



PROVISION TO AVAIL FINANCIAL ASSISTANCE – A STUDY TO AMELIORATE LITERACY LEVEL AMONG BLUE COLLAR EMPLOYEES.

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Abstract

A man is both a consumer and a producer. Labour is an important factor not only in production, but in all other economic activities. When the company provide education facilities to their labours it helps to improve raising standards, increases in diversity and choice within education and also improve equality of opportunity. All labour that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence. Education is the passport to the future for tomorrow belongs to those who prepare for it today. Hence the objective of this paper is to analyze why Blue collar discontinue the further education and how many will take-up further education if opportunity given and also to give valuable suggestion to the company and government. The research proposes 3 main hypotheses, the data for the analysis has been extracted from 180 employees located surrounding Peenya Industrial area through structured questionnaire and the sampling technique used is stratified & convenience sampling and Descriptive statistics, Chi-square, percentage analysis has been used to validate the data. The result shows that 69.4% of employees discontinue the education due to lack of financial assistance.

Keywords- Blue Collar, Education, Financial Assistance, Labour Rights.

Introduction

Employment law covers all rights and obligations within the employer-employee relationship -- whether current employees, job applicants, or former employees. Because of the complexity of employment relationships and the wide variety of situations that can arise, employment law involves legal issues as diverse as discrimination, wrongful termination, wages and taxation, and workplace safety. Many of these issues are governed by applicable federal and state law. But, where the employment relationship is based on a valid contract entered into by the employer and the employee, state contract law alone may dictate the rights and duties of the parties.

History

Workers claiming some sort of right have attempted to pursue their interests. During the Middle Ages, the Peasants' Revolt in England expressed demand for better wages and working conditions. One of the leaders of the revolt, John Ball famously argued that people were born equal saying, "When Adam delved and Eve span, who was then the gentleman?" Laborers often appealed to traditional rights. For instance, English peasants fought against the enclosure movement, which took traditionally communal lands and made them private.

In England 1833, a law was passed saying that any child under the age of 9 could not work, children age 9-13 could only work 8 hours a day, and children aged 14–18 could only work 12 hours a day.

Labor rights are a relatively new addition to the modern corpus of human rights. The modern concept of labor rights dates to the 19th century after the creation of labor unions following the industrialization processes. Karl Marx stands out as one of the earliest and most prominent advocates for workers rights. His philosophy and economic theory focused on labor issues and advocates his economic system of socialism, a society which would be ruled by the workers.

Many of the social movements for the rights of the workers were associated with groups influenced by Marx such as the socialists and communists. More moderate democratic socialists and social democrats supported worker's interests as well. More recent workers rights advocacy has focused on the particular role, exploitation, and needs of women workers, and of increasingly mobile global flows of casual, service, or guest workers.

The International Labour Organization (ILO) was formed in 1919 as part of the League of Nations to protect worker's rights. The ILO later became incorporated into the United Nations. The UN itself backed workers rights by incorporating several into two articles of the United Nations Declaration of Human Rights, which is the basis of the International Covenant on Economic, Social and Cultural Rights (article 6-8). These read:

Article 23

1. Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment.
2. Everyone, without any discrimination, has the right to equal pay for equal work.



3. Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

1. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

The ILO and several other groups have sought international labor standards to create legal rights for workers across the world. Recent movements have also been made to encourage countries to promote labor rights at the international level through fair trade.

Ten Basic Rights of an Employee

1. Right to get Paid Leaves.
2. Right to Equal Pay for Equal Work.
3. Right to go on strikes.
4. Gratuity benefits.
5. Provident Fund.
6. Right to get Insurance.
7. Maternity benefit.
8. Right against Sexual Harassment at Workplace.
9. Working Hours.
10. Written employment agreement.

Objective of the Study

1. To analyze why Blue collar discontinue the further education.
2. To analyze how many will take-up further education if opportunity given.
3. To give valuable suggestion to the company and government.

Methodology

From the literature review it is very clear that very little research has been done in India

Type of Research: The study is Analytical and descriptive in nature.

Sources of Data Collection

1. Both primary and secondary sources of data have been used.
2. Primary data were collected through structured questionnaires, schedule and direct interview
3. Secondary data were relied upon books, journals, magazines, newspaper and Websites.

Sampling Technique: Stratified and Convenience sampling technique has been used to collect the data.

Sample size

Particulars	Companies Approached /Questionnaires Were Distributed	Companies Agreed /Actual Respondents
Companies	36	12
Employees	200	180

Scope of the Study: The scope of the study is restricted to Peenya Industrial area and confined to labour rights towards education.

Limitations

1. Is purely is based on the responses given by the respondents
2. Due to time and resource constrain, only a small sample size of 180 respondents.

Tools of Analysis: Frequency, chi-square, Percentage analysis has been used to analyze the data.

Hypothesis



1. H0: There is no association between education and promotion.
 H1: There is association between education and promotion.
2. H0: There is no association between financial assistance by company and education.
 H1: There is association between financial assistance by company and education.
3. H0: There is no association between age and further education.
 H1: There is association between age and further education.

