

HOLISTIC EMPLOYMENT PROFILE OF TUEM INDUSTRIAL ESTATE WORKERS

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ABSTRACT: Industrialisation has transformed economies. Industries setup forming clusters together in an enclosed area is generally specified as an industrial estate. Industrial estates augment both production capabilities on one hand and employment on another hand. Creation of employment opportunities and upgrading the skills and working life of employed employees is a commendable job performed by several industrial estates throughout the world. Workforce constitutes an important asset for the business firm engaged in production activity. However, precisely having a sound, skilled, educated and well trained and efficient workforce empowers the functioning of the firm combined with its own efforts to improve the employability of such talented workforce by providing them necessary skills. The present paper highlights holistic employment profile of workers employed in the Tuem Industrial Estate in the state of Goa.

Key Words: Employment, Industrial Estate, Goa, Holistic.

Data and Methodology

Methodology used for the present study is census survey method. Therefore data were collected through pre-structured questionnaire from 21 Tuem Industrial Units and all the workers including office Staff summed up to 775 workers.

Introduction

The Tuem Industrial Estate was commenced in the year 1986. It comprised of Total 162418 m² land area of the Pernem taluka. It consists of Total 32 units; from which 21 are currently functioning, 11 are closed down. In real sense the industrial estate is a specific area or zoned which is designed for the industrial development. In other words an industrial park/ estate are nothing but a more "heavyweight" version of a business park or office park, which has offices and light industries, rather than heavy industry. It is an adequate industrial infrastructure area or place, (it may be small or big) where a number of small manufacturers undertake their production activities.

Education Status of the Workers/ Labours

Education is the key aspect in the determination of socio-economic status of the workers or labours, because, it affects on income and standard of living of the employees. It has been proved from various studies that there is positive association between education and standard of living. Therefore, it is truly called as an engine of the poverty eradication. Education makes man perfect. It also helps in the development of human resources in general and economic growth in particular. It enables to the employees to acquire more skill and choices. According to Amartya Sen improvement in educational status helps in the widening the choices and abilities of the peoples which becomes a power instrument for the poverty eradication.

Table 1 Education Status of the Workers

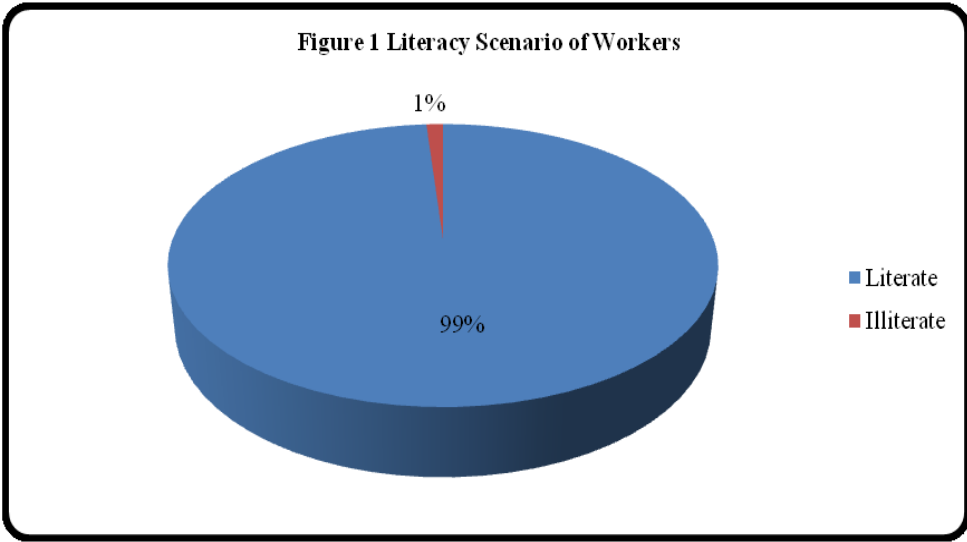
Education Status of Workers	Frequency	Percentage
Literate	766	98.8
Illiterate	9	1.16
A) Up to Primary	8	1.03
4th	4	0.52
7th	4	0.52

