

PROBLEMS AND PROSPECTS OF DAILY WAGE WORKERS IN VISAKHAPATNAM STEEL PLANT

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Introduction

Daily wage workers play an important role in the industrial productivity of the country. Hence, organizations have to secure the cooperation of these workers in order to increase the productivity and to earn higher profits. The cooperation of workers is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their workers was to pay them satisfactory wages and salaries. In course of time, they realized that daily wage workers require something more important. In addition to providing monetary benefits, human treatment given to these daily wage workers plays a very important role in seeking their cooperation. Employee welfare benefits not only the workers but also the management in the form of greater industrial efficiency. The human resource managers realized that the provision of welfare facilities contribute a lot towards the health and efficiency of the workers. All the same, organizations need to provide various social security benefits such as medical care, mortality benefits, pension etc as specified by law. It is a fact that the provision of social security benefits is a kind of wise investment that offers good social dividends in the long run. The company having realized the importance of welfare and social security measures introduced several welfare schemes for its daily wage workers and their families. For instance, the company provides statutory welfare facilities like drinking water, conservancy, medical appliances, canteen, rest shelters, crèches etc. It also provides various non-statutory welfare facilities such as medical, education, recreation, housing / quarters, consumer co-operative stores, consumer co-operative credit society etc. Further, it provides social security measures like provident fund, gratuity, pension, dependant employment etc.

With sharper skill differentiation and increasing professionalisation there is a growing tendency for daily wage workers to regard themselves as members of a broad horizontal group beyond organisation boundaries. This phenomenon is more pronounced where classification of nomenclature brings workers from different organisations under a common social umbrella. This is as true of industrial workmen belonging to a particular trade or

industry as of homogenous groups like skilled and unskilled labourers.

In India the daily wage workers are mostly migrants from remote villages, often are less educated and not cautious about different preventive measures (Tiary and Gangopadhyay, 2011). Most of them are inter-state migrants and has poor language skills that prevent them from understanding the safety precautions given and to voice their problems (Kumar, 2011). Most of the times their health and safety are also neglected for which accident and occupational disease observed among them (Kulkarni, 2007). In the era of globalization construction sector is a fast growing industry and very little research has been done on the occupational health, hazards and psychosocial problems of these daily wage workers especially in Asian countries like India (Gurav, et al., 2005). Therefore, the occupational health hazards are increasing day by day among daily wage workers in industrial sectors (Mahapatra, 2002). In this context to understand the problems and prospects of daily wage workers and to compare among different demographic groups this study was conducted.

In short, due to the welfare and social security measures provided by the organisation, its workers have been working with involvement and commitment. Consequently, the performance of the organization is quite commendable. Against this background, a study has been undertaken on the proposed research topic-“Problems and Prospects of daily wage labour in Visakhapatnam Steel Plant”.

Scope and significance

The present study is an attempt to make an enquiry into the various facts in problems and prospects of daily wage workers in Visakhapatnam Steel Plant. The scope of the present study is both wide and narrow. It is wide because it covers big organization which is one of the most leading steel industries in India and narrows because it observed some of the important problems of the daily wage workers. The study is of great significance for it ascertains the opinions of daily wage workers on problems and prospects at their work place of Visakhapatnam Steel Plant. The assessment of workers problems and prospect measures will be of immense help to the management of the organisations and also the government for the formulation of sound labour oriented policies in future. The study with a large sample of 335 respondents provides scope to find out how the views of different groups on their socio-economic back ground differ on the issues relating to the topic understudy. Further, the study provides scope for implementing changes in the policies relating to labour welfare and social security measures. The study would be highly helpful

for further research in related areas of problems and prospect measures with reference to any public or private enterprise.

Objectives

1. To study the perceptions of daily wage workers on work environment, safety measures, wages and payments and welfare activities.
2. To analyse the difference between in the perceptions of different demographic group respondents on work environment, safety measures, wages and payments and welfare activities

Methodology

Application of appropriate methods and adoption of scientific techniques is a sine-qua-non of systematic enquiry. This has an important bearing on the collection of reliable and accurate information as well as on the outcome of the study. The present study is a combination of historical, case study and survey methods. The historical method is used in tracing the genesis, policies and practices relating to the daily wage workers. The case study method is adopted in order to explore and analyze the various welfare and social security benefits provided by the organization/contractors to its daily wage workers. In the present study, Visakhapatnam Steel Plant, Visakhapatnam is taken as the unit of study and almost all the facets of welfare and social security measures have been studied in depth. The collection of opinions of daily wage workers constituted the survey method in the study.

