problems faced by labourers of leather industrial units are classified into five variables as specified above in the table. The highest mean score goes to employees are overburdened i.e. 3.9040 which is secondly followed by health hazards i.e. 3.8240. However, mean score on untimely revision of salary is 3.7200. The lowest mean score observed for social and economic status of labourers of leather industry are 3.6640 and 3.0160 which are connected with retrenchment of employees and abuse of women employees respectively.

ONE SAMPLE ‘T’ TEST

Table 3

One sample ‘t’ test for social and economic status of labourers in leather industrial units

Statements	t - value	p - value
Salary is commensurate	25.700	<.001
Comfortable working atmosphere	33.407	<.001
Flexibility in work timings	30.653	<.001
Promotion and Job Security	35.173	<.001
Career development	35.557	<.001

** Significance at 1% level

INTERPRETATION

The above table shows the results of one sample test which has been performed for social and economic status of labourers in leather industrial units in vaniyambadi town. The ‘t’ values for the variables such as salary is commensurate, comfortable working atmosphere, flexibility in work timings, promotion and job security and career development are 25.700, 33.407, 30.653, 35.173 and 35.557 respectively. The t score for all these variables is significant. However, each of the abovementioned variables is rejected at 1% level of significance.

Table 4

One sample ‘t’ test for problems faced by labourers of leather industrial units

Statements	t - value	p - value
Health hazards	47.110	<.001
Untimely revision of Salary	39.831	<.001
Employees are overburdened	41.856	<.001
Retrenchment of employees	37.767	<.001
Abuse of women employees	35.173	<.001

** Significance at 1% level

INTERPRETATION

The above table shows the results of one sample test which has been performed for problems faced by labourers in leather industrial units in vaniyambadi town. The ‘t’ values for the variables such as health hazards, untimely revision of salary, employees are overburdened, retrenchment of employees and abuse of women employees are 47.110, 39.831, 41.856, 37.767, and 35.173 respectively. The t score for all these variables is significant. However, each of the abovementioned variables is rejected at 1% level of significance.

BI-VARIATE CORRELATION

Table 5
Relationship between salary is commensurate and flexibility in work timings

Independent variable	Flexibility in work timings	
	r -value	p-value
Salary is commensurate	0.280**	<.001

** Significant at 1% level

INTERPRETATION

Positive correlation is observed between salary is commensurate and flexibility in work timings ($r = 0.280$), which is significant. Hence the null hypothesis “There is no significant relationship between salary is commensurate and flexibility in work timings” is rejected at 1% level. This shows that both salary and flexibility in work timings do not improve much significantly.

Table 6
Relationship between Flexibility in work timings and Promotion and Job Security

Independent variable	Promotion and Job Security	
	r -value	p-value
Flexibility in work timings	-0.335**	<.001

** Significant at 1% level

INTERPRETATION

Negative correlation is observed between flexibility in work timings and promotion and job security ($r = -0.335$), which is significant. Hence the null hypothesis “There is no significant relationship between salary is commensurate and flexibility in work timings” is rejected at 1% level. This shows that both salary and flexibility in work timings are not good enough to employees of leather units in vaniyambadi town.

REGRESSION ANALYSIS

Table 7
Regression analysis for problems faced by employees in leather units

Independent Variables	R ²	Beta	F-statistics	t- value
Health Hazards	0.109	-.252	2.919**	-2.579**
Untimely revision of salary		-.361		-3.053**
Employees are overburdened	AdjustedR²	-.021		-.183**
Retrenchment of employees		.193		1.345**
Abuse of women employees	0.072	-.034		-.376**

** Significant at 1% level

INTERPRETATION

It is observed from the above table, the regression model’s **F** value is **2.919** and it is significant at 1% level, the null hypothesis “Independent variables do not have significantly impact on salary is commensurate” is rejected. The regression model’s coefficient of determination (R^2) is **0.109** (explains **10.9%** of variability) and its adjusted R^2 is **0.072**, which is an unhealthy coefficient. Health hazards, untimely revision of salary, employees are overburdened, retrenchment of employees and abuse of women employees are significantly predicting problems of employees in leather industrial units in vaniyambadi town. Retention of employees alone is having positive impact on problems of employees in leather industry, whereas health hazards, untimely revision of salary, employees are overburdened and abuse of women employees are having negative impact on problems faced by employees in leather industry.

