

CHAPTER-VII

SUMMARY AND CONCLUSION

7.1. Introduction:

As women form an integral part of the total workforce in Indian manufacturing sector, the overall aim of the study was to examine marginalisation of women in terms of quality employment, wages and other welfare facilities within the registered manufacturing sector. Studies by different scholars across the world have noticed that women as a group of workers are found to be more vulnerable under the industrial sector especially in factories. In India, the government of India has been enacting different labour laws, acts and policies for the safety and protection of women workers in organised as well as unorganised sectors of work. But in spite of having such labour laws in the country, women as a group of workers face various forms of discrimination and oppression or exploitation inside the factories. So, the study tried to examine the working conditions of women factory workers in Kamrup District of Assam which has high industrial concentration. The main reason for selection of Kamrup District for the study was that the number of registered manufacturing factories and the average daily employment of workers were found to be the highest among all districts of Assam (*as per the report of the Office of Chief Inspector of Factories, Government of Assam & ASI Report, 2013-14*). On the basis of the objectives of the study, the information was collected from both primary and secondary sources. To get the required information, two types of survey were conducted: i, e, *the Unit-level field survey* (or Employer-level field survey) and the *Worker-level field survey*. Both the quantitative and qualitative approaches were used to collect the required information for the study. Collected data are compiled and presented in a systematic manner to give a comprehensive and

conclusive picture of the research. The study was basically empirical in nature and descriptive in analysis from a socialist feminist approach on gender division of labour, gender pay gap and women's exploitation within the manufacturing factories and tried to explore women's lived experiences both as factory workers and as the member of their respective households.

This is the final chapter of the study. This chapter summarises all the major findings of the study and provides the final conclusion of the research. There are some sections of this final chapter. The first section of this chapter provides the summary of the major findings of the study. The second section of the chapter provides the final conclusion of the study. On the basis of experience of the present study, the third section of this chapter provides some policy suggestions. The fourth section of this chapter gives some limitations of this research. The final part of this chapter gives the contribution of this research and the scope of future study particularly on the gender issues and the problems related to women workers working in the manufacturing sector.

7.2. Summary of the Major Findings of the Study:

7.2.1. Regarding Women's Participation in Registered Manufacturing Factories:

The major findings from the analysis of women's participation in registered manufacturing units are presented on the following points.

1. A huge Gender Gap in employment is found to persist in the registered manufacturing factories. The overall share of women is found to be as low as 35.24 percent; while for male it is found to be as high as 64.76 percent in manufacturing of food, beverages, tobacco products and textiles within the organized manufacturing sector.

2. Significant variations in female participation with respect to industry divisions are found. It is found that the manufacturing units related to food products, tobacco products and textiles, proportions of female workers are found to be comparatively high.
3. Gender gap in employment is found to be high in manufacturing of beverages in comparison to other manufacturing units like food products, tobacco products and textiles. The share of female workers in manufacturing of beverages is found to be as low as 19.54 percent, while for male it is found to be significantly high (80.46 percent).
4. Female participation ratio is found to be not same within the manufacturing factories. There are units like manufacturing of chocolate and other chewing gum products under the manufacturing of food products, beer and malt liquors under the manufacturing of beverages, tailoring and knitting under manufacturing of textiles, and the panmasala under manufacturing of tobacco products, proportions of female workers are found to be comparatively low.

The above findings satisfy the first objectives of the study in examining the proportion of women workers in the organised manufacturing units. The findings also satisfy the first and second research questions. *(What is the ratio of women workers in organised manufacturing units ? Is there any variation in women's participation with respect to different manufacturing units within the organised manufacturing factories ?)*

7.2.2: Regarding marginalisation of women in quality Employment and Occupations:

In the study, one of the objectives was to examine occupational segregation and marginalisation of women in terms of quality occupations within the organised manufacturing sector. In this case, one research question was set (*Whether gender division of labour persists within the organised manufacturing sector?*)

The major findings from the analysis of gender segregation in various occupations within the registered manufacturing units are mentioned below.

In the study-

1. Gender division of labour was found to persist in the registered manufacturing factories. There is a large gender gap between men and women in the work hierarchy. Mostly men work at the top of the occupational position, while women are at the bottom of the structure.
2. Women are found to be mostly concentrated on the manual works such as packaging, labelling, cleaning, house keeping, spinning, weaving and other manual activities. On the contrary, men workers are found to be mostly concentrated on the highly paid jobs such as supervisory, managerial, clerical as well as machine operators in the registered manufacturing units. Thus, women are found to be marginalised in quality occupations within the registered manufacturing sector.
3. The extent of occupational segregation by gender is measured with the help of *Watts' Index of Dissimilarity (ID)*. The aggregate value of ID is found to be high. At an aggregate level, large proportions (around 21 percent) of women workers are

needed to be shifted to reach zero gender segregation in various occupations within the manufacturing of food, beverage, textiles and tobacco product units.