In this study four main areas of problems and prospects of daily wage workers have been considered. These are work environment, safety measures, wages and payments and welfare activities. These four areas are key role players to estimate the problems and prospects of these vulnerable groups. In this context the author designed a schedule constituted with demographic variables like gender, age, level of education, current activity, years of experience and per day income are considered and for estimate the problems and prospects a tool was designed in which work environment, safety measures, wages and payments and welfare activities are included. Each area constituted with number of statements. Hence, the response and perceptions of the daily wage workers are demanded through this schedule for this study purpose.

The questionnaire consists of 5 parts and each part again constructed with number of items/statements. These 5 parts are 1) Demographic profile of the respondent, 2) Work environment, 3) Safety measures, 4) Wages and payments and 5) Welfare activities. The

questionnaire is divided into the above 5 parts for the purpose of research convenience. The first part discusses about the demographic features of the sample daily wage workers. The second part is relating to the work environment of the work place. The third parts is indicating safety measures observed at work place. The fourth part is related to wages and payments to the daily wage workers. The fifth part is dealing with welfare activities related.

A sample of 335 respondents, who include skilled and unskilled have been chosen from the nine units of the steel plant in Visakhapatnam using stratified random sampling technique or method. The samples were include welders, fitters, electricians, drill operators, dozer operators, dumper operators, etc. It is to be noted that clerical staff have not been included in the study.

Statistical techniques used

The enquiry involved the use of qualitative and quantitative methods. Statistical techniques like percentages have been used. Further t-tests and ANOVA (f-test) were conducted so as to know the difference of opinions between different demographic group respondents with regard to the statements related to problems and prospects of daily wage workers. This method has been applied as per the need and appropriateness to lend the data greater precision and systematization. Hence, the tables and analysis of data were presented in the following and discussion on the analysis are carried out.

Demographic profile of the respondents

This part deals with the demographic features of the daily wage workers of the sample. In this it is covered sex, age, religion, caste, marital status, literacy, income levels etc., are presented in the form of tables and discussed about the response of the respondents following the tables.

Table – 1
Demography Profile wise distribution of sample respondents

Demography Profile	Variables	Frequency	Percent
Gender	Male	282	84.2
	Female	53	15.8
Age	Below 20 years	19	5.7
	20-29 years	133	39.7
	30-39 years	142	42.4
	Above 49 years	41	12.2
Level of education	Illiterates	106	31.6
	Primary	72	21.5
	Secondary	56	16.7
	Intermediate	55	16.4
	Graduate	8	2.4
	Technical	38	11.3
Current activity	Casual worker	260	77.6
	Supervisor	60	17.9
	Engineer	15	4.5
Years of experience	Below 2 years	35	10.4
	2-5 Years	96	28.7
	5-10 years	124	37.0
	Above 10 years	80	23.9
Per day income (in rupees)	Below 500	9	2.7
	500 - 650	32	9.6
	650 - 800	242	72.2
	800 - 1000	45	13.4
	Above 1000	7	2.1

The above Table-1 indicates the sex wise distribution of the of sample Daily wage labours. From the total sample majority group (84.2%) is male daily wage labourers and from the remaining 15.8 percent is a female daily wage labourer. This infers that majority group is male daily wage labour.

It is found that explains about the distribution of sample daily wage workers by their age groups. Out of the total sample (42.4%) are 30-39 years, 39.7 percent were between 20-29 years, 12.2 percent are above 49 years and 5.7 percent are below 20 years. This shows that majority of the daily wage workers are in the 30-39 years age group.

It is infers that the distribution of sample daily wage workers by their education levels. Out of the total sample a major group (31.6%) of illiterates followed by 21.5 percent are primary education, 16.7 percent with secondary education and the remaining 16.4 percent

with intermediate, 11.3 percent were having technical education and very few 2.4 percent are graduates. This indicated that majority of the daily wage workers are illiterates.

The above Table analyses infers that the distribution of daily wage workers by their current activity. Out of the total sample a major group (77.6%) is monthly wage workers of their current activity and 22.4 per cent with daily wage labour. This indicated that majority of the daily wage workers were in the current activity for monthly wage worker.

The table also explains about the distribution of sample daily wage workers by their years of experience. From the total sample 37.0 percent are 5-10 years of experience, 28.7 percent are 2-5 years and the remaining 23.9 percent were above 10 years and 10.4 percent with below 2 years of experience. This shows the majority of the daily wage workers is in the 5-10 years of experience.

The table analyses the distribution of sample daily wage workers by their per day income. Out of the total sample 72.2 percent are having 150-200 rupees per day income, 13.4 percent with 200-300 rupees and the remaining 9.6 percent were 100-150 rupees, 2.7 percent with less than 100 rupees, 1.8 percent with 300-400 rupees and 0.3 percent with 400-500 rupees of respondents per day income. This shows the majority of the daily wage workers in the 150-200 rupees per day income.