Table 8
Regression analysis for Socio-economic status of employees in leather units

Independent Variables	R²	Beta	F-statistics	t- value
Salary is commensurate	0.116	-.082	3.125**	-.902**
Comfortable working atmosphere		-.009		-.105**
Flexibility in work timings		-.267		-2.768**
Promotion and job security		.043		.473**
Career development		AdjustedR² 0.079		.073

** Significant at 1% level

INTERPRETATION

It is observed from the above table, the regression model’s **F** value is **3.125** and it is significant at 1% level, the null hypothesis “Independent variables do not have significantly impact on salary is commensurate” is rejected. The regression model’s coefficient of determination (R^2) is **0.116** (explains **11.6%** of variability) and its adjusted R^2 is **0.079**, which is an unhealthy coefficient. Salary is commensurate, comfortable working atmosphere, flexibility in work timings, promotion and job security and career development are significantly predicting socio-economic status of employees in leather industrial units in vaniyambadi town. Promotion and job security and career development are having positive impact on social and economic status of employees in leather industry, whereas salary is commensurate, comfortable working atmosphere, flexibility in work timings are having negative impact on social and economic status of employees in leather industry.

8. FINDINGS

- One of the findings made through the descriptive statistics is that variables related to socio-economic factors are not in the proper track. Some of the variables with regard to this are having negative impact on the labourers working in leather units across vaniyambadi town.
- As per another finding, mean value in table 1 towards 'salary is commensurate' is negligible. It indicates salary is not good to those working in leather industries. They revise the salary to employees occasionally.
- However, finding on comfortable working atmosphere also has not raised the eyebrows of many employees since they work in very hectic conditions.
- With regard to finding over flexibility in timings, timings of work schedule have not satisfied the employees on the whole. Only very few employees working for leather companies are satisfied with timings.
- In the case of health hazards, employees are depressed. They often feel sick due to unhygienic working atmosphere.
- This finding is about untimely revision of salary. On seeing results of the entire test performed through this paper, salary is not revised when times fall due. They rarely revise the salary which put the employees into great hardship.

9. SUGGESTIONS

- Management of all leather companies should hold negotiation with their employees and address their issues in a time bound manner.
- Similarly, salary is not commensurate in most of the leather companies. Therefore, leather companies should retain the skilled employees by offering them lucrative pay.
- Due to lack of comfortable working atmosphere, employees find it difficult to work in leather companies resulting in employees scarcity. To tide over this crisis, management must look into issues pertaining to co-genial work atmosphere.
- Firms dealing with leather products must set the schedule of timing according to the due convenience of employees. Employees tend to work for hours together which trigger poor performance among them and yield the results below the expectation.
- Promotion and job security have not gained momentum in leather industry. Employees working in the leather units have rarely heard about either of them. No promotion and least job security are the sustainable properties of most of the leather companies.
- Health problems pose to a threat among employees of several leather units. Many employees come into contact with chemical substances when leather are refined. This causes different diseases among employees.
- Salary are least revised in the leather industrial units. Lack of union among employees is cited to the reason. Since employees are informally deployed, they are not covered under statutory act which are available to the employees of formal sectors.

10. CONCLUSION

This paper has presented some good contribution to the society at large. Through this paper, researcher has brought out the predicaments of employees of leather units. They are in fact in the vulnerable society. Their voices are left unheard in most of the cases; their issues remain unaddressed due to the existence of capitalism. On the whole, social and economic status of workers in leather units are not satisfactory. They are in the pitiable conditions due to a range of

plight. These problems can be set right to certain extent provided the above suggestions are followed.

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