4. Among the manufacturing factories, gender segregation was found to be the highest in manufacturing of textiles where the value of Watts' Index of Dissimilarity (ID) was found as high as 0.631. It shows that about 63 percent of women workers are needed to be shifted to reach zero gender segregation in manufacturing of textiles within the organised manufacturing sector.
5. The value of Watts' Index of Dissimilarity (ID) was found to be comparatively low in manufacturing of beverages (0.236) where it indicates that comparatively lower (24 percent) proportions of women workers are needed to be shifted to reach zero gender segregation or perfect integration in various occupations in the manufacturing of beverages.
6. The value of Watts' Index of Dissimilarity (ID) in manufacturing of food products is found to be comparatively higher (0.386) which indicates that comparatively a higher proportion (almost 39 percent) of women workers are needed to be shifted to reach zero gender segregation in various occupations within manufacturing of food product units.
7. In manufacturing of tobacco products, the value of Watts' Index of Dissimilarity (ID) is found to be moderate (0.312). It shows that about 31 percent of women workers are needed to be shifted to reach perfect integration in various occupations in manufacturing of tobacco product units.
8. Surprisingly, in the manufacturing units where female participation was comparatively high, occupational segregation by gender is also found to be high.

For example, the proportions of women workers were found to be comparatively high in manufacturing of textiles (45.65 percent) and food products (42.12 percent), while the extent of gender segregations are also found to be comparatively high in manufacturing of textiles (0.631) and food products (0.386) respectively. On the other hand, comparatively lower proportions of women workers are found to be working in the manufacturing units like tobacco products (30.57 percent) and beverages (19.54 percent), while the rates of occupational segregation by gender are also found to be comparatively lower in tobacco products (0.312) and beverages (0.236) respectively.

9. The aggregate share of women workers in permanent employment was significantly low (21 percent), while comparatively higher proportions of women workers were found to be employed as contractual (25 percent) and casual workers (54 percent) respectively.

10. Thus, women workers are found to be marginalised in terms of quality of employment and occupations within the registered manufacturing factories.

Thus, the above findings satisfy the second objective of the study in examining occupational segregation and marginalisation of women in quality of employment and occupations. The above findings also satisfy the third research question regarding the persistence of gender division of labour in registered manufacturing units.

7.2.3: Regarding Wage Differentials between male and female workers:

The third objective of the study was to look into the wage differentials between male and female workers within the organised manufacturing sector. In this case, one research questions was set (*Is there any relation with the rate of participation of*

women workers and wage differentials with respect to different manufacturing units?). The major findings from the analysis of wage differentials between male and female workers in registered manufacturing units are given below.

In the study-

1. A huge Gender Wage Gap is found to persist in registered manufacturing sector. It has been found that female workers are getting much lower wages compared to male workers even for the same jobs and for the same working hours within the registered manufacturing sector. It is observed that overall female workers are found to be getting only 82 percent of the average male worker's wage. The aggregate wage differential ratio between male and female workers in organised manufacturing factories was found to be significantly high (0.82).
2. Again, significant variations were observed in wage differentials with respect to different manufacturing units within the registered manufacturing sector. Significantly higher wage differentials were found in manufacturing of food products (0.79), beverages (0.84) and tobacco products (0.81) where the average female workers wages were found to be getting only 79 percent, 84 percent and 81 percent of the average male worker's wage. Again, comparatively lower wage differential between male and female workers was noticed in case of manufacturing of textiles within the organised manufacturing units.
3. It was also found that there were some manufacturing units within the manufacturing of food products, beverages, tobacco products and textiles, where both the female participation and wages differentials were found to be low. It has been noticed that the manufacturing units with a comparatively higher proportion of

female workers paid significantly less to a woman worker than to the average male worker.