Table – 2
Problems and prospects of Male and Female daily wage workers

Variables	Sex	N	Mean	Std. Deviation	Std. Error Mean	t-value	Sig.
Work Environment	Male	282	21.20	3.705	0.221	3.26**	0.002
	Female	53	19.68	2.979	0.409		
Safety Measures	Male	282	16.68	4.092	0.244	6.34**	0.000
	Female	53	13.66	2.980	0.409		
Wages and payments	Male	282	43.45	6.094	0.363	1.20	0.231
	Female	53	44.32	4.539	0.624		
Welfare activities	Male	282	30.15	4.335	0.258	1.25	0.212
	Female	53	29.38	4.025	0.553		

**Significant level at 0.01

The table analyses the significant mean difference in work environment, safety measures, wage related, welfare activities, Incentives to the workers and allowances among the daily wage workers of male and female. The average work environment found more in male (21.20) than female (19.68). The calculated t-value is 3.26** found significant at 0.01 level. Hence, it shows that there is a significant difference between male and female daily wage workers in their opinion towards work environment at Vizag Steel Plant. The male daily wage workers are more positive towards work environment than female workers.

The average safety measures of the daily wage workers by their gender found the safety measures of male (16.68) shows higher than the female (13.66). The generated t-value is 6.34** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference between male and female daily wage workers in their opinion towards safety measures at Vizag Steel Plant. The male daily wage workers are more satisfied with the safety measures observed by at work place than female workers.

Among the daily wage workers of male and female, the average satisfaction of wage related factors found more in female (44.32) than male (43.45). The calculated t-value is 1.20 found not significant. Hence, it shows that there is no significant difference between male and female daily wage workers towards wage related factors in their organisation. The female daily wage workers are comparatively more satisfied with wage related factors than male workers.

The average satisfaction level of the daily wage workers towards welfare activities in the study area found more in male (30.15) than female (29.38). The calculated t-value 1.25 is not significant because it is less than the table value. So, the analysis shows that there is no significant difference between male and female daily wage workers in their response regarding the welfare activities taken by the contractor/organization at Vizag Steel Plant.

The male daily wage workers have little high positive response towards welfare activities than female workers.

The mean values of the daily wage workers at Vizag Steel Plant towards incentives given to the workers is found more in female (18.72) than male (17.86 and the tested t-value 1.81 is not significant. Therefore, it shows that there is no significant difference between male and female daily wage workers in their opinion towards incentives given to them at Vizag Steel Plant, but the female daily wage workers satisfaction towards incentives indicate higher than male workers.

The average satisfaction level towards allowances are given to the daily wage workers at Vizag Steel is Plant found more in male (7.03) than female (5.26) and the calculated t-value 3.38** found significant at 0.01 level. Hence, it indicate that there is a significant difference between male and female daily wage workers in their satisfaction level towards allowances given by the employer at Vizag Steel Plant. The male daily wage workers are more positive response towards allowances than female workers.

An overall it shows that the male daily wage workers are having more positive opinion towards work environment, safety measures, welfare activities and allowances than female workers, whereas, the female daily wage workers are having more positive response regarding wage related and incentives given to them.

Therefore, the analysis indicates that the the hypothesis is rejected at work environment, safety measures and allowance where there is no significant difference between male and female daily wage workers in their opinion.

Table – 3

Problems and prospects of daily wage workers by their age group

Variables	Age	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		f-value	Sig.
						Lower Bound	Upper Bound		
Work Environment	Below 20	19	18.42	2.457	0.564	17.24	19.61	2.57*	0.037
	20-29	133	21.19	3.664	0.318	20.56	21.82		
	30-39	142	20.99	3.816	0.320	20.36	21.63		
	40-49	39	21.21	3.054	0.489	20.22	22.20		
	50-59	2	22.00	0.000	0.000	22.00	22.00		
	Total	335	20.96	3.639	0.199	20.56	21.35		
Safety Measures	Below 20	19	12.11	2.283	0.524	11.01	13.21	6.24**	0.000
	20-29	133	16.88	4.043	0.351	16.19	17.57		
	30-39	142	16.20	4.270	0.358	15.50	16.91		
	40-49	39	15.82	3.077	0.493	14.82	16.82		
	50-59	2	18.00	0.000	0.000	18.00	18.00		
	Total	335	16.21	4.085	0.223	15.77	16.65		
Wages and payments	Below 20	19	42.42	3.878	0.890	40.55	44.29	5.21**	0.000
	20-29	133	42.19	6.717	0.582	41.04	43.34		
	30-39	142	44.41	5.227	0.439	43.54	45.28		
	40-49	39	46.18	4.518	0.723	44.71	47.64		
	50-59	2	39.00	0.000	0.000	39.00	39.00		
	Total	335	43.59	5.878	0.321	42.96	44.22		
Welfare activities	Below 20	19	32.68	3.181	0.730	31.15	34.22	5.74**	0.000
	20-29	133	28.98	3.914	0.339	28.31	29.66		
	30-39	142	30.15	4.477	0.376	29.41	30.90		
	40-49	39	31.64	4.350	0.697	30.23	33.05		
	50-59	2	33.00	0.000	0.000	33.00	33.00		
	Total	335	30.02	4.291	0.234	29.56	30.49		