B) Up to Secondary	403	52.00
8th	27	3.48
9th	96	12.39
10th	280	36.13
C) Up to Higher Secondary	216	27.87
12th	216	27.87
D) Up to Graduation	123	15.87
B.A	4	0.52
B.Com	106	13.68
B.E	9	1.16
B. Sc	4	0.52
E) Diploma	16	2.06
DME/ITI	16	2.06
Grand Total	775	100.00

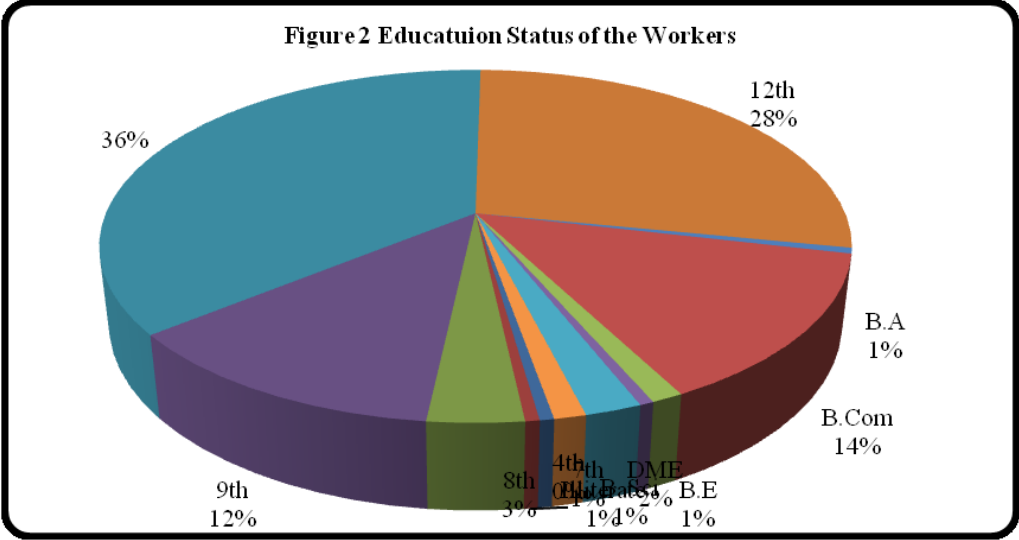
Source: Based on field work

Under this backdrop researcher has intended to study the education status and literacy scenario of the respondents.

Table 1, figure 1 and 2 indicates the educational scenario of the employees at the Tuem industries estate Goa. The data reveals that 98.8 percent of the total workers are literate and remaining 1.16 percent are illiterate. It means that the literacy scenario of the employees is quite satisfactory. However the education Status is not up to the mark. It is seen that nearly 52 and 27.87 percent workers are completed their education up to secondary and higher secondary respectively. The workers who are completed their education up to primary or preliminary are just 1.03 percent. It means that out of the total workers nearly 82.07 percent are not taken education up to graduation.



It is expected that the workers should have to obtain skilled knowelegde like ITI and diploma from technical intitutions. The graduate workers are just 15.87 percent which implies there is lack of high educated manpower in tuem industries. It has been observed that the graduated workers are generally working in office and on the contaray the less educated workers are engaged in production and hard work activites. The illterate are engaged in non-skilled work like helper, sweeper and peon.



The education wise percentage of the total workers has been depicted in figure 2. The figure reveals that around 36 and 28 percent employees are completed matriculation and 12th standard respectively. It means that 64 percent workers are unskilled, as they have obtained basic knowledge.

Gender Wise and Industrial Unit Wise Composition of Employees

The study aims to find out the gender wise employment opportunities which are provided by this estate in Pernem. In fact it has been observed that employment opportunities are mostly made available for male. The participation of women in Tuem Industry is not significant. The table 2 shows the gender wise and industry wise classification of employees. The data reveals that out of the total only 15.10 percent workers were female and remaining is the male. The Percentage of female workers is varies between minimum 7.14 percent to maximum 29.73. On the contrary the percentage of male workers is varies between minimum 70.27 to maximum 92.86 percent. The highest and lowest female workers were observed in Enarkay Enterprises and Mahalasa Acoustic (I) Pvt.Ltd respectively.