4. Again, it was also found that there were some occupations like managerial, supervisory, machine operation and even clerical jobs, where the rates of female participation were found to be significantly lower and wage differentials were also found to be comparatively lower. It indicates that women workers in the highly paid jobs get more or less equal wages with male workers but not so in the lowly paid jobs. On the other hand, in occupations like packaging, labelling and room cleaning activities, female participation rates were significantly higher and at the same time wage differentials between male and female workers were also found to be higher. Thus, it has been observed that wage differentials may be one of the major reasons for the lower female participation in the registered manufacturing sector in the state of Assam.
5. Gender division of labour is found to be one of the most important reasons for higher rate of wage differentials between men and women workers within the registered manufacturing sector. It is observed that female workers are getting significantly lower wages than male workers engaged in the registered manufacturing factories. Even for the same works and for the same working hours, women workers are getting much lower wages than male workers. From the above analysis of the study, the main causes for wage differentials between male and female workers are found to be as follows.

-Lack of Skills of the workers.

-Gender segregation in different occupations within the manufacturing units.

-Higher concentration in lowly paid jobs.

- Lack of Training.
- Lack of experiences of workers.
- Lack of education
- Lower bargaining power,
- Gender relations and the capitalist modes of production.

Thus, the above findings satisfy the third objective of the study and the research questions regarding wage differentials between male and female workers in the registered manufacturing units.

7.2.4: Regarding the Working Conditions and the Status of Job Security of Women Factory Workers:

The last objective of the study was to examine the nature of works, working conditions and the status of job security of women workers in the registered manufacturing factories. In this case one research question was set. (*What is the nature of works, working conditions and the extent of the status of job security of women workers within the registered manufacturing sector ?*). In the study –

1. The working conditions of women workers engaged in the registered manufacturing factories are found to be more exploitative. Women as a group of workers are found to be facing various forms of economic, physical and psychological exploitation within the manufacturing factories.

The majority of women workers are found to be getting wages below the minimum wage rate of Rs. 240 per day as prescribed by the Labour and Employment Department, Government of Assam. About 65 percent of women workers are found to be getting below the minimum wage rate determined by the Government of Assam.

2. Women workers are found to be working average 9 to 10 hours of work a day. Although the minimum working hour has been fixed by the government as 8 hours per day; large section of women workers (44.7 percent) are found to be working beyond normal hours of work on a day. This finding has also similarity with the findings reported by Hancock, Peter (2000) in the study "*The Lived Experience of Female Factory Workers in Rural West Java*" of Indonesia, where the study was conducted by taking 323 women factory workers and focused on the overtime work burden for women workers engaged in manufacturing of sports shoes, textile/garment factories in West Java of Indonesia.
3. As far as the payment of wage for overtime is concerned it has been noticed that only 28 percent of women are found to be getting additional wage for additional working hours and the majority of them have reported to be deprived of overtime bonus. This finding has conformity with the findings reported by Neetha, N. & Mazumdar, Indrani (2010; 25/43) in their work "*Study on Conditions and Needs of Women Workers in Delhi*", where they have reported about the economic exploitation of women factory workers, especially on overtime payment for additional working hours. They found that discrimination of women factory workers from additional payment for additional working hours led to economic exploitation of women factory workers in Delhi.
4. In case of mode of payment, 75 percent of women are found to be getting piece rated and only 25 percent of women workers are found to be getting time rated.

5. About 67 percent of women workers are found to be getting wages regularly, while 25 percent of women workers have reported irregularity in wage payment. Out of this, the majority of women workers are found to be contractual and casual workers.
6. A large section of workers (43 percent) have reported discrimination in bonus issue.
7. As far as weekly off is concerned, the majority of women workers are found to be getting weekly off. But surprisingly, a large section (25 percent) of women workers in manufacturing units reported to be getting weekly off without wages.
8. Patriarchy is found to be played an important role in getting chances of training and promotion within the manufacturing factories. Most of the women workers have reported that preference was given to male workers to get special training and promotion from lowly paid to highly paid jobs. Only 31 percent of women workers are found to be getting chances in acquiring training, while 69 percent of them reported to be discriminated in getting chances of training in spite of 3 to 4 years of service experiences and willingness to go for training. So far as promotion is concerned the majority of women workers (86 percent) have reported to be facing gender discrimination in getting chances of promotion in spite of having working experiences within the factories.
9. Women workers are found to be facing sexual harassment, especially verbal sexual abuse inside the factories. About 51 percent of women workers reported to be having the experience of sexual harassment like use of bad and insulting language towards women workers. At the aggregate level, 20.37 percent of women workers have reported about the verbal abuse by the supervisors and managers at work place. The percentage of women workers facing sexual behaviour like getting pieces of

cloth and identity cards thrown at them is 29.01 percent. With respect to industrial divisions, the proportions of women workers facing sexual exploitation like verbal abuse in factories are found to be comparatively higher in manufacturing of tobacco products (28.57 percent) and textiles (20 percent), while proportion of women workers having experience of bad behaviour and insulting language is found to be comparatively high in manufacturing of beverages (58.33 percent).