*Significant level at 0.05 **Significant level at 0.01

The table analyses the significant difference in the opinion of different age group daily wage workers towards the work environment, safety measures, wage related, welfare activities, incentives to the workers and allowances given to them. The average response regarding work environment is found the 50-59 years of age group workers (22.00) is higher than 40-49 years of workers (21.21), 20-29 years of workers (21.19), 30-39 years of workers (20.99) and below 20 years of age group workers (18.42). The calculated f-value is 2.57* found significant at 0.05 level. Hence, it indicates that there is a significant difference among different age group daily wage workers in their satisfaction level towards work environment

at Vizag Steel Plant. The higher age group daily wage workers have more positive response towards work environment conditions than lower age group workers.

The average satisfaction level of daily wage workers on safety measures observed by the organizer/ contractor found that 50-59 years of age group workers was (18.00) indicate higher than 20-29 years workers (16.88), 30-39 years workers (16.20), 40-49 years workers (15.82) and below 20 years of age group workers (12.11). The derived f-value is 6.24** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different age group daily wage workers in their satisfaction level towards safety measures at Vizag Steel Plant. The higher age group daily wage workers are more positive opinion towards safety measures at work place than lower age group workers.

The significance of mean satisfaction regarding wage relation among different age group in daily wage workers is found that the 40-49 years of age group workers was (46.18) shows higher than 30-39 years age group (44.41), below 20 years age group workers (42.42), 20-29 years age group workers (42.19) and 50-59 years age group workers (39.00). The calculated f-value is 5.21** found significant at 0.01 level. Hence, the analysis indicates that there is a significant difference among different age group daily wage workers in their satisfaction level towards wage related factors at Vizag Steel Plant. The middle age group daily wage workers have more positive opinion towards wage related factors in their organization than lower and higher age group workers.

The average performance of daily wage workers in the study area towards welfare activities found, in the age group of 50-59 years workers (33.00) is higher than below 20 years of workers (32.68), 40-49 years of workers (31.64), 30-39 years of workers (30.15) and 20-29 years age group workers (28.98). The calculated f-value is 5.74** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference

among different age group in daily wage workers in their satisfaction level regarding welfare activities at Vizag Steel Plant. The higher and lower age group daily wage workers have more positive opinion towards welfare activities in their organization than middle age group workers.

An overall it shows that the age group in daily wage workers are having more positive opinion towards, work environment, safety measures, wage related, welfare activities and incentives workers, whereas, the daily wage workers are having more positive response regarding allowances given to them.

Therefore, the analysis indicates that the hypothesis is rejected at work environment, safety measures, wage related and welfare activities where there is no significant difference among age group in daily wage workers in their opinion.

Table – 4
Problems and prospects of daily wage workers by their level of education

Variables	Level of Education	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		f-value	Sig.
						Lower	Upper		
Work Environment	Illiterates	106	20.61	3.569	0.347	19.93	21.30	1.27	0.0273
	Primary	72	21.50	3.961	0.467	20.57	22.43		
	Secondary	56	20.46	3.583	0.479	19.50	21.42		
	Intermediate	55	21.56	2.885	0.389	20.78	22.34		
	Graduate	8	22.00	4.957	1.753	17.86	26.14		
	Technical	38	20.50	3.889	0.631	19.22	21.78		
	Total	335	20.96	3.639	0.199	20.56	21.35		
Safety Measures	Illiterates	106	15.57	4.066	0.395	14.78	16.35	2.18*	0.055
	Primary	72	16.72	4.670	0.550	15.62	17.82		
	Secondary	56	16.32	3.742	0.500	15.32	17.32		
	Intermediate	55	17.35	3.295	0.444	16.45	18.24		
	Graduate	8	16.50	6.118	2.163	11.39	21.61		
	Technical	38	15.13	3.648	0.592	13.93	16.33		
	Total	335	16.21	4.085	0.223	15.77	16.65		
Wages and payments	Illiterates	106	43.86	5.115	0.497	42.87	44.84	8.15**	0.000
	Primary	72	45.38	5.282	0.622	44.13	46.62		
	Secondary	56	44.30	4.740	0.633	43.03	45.57		
	Intermediate	55	39.67	7.366	0.993	37.68	41.66		
	Graduate	8	48.00	4.243	1.500	44.45	51.55		
	Technical	38	43.13	5.809	0.942	41.22	45.04		
	Total	335	43.59	5.878	0.321	42.96	44.22		