Table 2 Gender Wise & Industrial Unit Wise Composition of Employees

Name of the Industry	Male	Female	Total Workers
Babush Gas Services	35(83.33)	7(16.67)	42(100)
Enarkay Enterprises	26(70.27)	11(29.73)	37(100)
GP Services	31(86.11)	5(13.89)	36(100)
Himali Soap Products	29(76.32)	9(23.68)	38(100)
Kamleshwar Data Ajent Industries	35(89.74)	4(10.26)	39(100)
Mahalasa Acoustic (I) Pvt.Ltd	39(92.86)	3(7.14)	42(100)
Matoshri Cashew Nuts	35(89.74)	4(10.26)	39(100)
Om Sai	25(73.53)	9(26.47)	34(100)
Omkar Industries	28(77.78)	8(22.22)	36(100)
Plastwell Plastics	33(91.67)	3(8.33)	36(100)
Polyplast	28(75.68)	9(24.32)	37(100)
Power Engineering(I) Pvt.Ltd	36(87.80)	5(12.20)	41(100)
Qualipro Industries	43(91.49)	4(8.51)	47(100)
R.J Industries	29(93.55)	2(6.45)	31(100)
Raj Industries	27(77.14)	8(22.86)	35(100)
Samarth Technocraft	34(87.18)	5(12.82)	39(100)
Sparcken Labours Pvt.Ltd	31(91.18)	3(8.82)	34(100)

Superfabrication Engineering Works	31(78.38)	8(21.62)	37(100)
Swastic Industries	31(89.29)	3(10.71)	28(100)
Veranik Bianics Pvt.Ltd	31(87.88)	4(12.12)	33(100)
Veranik Micranutrients Pvt.Ltd	31(91.18)	3(8.82)	34(100)
Grand Total	31(84.90)	117(15.10)	775(100)

Source: Based on field work
Note: Figure in bracket shows percentage to concern total

The percentage of highest and lowest male workers is observed in case of Mahalasa Acoustic (I) Pvt.Ltd and Enarkay Enterprises. Thus in brief it can be stated that the gender wise composition of employees in Tuem industry is uneven and dismal.

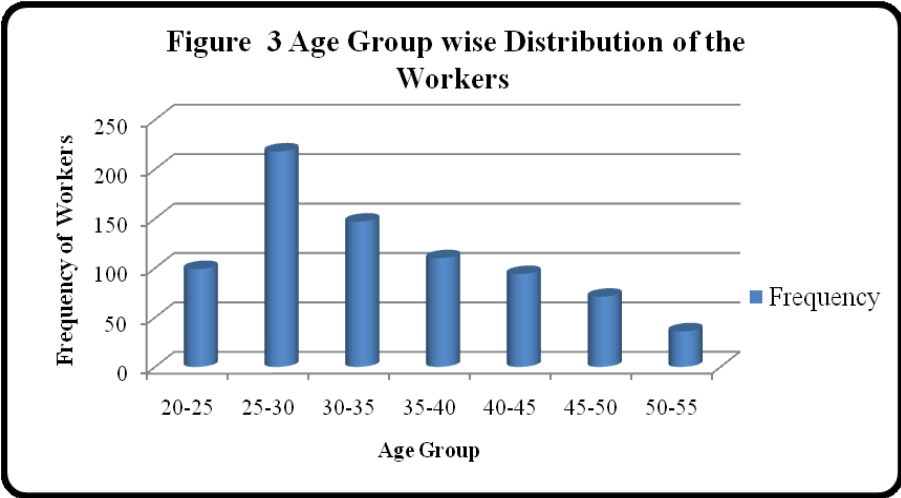
Age wise Composition of Employees in Tuem Industry

To put focus on age group is an essential part under the socio-economic profile. Researcher has attempted to study the mean age group of employees working in Tuem industry. The table 3 and figure3 represents the age group of the employees working in Tuem industry. The data reveals that the mean age group of the workers is 30 to 35 and average age year is 34 years.