10. Regarding various forms of sexual harassment and respect for women workers inside the factories, some of the women workers reported that factories are situated in a position where management can exercise greater power over women. Their power lies in their control over the production process, which promotes the subordination of women as gendered subjects in the work place. This finding has similarity with the findings reported by Md. Arifur Rahman (2010), in his study on “Women’s Employment in Garment Factories in Bangladesh: *Emancipation or Exploitation ?* ”
11. Women workers are found to be facing unfair practices at work place. Supervisors and managers’ mistrust of women workers is an indication of their lack of respect towards women. Such kind of unfair practices are also observed by Lee, Kwan Ching (1995:384) in the study “Engendering the Worlds of Labour: *Women Workers, Labour Markets and Production Profile Politics in South China*”.
12. The proportions of women workers having experience of sexual harassment like piece of cloth and identity cards thrown at them are found to be higher in units manufacturing of textiles (46.67 percent) than in food products, beverages and tobacco product factories. Thus, it is evident that a highly prevalent culture of gross mistreatment of women workers by their supervisors, managers and contractors, is

going on violating the most basic human rights and presenting to probable forced labour situations, along with sex-based discrimination, health and safety issues and the absence of respect and dignity of workers within the manufacturing sector. Such findings are in conformity with the findings reported by the *International Labour Organisation (ILO, 2015)* in the study on “*Insights into Working Conditions in India’s Garment Industry Fundamentals*”. In the study, the field survey results revealed the picture of disrespect towards women workers and their ill-treatment by the managers and supervisors. The women workers are compelled to accept this harassment as well as bad treatment owing to the lack of awareness about the provisions of Factory Act, 1948 and because of their unavoidable dependence on income from factories for their basic survival. However, the study reported that such harassment was noticed mostly in the case of poor and illiterate women working in the factories.

13. It is found that although the governments (both the central and the State governments) of India have been making different acts, laws and policies for protecting the workers in general and for welfare of women workers in particular, some sections of workers especially women workers are found to be discriminated in terms of getting adequate job security in the registered manufacturing sectors of work.
14. The status of job security of women workers in registered manufacturing factories is found to be very low and in critical situation. To measure the extent of job security of women workers, the Composite Labour Security Index was used and the overall job security of women workers working in manufacturing sector is found to be only 0.296.

15. Among the individual security indices, the status of income security is found to be comparatively high (0.39) indicating that although women workers are facing various forms of exploitation in factories they are comparatively in better position than others within the registered manufacturing sector. The percentage share of income security (0.39) is found to be comparatively higher than the aggregate value of the Composite Labour Security Index (0.296).
16. In terms of employment status of women workers, the majority of women workers are found to be contractual and casual or temporary workers. So, the value of Employment Security Index (ESI) is found to be only 0.34 which also indicates the low and critical stage of employment status of women workers working in manufacturing factories.
17. Informalisation of women's employment in the registered manufacturing sector is found to be one of the major findings of the study. Only 32 percent of the total women workers are found to be permanent workers, while the majority of women workers are found to be contractual and casual workers. This finding is in conformity with the findings reported by Panigrahi, A. K. (2016), in the study on the *"Contract Workers in India's Organised Manufacturing Sector"*.
18. In the study, it has also been noticed that low level of educational status, lower category of jobs, lack of training, lack of skill as well as lower bargaining power of women are found to be the reasons of gender discrimination and marginalisation of women in quality employment and wages in the registered manufacturing sector.
19. In the case of the status of social security, it is found that women workers are marginalised in terms of getting social security benefits like PF, ESI, Gratuity, HI

and other benefits. So, the calculated value of Social Security Index (SSI) is found to be only 0.31. Lower level of educational qualification, lack of skills, trainings, experience and patriarchal domination inside the factories are found to be the reasons for deprived of quality employment in the factories and they have been deprived of the social security benefits within registered manufacturing units.

20. The value of Family Support Security Index (FSSI) is found to be as low as 0.30. At the household level women's labour power is a resource of the family for earning income, but they are not free from traditional familial patriarchal domination. They have little control over their earnings and bear the burden of both their traditional reproductive work in the family and productive tasks inside the factories as waged labour. As a result, women have to bear multiple burdens such as the burden of production, reproduction and household responsibilities including rearing and caring of her children, elders, parents in the male dominated society which has led to deterioration of the status of women.