Welfare activities	Illiterates	106	30.04	4.623	0.449	29.15	30.93	0.89	0.485
	Primary	72	29.92	4.195	0.494	28.93	30.90		
	Secondary	56	30.30	3.963	0.530	29.24	31.36		
	Intermediate	55	29.45	4.154	0.560	28.33	30.58		
	Graduate	8	28.25	2.435	0.861	26.21	30.29		
	Technical	38	30.97	4.463	0.724	29.51	32.44		
	Total	335	30.02	4.291	0.234	29.56	30.49		

*Significant level at 0.05 **Significant level at 0.01

The variables mean of the study of educational qualification of daily wage workers. The average work environment the mean of daily wage workers in level of education in Graduate (22.00), intermediate workers (21.56), Primary (21.50), Illiterates in (20.61) Technical workers was (20.50) and Secondary workers was (20.46). The derived f-value is 1.27 found not significant. Therefore, the analysis shows that there is no significant difference among different education level daily wage workers in their satisfaction level regarding allowances at Vizag Steel Plant. The higher education daily wage workers have more positive opinion towards work environment in their organization than lower education workers.

The average satisfaction level of the safety measures of daily wage workers Intermediate workers in (17.35), study of Primary workers was (16.72), Graduates was (16.50), Secondary was (16.32), illiterates workers was (15.57) and Technical was (15.13). The calculated f-value is 2.18* found significant at 0.05 level. Therefore, the analysis shows that there is a significant difference among different level of education daily wage workers in their satisfaction level regarding safety measures at Vizag Steel Plant. The higher education daily wage workers have more positive opinion towards incentives in their organization than lower education workers.

Regarding the significant wage related, the mean of daily wage workers Graduate workers (48.00), Primary was (45.38), Secondary was (44.30), Illiterate workers was (43.86), Technical was (43.13) and Intermediate workers was (39.67). The generated f-value is 8.15** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different level of education daily wage workers in their

satisfaction level regarding wage related at Vizag Steel Plant. The higher education daily wage workers have more positive opinion towards wage related in their organization than lower education workers.

The average welfare activities of daily wage workers Technical workers was (30.97), Secondary was (30.30), Illiterates was (30.04), study of Primary workers was (29.92), Intermediate was (29.45), Graduate workers was (28.25). The calculated f-value is 0.89 found not significant. Hence, the analysis indicates that there is a significant difference among different level of education daily wage workers in their satisfaction level towards wage activities factors at Vizag Steel Plant. The higher education daily wage workers have more positive opinion towards wage related activities in their organization than less educated workers.

An overall it shows that the level of education daily wage workers are having more positive opinion towards, safety measures, wage related, incentives and allowances workers, whereas, daily wage workers are having more positive response regarding, work environment and welfare activities given to them.

There fore, the analysis indicates that the hypothesis is rejected at safety measures, wage related, incentives and allowances where there is no significant different among level of education of the daily wage workers in their opinion

Table – 5
Problems and prospects of daily wage workers by their current activity

Variable	Current activity	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		f-value	Sig.
						Lower Bound	Upper Bound		
Work Environment	Labour	260	21.39	3.191	0.381	20.62	22.15	0.69	0.499
	Supervisors	60	20.85	3.738	0.232	20.40	21.31		
	Engineers	15	20.20	4.550	2.035	14.55	25.85		
	Total	335	20.96	3.639	0.199	20.56	21.35		
Safety	Labour	260	16.76	3.441	0.411	15.94	17.58	1.22	0.294
	Supervisors	60	16.09	4.204	0.261	15.58	16.61		

Measures	Engineers	15	14.40	5.899	2.638	7.08	21.72		
	Total	335	16.21	4.085	0.223	15.77	16.65		
Wages and payments	Labour	260	39.29	7.179	0.858	37.57	41.00	27.80**	0.000
	Supervisors	60	44.69	4.924	0.305	44.09	45.29		
	Engineers	15	46.60	3.507	1.568	42.25	50.95		
	Total	335	43.59	5.878	0.321	42.96	44.22		
Welfare activities	Labour	260	30.23	5.472	0.654	28.92	31.53	2.14	0.119
	Supervisors	60	29.90	3.795	0.235	29.43	30.36		
	Engineers	15	33.80	8.289	3.707	23.51	44.09		
	Total	335	30.02	4.291	0.234	29.56	30.49		

**Significant at 0.01 level *Significant at 0.05 level

The table indicates the significant mean difference work environment, safety measures, wage related, welfare activities, incentives to the workers and allowances among the daily wage workers experience. The average work environment found in the workers current activity daily wage labour is (21.39) found higher than workers current activity monthly wage worker (20.85) and workers current activity engineer is (20.20). The calculated f-value is 0.69 found not significant. Therefore, the analysis shows that there is a significant difference among different current activity daily wage workers in their satisfaction level regarding work environment at Vizag Steel Plant. The higher activity daily wage workers have more positive opinion towards work environment in their organization than lower activity workers.