Table 3 Age wise composition of Employees

Age Group	Frequency	Percentage
20-25	99	12.77
25-30	218	28.13
30-35	147	18.97
35-40	110	14.19
40-45	94	12.13
45-50	71	9.16
50-55	36	4.65
Grand Total	775	100.00
Mean age group	30-35	...
Mean age	34
Std	58.31	...
CV	58.3

Source : Based on field work



The highest of 28.13 percent employees falls under the age group 25-30 year and on the contrast lowest of 4.65 percent employees’ falls under the age group 50-55 years.

APL/BPL Family Status of the Employees

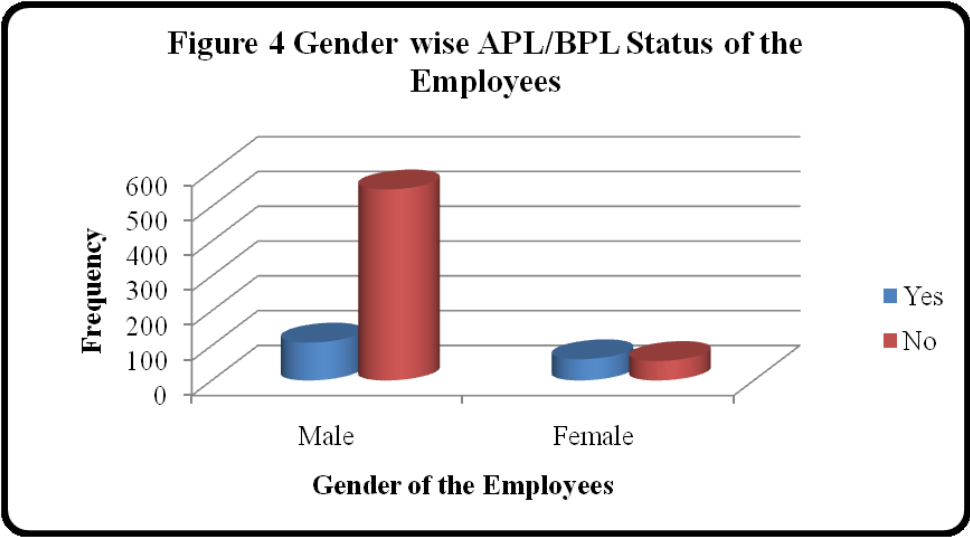
The APL/BPL family status indicates the standard of living of the respondents. It also indicates the picture of developmentally deprived segment of the society. The problem of poverty is not new in India. The origin of poverty is as old as civil society. In fact the famous story of *Sudama* (friend of God *krushna* in Hindu religion)and *krushna* provides evidence to the poverty is very old phenomena. Because *Sudama and Krushna* were belongs to a poor *Brahmin* family and rich family respectively. In short the gap between poor and rich is originated right from the origin of the civic society. In brief, in technical words, it is a socio-economic phenomenon in which some portion of the society is unable to fulfill their basic necessities of life. Under this overall circumstance humble attempts are made to identify the APL/BPL family background of the employees in the Tuem Industrial Estate Goa. The table 4 and figure 4 indicates APL/BPL Status of the employees.

Table 4 - Gender wise APL/BPL Status of the Employees

Workers belongs to Poor Family	Male	Female	Total
Yes	109(16.57)	61(52.14)	170(21.94)
No	549(83.43)	56(47.86)	605(78.06)
Grand Total	658(100)	117(100)	775(100)

Source : Based on field work Note : Figure in bracket shows percentage to concern total

The table 4 and figure 4 reveals that around 52.14 percent female employees of the Tuem industry were belong to below poverty line and only 16.57 male employees were belong to below the poverty line. At aggregate level 21.94 percent employees were belong to BPL. It implies that the results are consistence to the national figure of 27 percent.



Working Conditions and Nature of the Labours

Working conditions includes the hours of work, nature of work and working atmosphere. The nature of labour means the quality (i.e. skilled and unskilled labours) of the labour and years of work experience.