Analysis and Results

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	138	76.7	76.7	76.7
	female	42	23.3	23.3	100.0
	Total	180	100.0	100.0	

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	lessthan 20	11	6.1	6.1	6.1
	20-30	140	77.8	77.8	83.9
	30-40	26	14.4	14.4	98.3
	above 40	3	1.7	1.7	100.0
	Total	180	100.0	100.0	

Qualification					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sslc	73	40.6	40.6	40.6
	Puc/Other relevant	42	23.3	23.3	63.9
	UG	29	16.1	16.1	80.0
	PG	36	20.0	20.0	100.0
	Total	180	100.0	100.0	

Gender * Discontinue The Education Cross Tabulation						
		Discontinue the education				Total
		lack of financial assistance	marriage	not interested in further education	others	
Gender	male	99	9	17	13	138
	female	26	3	3	10	42
Total		125	12	20	23	180

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.461 ^a	3	.091
Likelihood Ratio	5.858	3	.119
Linear-by-Linear Association	2.961	1	.085
N of Valid Cases	180		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 2.80.

According to the collected data, it can be said that 125 (69.4%) of the workers have discontinued their education and joined to work due of lack of financial assistance, whereas 12(6.7%) of them discontinued due to marriage, and 20(11.1%) of them have discontinued due to not interested in education, 23(12.8%) of them discontinued their education due to some other reasons.



Will You Take-Up Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	145	80.6	80.6	80.6
	no	35	19.4	19.4	100.0
	Total	180	100.0	100.0	

Age * will you take-up education Cross tabulation				
		Count		
		Will You Take-Up Education		Total
		Yes	no	
Age	less than 20	11	0	11
	20-30	110	30	140
	30-40	24	2	26
	above 40	0	3	3
Total		145	35	180

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.728 ^a	3	.001
Likelihood Ratio	17.753	3	.000
Linear-by-Linear Association	2.092	1	.148
N of Valid Cases	180		

a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is .58.

From the above table it is clear that majority employees will take up further education out of them majority are youths age group of 20-30.

Will You Prefer Morning or Evening College					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Morning	45	25.0	30.4	30.4
	Evening	103	57.2	69.6	100.0
	Total	148	82.2	100.0	
Missing	System	32	17.8		
Total		180	100.0		

From the table it is clear that majority of employees are willing to go evening college.

Financial Assistance					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	45	25.0	25.9	25.9
	No	129	71.7	74.1	100.0
	Total	174	96.7	100.0	
Missing	System	6	3.3		
Total		180	100.0		

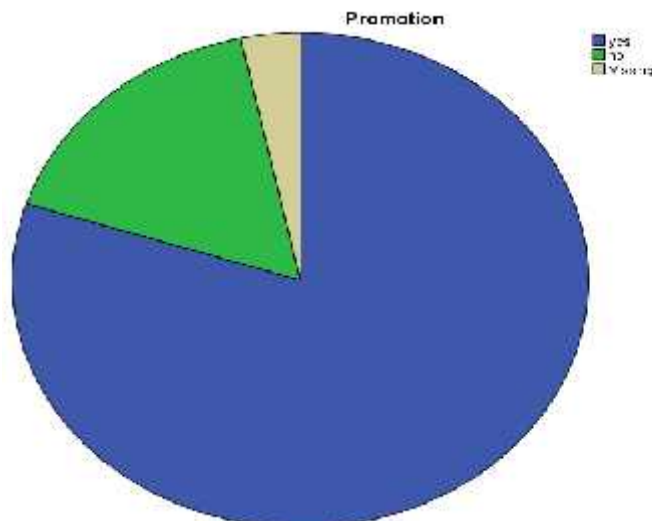
From the above table we came to know most of companies (i.e., 129 respondents) are not providing financial assistance to their employee to take-up further education and few companies are providing but the employees are not utilizing it.



Promotion					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	144	80.0	82.8	82.8
	No	30	16.7	17.2	100.0
	Total	174	96.7	100.0	
Missing	System	6	3.3		
Total		180	100.0		

Gender * Promotion Crosstab				
Count				
		Promotion		Total
		Yes	No	
Gender	male	114	24	138
	female	30	6	36
Total		144	30	174

Chi-Square Tests					
	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.011 ^a	1	.918		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.011	1	.918		
Fisher's Exact Test				1.000	.570
Linear-by-Linear Association	.010	1	.919		
N of Valid Cases	174				
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 6.21.					
b. Computed only for a 2x2 table					





From the above table and graph we came to know further education helps the employee for their promotion. Qualification * will you take-up education.

		Will you take up Education		Total
		yes	No	
Qualification	Sslc	57	16	73
	Puc/Other relevant	34	8	42
	UG	18	11	29
	PG	36	0	36
Total		145	35	180

From the above table it is clear that most of the SSLC dropout are willing to take-up further education, it shows they are very interested to become competitive employee.

Finding

1. There are 30.6 % of Female respondents and 69.4% of Male respondents.
2. Further education helps the employee for their promotion.
3. Most of the SSLC dropouts are willing to take-up further education; it shows they are very interested to become competitive employee.
4. Most of companies (i.e., 129 respondents) are not providing financial assistance to their employee to take-up further education and few companies are providing but the employees are not utilizing it.
5. Majority employees will take up further education out of them majority are youths age group of 20-30.
6. It can be said that 125 (69.4%) of the workers have discontinued their education and joined to work due of lack of financial assistance, whereas 12(6.7%) of them discontinued due to marriage, and 20(11.1%) of them have discontinued due to not interested in education, 23(12.8%) of them discontinued their education due to some other reasons.

Suggestion

1. Government initiatives to improve adult education in India.
2. Increase government Evening colleges
3. Company should support by providing financial assistance to further education for their employees.

Direction for the Future Study

This study as only been carried out surrounding of Peenya Industrial area on the topic of provision to avail financial assistance – a study to ameliorate literacy level among blue collar employees. The studies could also be conducted in other industrial area.

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