The average satisfaction safety measures of the above three groups of workers by their current activity found the safety measures found in the workers current activity daily wage labour is (16.79) found higher than workers current activity monthly wage worker (16.09) and workers current activity engineer is (14.40). The calculated f-value is 1.22 found not significant. Therefore, the analysis shows that there is a significant difference among different current activity daily wage workers in their satisfaction level regarding safety measures at Vizag Steel Plant. The higher current activity daily wage workers have more positive opinion towards safety measures in their organization than lower current activity workers.

Regarding the satisfaction level of the daily wage workers experience, the average wage related found in the workers current activity engineer is (46.60) found higher than workers current activity monthly wage worker (44.69) and workers current activity daily wage labour is (39.29). The calculated f-value is 27.80** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different current activity daily wage workers in their satisfaction level regarding wage related at Vizag Steel Plant. The higher current activity daily wage workers have more positive opinion towards wage related in their organization than lower current activity workers.

Among the significant level of the welfare activities daily wage workers by their current activity found the welfare activities found in the workers current activity engineer is (33.80) found higher than workers current activity daily wage labour (30.23) and workers current activity monthly wage worker is (29.90). The calculated f-value is 2.14 found not significant. Therefore, the analysis shows that there is a significant difference among different current activity daily wage workers in their satisfaction level regarding welfare activities at Vizag Steel Plant. The higher current activity daily wage workers have more positive opinion towards welfare activities in their organization than lower current activity workers.

An overall it shows that the current activity daily wage workers are having more positive opinion towards wage related, incentives and allowances, whereas daily wage workers are having more positive response regarding work environment, safety measures and welfare activities given to them.

Therefore, the analysis indicates that the hypothesis is rejected at wage related, incentives and allowances where there is no significant difference among department of the daily wage workers in their opinion.

Table – 6
Problems and prospects of daily wage workers by their experiences

Variable	Experiences (in years)	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		f-value	Sig.
						Lower Bound	Upper Bound		
Work Environment	< 2	35	21.83	2.770	0.468	20.88	22.78	2.27*	0.080
	2 – 5	96	21.47	4.057	0.414	20.65	22.29		
	5 – 10	124	20.43	3.204	0.288	19.86	21.00		
	> 10	80	20.78	3.971	0.444	19.89	21.66		
	Total	335	20.96	3.639	0.199	20.56	21.35		
Safety Measures	< 2	35	17.06	3.678	0.622	15.79	18.32	3.06*	0.028
	2 – 5	96	16.94	4.667	0.476	15.99	17.88		
	5 – 10	124	15.44	4.027	0.362	14.72	16.15		
	> 10	80	16.15	3.376	0.377	15.40	16.90		
	Total	335	16.21	4.085	0.223	15.77	16.65		
Wage Related	< 2	35	37.51	8.089	1.367	34.74	40.29	16.05**	0.000
	2 – 5	96	43.98	6.099	0.622	42.74	45.21		
	5 – 10	124	44.27	3.847	0.345	43.58	44.95		
	> 10	80	44.73	5.621	0.628	43.47	45.98		
	Total	335	43.59	5.878	0.321	42.96	44.22		
Welfare activities	< 2	35	26.80	3.297	0.557	25.67	27.93	15.21**	0.000
	2 – 5	96	29.21	3.627	0.370	28.47	29.94		
	5 – 10	124	30.30	3.953	0.355	29.60	31.00		
	> 10	80	31.99	4.856	0.543	30.91	33.07		
	Total	335	30.02	4.291	0.234	29.56	30.49		

**Significant at 0.01 level; *Significant at 0.05 level

The table indicates the significant mean difference work environment, safety measures, wage related, welfare activities, incentives to the workers and allowances among the daily wage workers experience. The average work environment found in the workers experiences less than 2 years is (21.83) found higher than workers experience in 2-5 years (21.47), grater than 10 years (20.78) and workers experience in 5-10 years is (20.43). The calculated f-value is 2.27* found significant at 0.05 level. Therefore, the analysis shows that there is a significant difference among different experiences daily wage workers in their satisfaction level regarding work environment at Vizag Steel Plant. The higher experiences in daily wage workers have more positive opinion towards work environment in their organization than lower experiences in workers.