21. The most striking feature is the discrimination of women in terms of getting welfare facilities relating to women workers in manufacturing factories. The calculated value of the Security of Welfare Facility Index (SWFI) is found to be significantly low (only 0.14). Even the value of the security of welfare facility index is found to be much lower than that of the aggregate value of Composite Labour Security Index (0.296).

22. The lowest value of the security of welfare facilities (0.14) relating to women workers implies that although both the central government and the state governments have been taking different acts, laws and the policies for the welfare of

women workers in the organised and unorganised sectors of work, women have been exploited in terms of providing welfare facilities by the organised manufacturing factories.

23. As far as the rights and entitlement of women factory workers are concerned it has been found that women workers are discriminated in maternity benefits within the factories. According to the Maternity Benefit Act, 1961, women workers who complete 80 days of work prior to delivery are entitled to maternity benefits. The Maternity Benefit Act also provides payment of financial benefits of maternity leave for certain periods before or after confinement, grant of leave and other medical facilities. Payments should be made for actual absence on the basis of average daily wages or minimum wage. The majority of women workers are found to be getting maximum two months (30 days) as maternity leave. But only 7.69 percent of women workers are found to be getting three months (90 days) as maternity leave. It is the indication of violation regarding the latest amendments of the provisions of Maternity Benefit Act, 1961, where it has been directed to provide maternity leave to women up to 26 weeks to take care of her child. But women factory workers are found to be discriminated in the case of getting adequate maternity benefits within the organised manufacturing sector.

24. The striking feature is that only 3.85 percent of women workers engaged in manufacturing factories have reported to be getting financial benefits of maternity leave, which is the distinct indication of the violation of Maternity Benefit Act, 1961, where the act provides payment of financial benefits of maternity leave for certain periods before or after confinement, grant of leave and other medical facilities. Payments should be made for actual absence on the basis of average daily

wages or minimum wage. Thus, the majority of women workers are found to be discriminated in terms of getting maternity benefits within the registered manufacturing factories.

25. Out of total 302 women workers, only 3 women workers have reported to be having crèche facility in a factory which means only 1 percent women workers are getting benefit of crèche facility. According to the Factory Act, 1948, every factory which employs more than 30 women (now 50 women as per new amendment) workers should have a crèche. In the present study, it has been noticed that there are different factories employing more than 30 and even 50 women workers, but the number of factories providing the crèche facility to the women workers is found to be only one.
26. Only 3.32 percent women workers are found to be getting transportation facility from the factory owners. Again, the percentage share of women workers getting quarter/housing facility is only 10.3 percent, where the majority of them reported to be deprived of housing facility.
27. None of the factories is found to be providing canteen facility to the workers working in manufacturing factories.
28. The majority of women workers (54.3 percent) in manufacturing factories have reported to be having separate urinals, while 33 percent of women workers are found to be getting separate toilets and wash room facility, but the percentage share of women workers getting separate rest room is found to be significantly low (only 15 percent).
29. Various studies suggested that illiteracy, lack of skill, training, experience etc are the reasons for lower female participation in the organised manufacturing sector, but the most vital findings of this research is that besides the reasons stated by various

scholars, another very important factor/reason that hinders the participation of women in industries is the role that a woman plays in a household. The burden of this role makes it difficult for a woman to manage the daily factory schedule with her household responsibilities. These women hardly get any support from their male counterparts regarding childcare or rearing and caring of their elder family members. This being the reason, women very rarely participate in industries, and even if they manage to join work, they are compelled to leave their jobs.

30. Gender relations and capitalist mode of production are found to be mainly responsible for women's oppression at home and exploitation in the manufacturing factories.

Thus, the above findings satisfy the last objective and the research question regarding the status of job security of women workers in registered manufacturing factories in the study area.