Working Conditions

All respondents' workers reported that they are working 8 hours per day as per labour law and receiving salary per month regularly. If there is extra work then they also works more than 8 hours and receives wages of that extra time also. In brief it can be stated that the legal binding of the hours of work has been strictly followed in the Tuem industry. The 96.81 percent male and 5.12 female are working in shift. It implies that majority of the females are working in day only. It is good sign so far as the female's responsibility regarding their family and safety is concern. Thus at aggregate level it can be stated that nearly 82.97 workers are working in shifts. It has been observed that around 94.87 percent workers (who are working in shifts) are working in both day and night shift. The table 5 indicates working conditions of the labours in the Tuem industry.

Table 5 Working Condition of the Labours

Working in Shift	Male	Female	Total
Yes	637(96.81)	6(5.12)	643(82.97)
No	21(3.19)	111(94.87)	132(17.03)
Total	658(100)	117(100)	775(100)
If yes, Mention the Shift			
Day Shift	0	6(100)	6(0.93)
Night Shift	27(4.23)	0	27(4.19)
Both	610(95.76)	0	610(94.87)
Total	637(100)	6(100)	643(100)
Facing Problems with working in Shift			
Yes	412(64.67)	6(100)	418(65.00)
No	225(35.32)	0(0)	225(34.99)
Grand Total	637(1000)	6(100)	643(100)

Source: Based on field work

Note : Figure in bracket shows percentage to concern total

It is again interesting to note that total females working in shifts are working only for the day shifts. The 65 percent employees who are working in shifts are facing some problems while working in shifts. The all females (who are working in shifts) are facing problems while working in given time band.

Nature of the Labours

It is expected that the employed labours should be skilled. They should have to possess required and adequate skill and knowledge so with the help of that he or she can perform best in their work. The table 6 indicates nature of labours in Tuem Industrial Estate Goa.

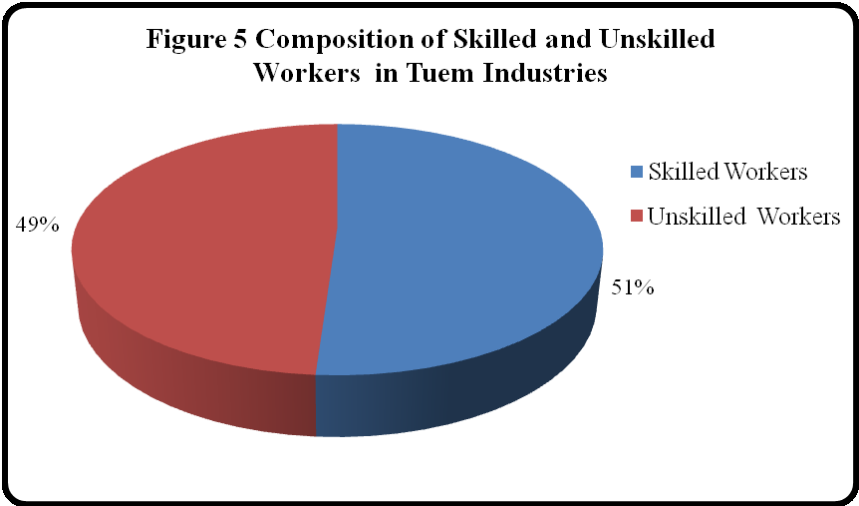
Table 6 - Nature of Labours in Tuem Industrial Estate Goa

Skilled and Unskilled Workers	Frequency	Percentage
Total Skilled Workers	396	51.10
Accountant	65	8.39
Admin	4	0.52
Batch Maker	8	1.03
Chemist	9	1.16
Cutter Operator	24	3.10
Executive	4	0.52
Fitter	9	1.16
Grader	16	2.06
Machine Operator	111	14.32
Office Manager	9	1.16
On Machine Work	20	2.58
Packer	4	0.52
Pillar	8	1.03
Production Manager	4	0.52
QC	4	0.52
Store Assistant	4	0.52
Store Keeper	4	0.52
Supervisor	73	9.42

Team Leader	16	2.06
Total Unskilled Workers	379	48.90
Helper	85	10.97
In Office Work	10	1.29
Labour	126	16.26
Office Helper	5	0.65
Sweeper	10	1.29
Worker	143	18.45
Grand Total	775	100.00

Source : Based on field work

Table 6 reveals the fact that nearly 51.10 percent workers were skilled and remaining was unskilled.