The average safety measures of the above four groups of workers by their experience found the safety measures found in the workers experiences less than 2 years is

(17.06) found higher than workers experience in 2-5 years (16.94), greater than 10 years (16.15) and workers experience in 5-10 years is (15.44). The calculated f-value is 3.06* found significant at 0.05 level. Therefore, the analysis shows that there is a significant difference among different experiences daily wage workers in their satisfaction level regarding safety measures at Vizag Steel Plant. The higher experiences in daily wage workers have more positive opinion towards safety measures in their organization than lower experiences workers.

Regarding the satisfaction level of the daily wage workers experience, the average wage related found in the workers experiences greater than 10 years is (44.73) found higher than workers experience in 5-10 years (44.27), 2-5 years (43.98) and workers experience in less than 2 years is (37.51). The calculated f-value is 16.05** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different experiences daily wage workers in their satisfaction level regarding wage related at Vizag Steel Plant. The higher experiences daily wage workers have more positive opinion towards wage related in their organization than lower experiences workers.

Among the satisfaction level of the welfare activities daily wage workers by their experience found the welfare activities found in the workers experiences greater than 10 years is (31.99) found higher than workers experience in 5-10 years (30.30), 2-5 years (29.21) and workers experience less than 2 years is (26.80). The calculated f-value is 15.21** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different experiences daily wage workers in their satisfaction level regarding welfare activities at Vizag Steel Plant. The higher experiences daily wage workers are more positive opinion towards welfare activities in their organization than lower experience workers.

An overall it shows that the experiences of the daily wage workers are having positive opinion towards work environment, safety measures, wage related, welfare activities, incentives and allowances given to them.

Therefore, the analysis indicates that the hypothesis is rejected at work environment, safety measures, wage related, welfare activities, incentives and allowances where there is no significant difference among experience daily wage workers in their opinion.



Table – 8
Problems and prospects of daily wage workers by their per day income

Variables	Per day Income (in Rs.)	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		f-value	Sig.
						Lower Bound	Upper Bound		
Work Environment	Below 500	9	21.89	4.314	1.438	18.57	25.20	39.50**	0.000
	500 - 650	32	23.75	3.510	0.621	22.48	25.02		
	650 - 800	242	19.71	2.902	0.187	19.34	20.08		
	800 - 1000	45	24.98	2.840	0.423	24.12	25.83		
	Above 1000	7	24.14	3.532	1.335	20.88	27.41		
	Total	335	20.96	3.639	0.199	20.56	21.35		
Safety Measures	Below 500	9	16.22	6.119	2.040	11.52	20.93	47.23**	0.000
	500 - 650	32	19.59	2.722	0.481	18.61	20.58		
	650 - 800	242	14.75	3.200	0.206	14.34	15.15		
	800 - 1000	45	20.87	3.455	0.515	19.83	21.90		
	Above 1000	7	21.14	1.952	0.738	19.34	22.95		
	Total	335	16.21	4.085	0.223	15.77	16.65		
Wage Related	Below 500	9	42.67	7.467	2.489	36.93	48.41	3.453**	0.009
	500 - 650	32	45.88	6.349	1.122	43.59	48.16		
	650 - 800	242	43.81	4.697	0.302	43.21	44.40		
	800 - 1000	45	41.51	8.941	1.333	38.83	44.20		
	Above 1000	7	40.14	9.547	3.608	31.31	48.97		
	Total	335	43.59	5.878	0.321	42.96	44.22		
Welfare activities	Below 500	9	32.44	6.126	2.042	27.74	37.15	9.66**	0.000
	500 - 650	32	30.81	6.214	1.098	28.57	33.05		
	650 - 800	242	30.50	3.913	0.252	30.01	31.00		
	800 - 1000	45	26.78	2.152	0.321	26.13	27.42		
	Above 1000	7	27.57	4.353	1.645	23.55	31.60		
	Total	335	30.02	4.291	0.234	29.56	30.49		

**Significant at 0.01 level

The table analyses the significant mean difference work environment, safety measures, wage related, welfare activities, incentives to the workers and allowances among

the daily wage workers per day income. The average work environment found in the workers income 200-300 per day is (24.98) found higher than workers income 300-500 per day (24.14), 100-150 income (23.75), less than 100 income (21.89) and workers income 15-200 per day is (19.71). The calculated f-value is 39.50** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different per day income daily wage workers in their satisfaction level regarding work environment at Vizag Steel Plant. The higher per day income daily wage workers have more positive opinion towards work environment in their organization than lower per day income workers.