7.3. Conclusion:

The study found significant differences in the case of participation between male and female workers in registered manufacturing factories. Gender division of labour and marginalisation of women in terms of quality of employment, nature and conditions of work, significant wage differentials and lower status of job security of women workers are the striking features that have been noticed in the registered manufacturing sector. There is a large gender gap between men and women in the work hierarchy. Mostly men work at the top of the occupational position, while women are at the bottom of the structure. Women are mostly concentrated in the lowly paid jobs like labelling, packaging and room cleaning activities, while men are found to be concentrated in the highly paid jobs like managerial and supervisory positions. The study reveals the worse

conditions of work that women workers face at work place. It is seen that the women workers engaged in the organised manufacturing units have less access to better working conditions, promotions from lowly paid to the highly paid jobs, leave facilities, occupational facilities and other welfare facilities relating to women workers in comparison to their male counterparts because of their low educational qualifications and skills. Despite different laws, acts and policies taken by the government for benefits of workers, it has been noticed that the women workers are suffering from the lack of adequate job security, especially in the case of security of welfare facilities relating to women workers in organised manufacturing sector in the state of Assam. Women's status and position on the factory floor are found to be defined by the traditional patriarchal norms on the one hand and on the other hand, at home, women's labour power is found to be a resource of earnings for the family and controlled by patriarchal familial norms where they are not free from traditional household tasks. They have to bear the multiple burden i, e, the burden of production or wage earnings, burden of reproduction and the burden of managing household duties as well as responsibilities including rearing and caring of their children, elders, parents etc. Thus, from the above analysis it can be concluded from a '*Socialist Feminist Perspective*' that both gender relations or traditional patriarchal norms and capitalist mode of production are equally responsible for women's oppression and exploitation within the registered manufacturing sector in the country.

7.4. Policy Suggestions:

Manufacturing sector is one of the important sectors of the Indian economy. Women form an integral part of the total work force of the Indian manufacturing sector. This sector can play a very significant role not only in case of contribution to the

national GDP but also in case of providing employment opportunities for labour surplus country like India. But surprisingly, in spite of having many labour laws, acts and policies for protection of workers in the organised sectors of work, women as a group of workers are found to be still facing various forms of exploitation within the sector. As a result, gender gap in employment in Indian manufacturing sector is widening over the last few years. The government, therefore, has to give top most priority in improving the working conditions especially of women workers, who form an integral part of the total manufacturing workforce of the country and play a significant role in increasing the total output and income of the sector.

Through the present study, a few policy suggestions are given. These are as follows-

1. Immediate policy implication of the present study is that Gender Sensitization needs to be integrated in every stage of the manufacturing sector.
2. Existing Indian labour laws such as Indian Factory Act-1948, Minimum Wage Act-1948, Maternity Benefit Act-1961, Payment of Bonus Act-1965, Contractual Labour Act-1970, Payment of Gratuity Act-1972, Equal Remuneration Act-1976, etc., have incorporated gender issues. But implementation of these laws needs to be monitored.
3. Government should enact adequate and strict acts regarding welfare facilities for women workers without considering the numbers of women's employment in the factory.
4. Women workers need to be educated not only with formal education but also with regard to their rights and privileges of workers within the sector.
5. Necessary steps should be taken for proper implementation of labour laws in the case of occupational safety to ensure health security of women factory workers.

6. Social organizations/groups could probably play a proactive role in raising voices on gender issues. In the absence of active labour organizations, women workers cannot prevent violation of their rights and entitlement. So, awareness needs to be created among the workers about the role of labour unions in raising voices on their working conditions by increasing collective bargaining.

7.5. Limitations of the Study: The limitations of the study are as follows:

- (1) The study has taken into account only four types of registered manufacturing units to examine different issues relating to women workers. Inclusion of a few more manufacturing units would have presented a better picture.
- (2) The techniques for the collection of data by the researcher were unit-level and worker- level questionnaires, interviews and observations. All the respondents were interviewed on the basis of objectives of the present study and necessary information was collected. The generalizations and findings of the study, therefore, are limited to the certain objectives and the techniques of data-collection.
- (3) During the primary data collection, it was noticed that the employers were sensitive to the questions pertaining to working hours, wage rate, bonus, social security policy, mode of payment and other welfare facilities relating to women workers. The reported figures, therefore, were at variance with the nature and type of manufacturing units.

7.6. Contribution to Research:

The study was to focus on marginalisation of women workers in terms of getting quality employment, wages and welfare facilities relating to women workers in the

registered manufacturing sector. The study also tried to focus on occupational segregation by gender, wage differentials between men and women workers, the nature of work, working conditions and the status of job security of women factory workers. It is believed that the study relating to the working conditions of women workers in the manufacturing sector would give a conclusive picture on the particular aspect of the proposed research which could be followed up with further empirical analysis by subsequent researchers in related areas. The first hand experiences and information gathered in the course of the study are believed to be helpful for the organisations and people working particularly on the issues and problems related to women workers.