The percentage wise skilled and unskilled employees has been depicted in figure 5. It indicates that there is need to increase the proportion of skilled worker rather to increase unskilled employees. In fact it is only skilled workers who real sense contributes in the production and growth of the firm. However there is also need of non-skilled workers for supportive services but the proportion of non-skilled workers should be less as much as possible.

Working Experience

The working experience is one of the significant factors in the employee’s performance in general and the growth of the firm in particular. The well experienced employee can work very fluently and efficiently. As a result of that it positively affects on the production and ultimately growth of the firm. Therefore generally it is observed in practice that the employees who have adequate work experience are demands more wages and also receives it. Thus in short it can be stated that work experience is one of the major rod through which quality of employee can be determined.

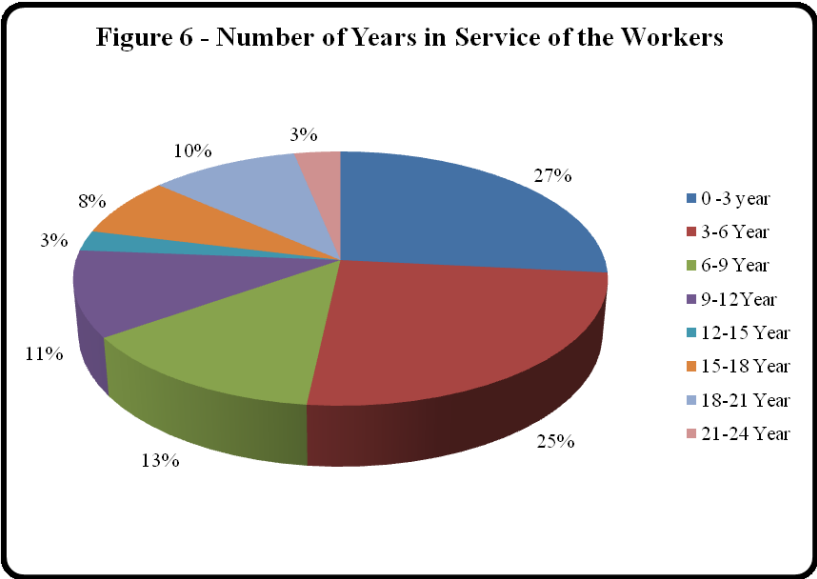
Table 7 - Working Experience of the Employees

Number of Years in Service of the Workers	Frequency	Percentage	Cumulative percentage
0 -3 year	206	26.58	26.58
3-6 Year	195	25.16	51.74
6-9 Year	105	13.55	65.29
9-12Year	85	10.97	76.26
12-15 Year	20	2.58	78.84
15-18 Year	59	7.61	86.45

18-21 Year	80	10.32	96.77
21-24 Year	25	3.23	100
Total	775	100	
Mean Years of Service	8.04 Year		
Mean Year Class	6-9 Year		
SD	413.57		

Source : Based on field work

The table 7 and figure 6 indicates experienced of the employees in the Tuem Industrial Estate Goa. The data reveals that the average experience of the 775 employees is 8.4 years and average year class is 6 to 9 years. It means that Tuem Industrial Estate Goa has possessed good and significant experienced employee’s staff. The cumulative percentage reveals that the nearly 51.74 percent workers are having work experience of 0 to 6 years. The 65.29 percent workers have worked experience of 0 to 9 years.



Salary and Incentives Packages

Salary:- The salary or wage is nothing but reward of the labours, offered by the entrepreneur for their contribution in production. In other words it is a payment made by firm to the employees for their contribution in production activity. There are several theories in economics regarding wage determination. However, still there is no universal theory of wage.