The average safety measures of the above five groups of workers by their income per day found the safety measures found in the workers income 300-500 per day is (21.14) found higher than workers income 200-300 per day (20.87), 100-150 income (19.59), less than 100 income (16.22) and workers income 15-200 per day is (14.75). The calculated f-value is 47.23** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different per day income daily wage workers in their satisfaction level regarding safety measures at Vizag Steel Plant. The higher per day income daily wage workers have more positive opinion towards safety measures in their organization than lower per day income workers.

Among the satisfaction level of the daily wage workers per day income, the average wage related found the safety measures found in the workers income 100-150 per day is (45.88) found higher than workers income 150-200 per day (43.81), less than 100 income (42.67), 200-300 income (41.51) and workers income 300-500 per day is (40.41). The generated f-value is 3.453** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different per day income daily wage workers in their satisfaction level regarding wage related at Vizag Steel Plant. The higher per day income daily wage workers are more positive opinion towards wage related in their organization than per day income workers.

Regarding the welfare activities of the daily wage workers by their income per day found the welfare activities found in the workers income less than 100 per day is (32.44) found higher than workers income 100-150 per day (30.81), 150-200 income (30.50), 300-500 income (27.57) and workers income 200-300 per day is (26.78). The generated f-value is 9.66** found significant at 0.01 level. Therefore, the analysis shows that there is a significant difference among different per day income daily wage workers in their satisfaction level regarding welfare activities at Vizag Steel Plant. The higher per day income daily wage workers have more positive opinion towards welfare activities in their organization than per day income workers.

An overall it shows that the income daily wage workers are having more opinion towards work environment, safety measures, welfare activities, incentives and allowances given to them.

Therefore, the analysis indicates that the hypothesis is rejected at work environment, safety measures, welfare activities, incentives and allowances where there is no significant difference among per day income of the daily wage workers in their opinion.

Major findings of the study

a) Work environment

The work environment is satisfactory to the group of daily wage workers especially, male workers, high age group persons, high literacy level workers, are expressed positive opinion towards environmental conditions of the work place. Moreover, less experienced and non-technical workers are also getting satisfaction with the environmental conditions. Hence, there is a need of improvement in environmental conditions at the sample steel plant.

b) Safety measures

The steel plant has taken proper safety measure, whereas, in the case of daily wage workers the measures are not satisfactory to all the workers. Especially female, above age group workers are not satisfied with the safety measure at the work place. Therefore, the study indicates that there is a need of perfect implementation of safety measures at the Visakhapatnam Steel Plant for daily wage workers which will satisfy each and every person.

c) Wage related

Regarding the wage related factors majority of the daily wage workers are not satisfied. Especially the male workers, skilled workers, experienced workers, high educated workers and technical workers are not happy with the wages that they are getting. Hence, it shows that there is a need of giving satisfactory salaries to all types of daily wage workers for their better performance.

d) Welfare activities

The welfare activities in the Visakhapatnam Steel Plant shows positive response from the daily wage workers, but still some groups of workers are not participating in the welfare activities at steel plant. So there is a need of create awareness among all the daily wage workers about the welfare activities in the selected organization.

e) Incentives to the workers

Incentives to the daily wage workers play an important role in their performance. Where the workers are getting more incentives there the labour productivity and work ability will be more. In the present study, it seems not much satisfaction to all types of workers. Hence, there is a need of providing incentives to all the daily wage workers to encourage them in work performance.

f) Allowances

At present the daily wage workers who are male, higher educated, more experience, technical workers are getting more incentives in the Visakhapatnam Steel Plant. But it is necessary to provide allowances to all the workers who are regularly rendering their services at steel plant.

Conclusion

Daily wage workers constitute a significant ration of the total population of the world. Similarly in India also daily wage workers constitute around fifty percent of the total population. Till the turn of the century, every citizen has enjoyed a dominant position. But change in position technological innovation and modern way of thinking can reduce the disparity between permanent employees and daily wage workers, and bring about equality and equity between these two groups, the need of the hour in daily wage workers both through provision of employment and industrial organisations. Typologically, the former leader to endogenous livelihood and the latter give opportunity to exogenous employment.

In these days daily wage workers are working for small remuneration and performing their duties for long time. Before the daily wage workers were getting between 50-200 rupees depending on their skill and experience, but now they are getting between 100-500 depending on their ability and capability. Almost all the places the timings for daily wage workers is between morning 9.0AM to 6.0PM. If they work for beyond the working hours, sometimes they may give extra incentives or monetary benefits and sometimes they will not be pay any extra remunerations or benefits.

The Government of India has defined all the industrial organizations are depending on daily wage workers' participation in transportation, construction and production. Accordingly, the daily wage workers are defined as a key of industrial organization having a significant role in performance of its productivity and profitability.

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