The nature of salary offered in the Tuem Industrial Estate Goa has been attempted to study. In other words attempts are made to examine the extent of wage differentiation and discrimination in the selected industrial units. For the sake of convenience the salaries are classified into four groups. The first salary group is of Rs.3500-5000 in which generally helpers and supportive staffs are engaged, therefore it is labelled as low salary group. The second salary group is of Rs.5500- 10000 in which machine operator and semi-skilled workers are founded. The third salary category is called as high medium salary group having salary of Rs. 10500-1500. The third category workers who are having good experienced and working since long time are the main pillars of the firms. The fourth high salary group generally belongs to administrative and technical workers. The employees like managers, engineers, accountant, marketing officers and sometime entrepreneurs’ remunerations are included in this category.

In fact there is no hard and fast rule for the wages in the Tuem industry. However, research has observed that there is wage similarity according to task and nature. Same wages were offered for same type of work in the industry. It implies that the firm wise wage differentiation has not practiced in the Tuem industry.

Low Salary Group of Rs. 3500-5000

Table 8 represents the gender wise salary of the employees. It is seen from the table 8 that there are total 117 females working Tuem industry out of which 60 (i.e. 51.28 percent) are receiving low salary i.e. between 3500-5000.

Table 8 - Gender wise Salary Level in the Tuem Industrial Estate Goa.

Low Salary Group Rs.3500-5000						
Salary	Male	Percentage	Female	Percentage	Total	%
3500	0	0.00	8	1.03	8	1.03
4000	0	0.00	8	1.03	8	1.03
4500	0	0.00	16	2.06	16	2.06
4600	0	0.00	8	1.03	8	1.03
5000	101	13.03	20	2.58	121	15.61
Total	101	13.03	60	7.73	161	20.76
Mean Wage	5000		4480		4806	
CV	45.16		5.65		49.76	
Medium Salary Group Rs. 5500-10000						
5500	8	1.03	0	0.00	8	1.03
6200	9	1.16	8	1.03	17	2.19
6500	20	2.58	0	0.00	20	2.58
7000	50	6.45	5	0.65	55	7.10
7500	136	17.55	10	1.29	146	18.84
8000	9	1.16	0	0.00	9	1.16
9000	4	0.52	9	1.16	13	1.68
10000	120	15.48	10	1.29	130	16.77
Total	356	45.93	42	5.42	398	51.35
Mean Wage	8167		8109		8161	
CV	53.71		65.36		56.62	
High Medium Salary Group of Rs. 10500-15000						
12000	38	4.90	5	0.65	43	5.55
12500	9	1.16	0	0.00	9	1.16
13000	4	0.52	0	0.00	4	0.52
14000	9	1.16	0	0.00	9	1.16
15000	13	1.68	0	0.00	13	1.68
Total	73	9.42	5	0.65	78	10.07
Mean Wage	12897		12000		12839	
CV	12.46		2.23		15.64	
High Salary Group of Rs. 15500-31000						
20000	46	5.94	5	0.65	51	6.58
22000	18	2.32	0	0.00	18	2.32
25000	10	1.29	5	0.65	15	1.94
25500	9	1.16	0	0.00	9	1.16
28000	32	4.13	0	0.00	32	4.13
30000	5	0.65	0	0.00	5	0.65
31000	8	1.03	0	0.00	8	1.03
Total	128	16.52	10	1.30	138	17.81

Mean Wage	24105		22500		23988	
CV	15.23		2.43		16.44	
Grand Total	658	84.90	117	15.10	775	100.00

Source : Based on field work

The average 101 male are employees receiving low salary of Rs. 5000. Out of the total male female employees 161 i.e. 20.76 percent are receiving salary between Rs. 3500-5000. It indicates downside of the Tuem industry. The highest Coefficient of Variation has been observed in case of male employees that are 45.16 percent and it is 49.76 for aggregate employees.

Conclusion

A close introspection of the employment analysis has revealed that the workers employed in the Tuem Industrial Estate are well established workers in terms of education, majority of them are fairly above the poverty line. This is due to the fact that the state of Goa is among one of the states with high literacy rates. Salary wise also large number of workers are earning high salary and followed by high to medium and so on which depicts the fact that better educational attainment has led the workers to occupy skilful and well established positions at the workplace that has increased their standard of living.