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## **A Study on Satisfactory Reasons of Female Workers Working in Fireworks**

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**Abstract:** Sivakasi in Virudhunagar District has more industries has more industries like Printing Press Company, Paper and Board, Printing Offset Press, Note book, calendar company and Textiles. But women workers mostly prefer to work in cracker factory because there are more facilities. Women improve their family situation by earning more in less time. Women workers ask for and receive money as an advance from the cracker factory according to their needs. Here a bonus is given twice a year to the crackers employees. Children are given crackers and sweets for Diwali festival. Free medical facility for workers. Salary can be availed daily or weekly. Free allowance is provided for their children's education. While working, ventilated space, clean drinking water facility and canteen facilities are provided to the firecracker workers. So, women workers are more preferred the men and they are doing the firecracker manufacturing business with satisfaction.

**Key Words:** Salary Details, Advance Payment, Repayment Of Advance, Bonus

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### **Introduction**

A sparkler is a type of portable firework that produces light emitted by a fire. A sparkler is typically made from a metal wire coated with a mix of potassium perchlorate. Aluminum or magnesium also helps create that familiar white glow. When the firework stars, the name for the numerous small pellets of black powder from the fireworks explosion, ignite, the metal particles (in the metal salts) absorb a huge amount of energy. Once they begin to glow, the particles emit the extra energy in the form of light. The firecracker factory is suitable for the women who work in the firecrackers factory in the surrounding villages near Sivakasi in Virudhunagar district to improve their livelihood and to pass the time by talking well with their relatives and workers because of poverty and at the same time with their family and the workers who gather there. A few small firecrackers are operating here which have been certified by District Revenue authorities. Of these only crackers are made

for children. Accidents are less there so women work here more. Fireworks like Flower Pots, Pencil, and Ground chakkar big, Butter fly, Hutter fly, Color Match Red, 50 Bijili are produced which are mostly used by children. It can be seen in this study which type of crackers is mostly made by women workers. If women workers produce more crackers the firecracker wave, the income will be higher and such income will be higher and which of the crackers will make the children happy on a date the same time, which type of crackers will sell more. Female workers are more than male workers in any cracker factory. If only men work in a family, the income is not what they expected, so the women also have to go to work. In that case, Sivakasi, the firecracker factory is the source of livelihood for the women workers in the villages around you. So all the women workers go to work in the cracker factory because of their family's poverty. Women workers in firecrackers confront numerous challenges, but they also have good facilities. They are paid a good weekly income in the cracker factory. At the same time, if they work on contract basis, they are compensated based on their employment. They also receive two annual bonuses based on their earnings. People that work more than once a week receive rewards because they are more involved with their work. A Sparkle is types of handheld firework. Women workers work more in such factories because of high income, incentive, bonus, provident fund, Employee state insurance etc. In the cracker factory, even though there is a threat of some accidents here, regardless of that there are benefits that meet their needs, women work in this factory with satisfaction. Especially when making crackers for children, the women workers do the work with satisfaction as they do for their own children. Male workers are involved in chemical compounding for making crackers. Even then some women also work. In all other jobs women workers are mostly employed in all the jobs such as putting explosives in boxes and pasting with charlatan paper and packing. Women workers involved in chemical compounding industry while manufacturing crackers are prone to accidents, but due to their poverty they are doing this dangerous work for further family development. Although the risk is on one side, they prefer the cracker industry which gives more income for the betterment of their family.

### **Review of Previous Studies**

V.Kumaravalli in her project (1991) entitled "A study on job satisfaction of women workers of match industries in Virudhunagar" has analyzed various job satisfaction factors and suggested suitable measures for job satisfaction. She has quoted that lower income has been the critical and main reason for job dissatisfaction.

Perumalammal in her study titled "Women workers of match factories in Thayilpatti, Kamarajar District" has analysed the working and living conditions of women workers in match industry. The study is based on 56 match units of Kamarajar

District. The researcher observed that the working conditions of women workers of the industry taken up for study were unsatisfactory because they were oppressed with long hours of work, low wages and poor health and the like.

Ketharaj and selvakumar (2009) in their research titled, "A Study on job satisfaction of Women Workers in Fireworks Industries in TamilNadu" analysed the perception of women workers relating to wages, Working condition, working environment , welfare facilities and so on in fireworks industry situated at Virudhunagar District in Tamil Nadu. 400 women workers were selected randomly by using convenient sampling method. The primary data were collected through survey and analysed by using statistical techniques namely percentages, garret ranking and sign test. This study found that there is no significant difference between the facilities available in fireworks industries and job satisfaction. This study concluded that the satisfaction of women workers at Virudhunagar District is satisfactory. It was suggested that the industry should come forward to provide moderate wages and adequate safety measures.

### **Scope of the Study**

The present study has "A STUDY ON SATISFACTORY MEASONS OF FEMALE WORKERS WORKING IN FIREWORKS AT SIVAKASI IN VIRUDHUNAGAR DISTRICT". The study is based on the fact that 50 women workers were asked questions about their privileges in five fireworks factories in the vicinity of Muthulapuram village near Sivakasi, 10 women workers in each firecracker factory. Although there are few accidents in the cracker industry, Women workers are also paid more according to their work. If they need it for expenses or for their children's education expenses, they can get a certain amount in advance from the cracker factory. Then you can ask him to keep a certain amount from his salary or keep the whole amount in his bonus. And they will give bonus on the balance of their advance amount. They talk to their colleagues at work and the women workers work with satisfaction because the work place is ventilated and other facilities are there for them.

### **Objective of Study**

The study is undertaken with the following set of objectives.

- (i) To find out the development and satisfaction level of women workers in the cracker industry.
- (ii) To find out about incentives offered to women workers by asking them questions.
- (iii) To give suitable recommendations to women workers at the end of the study.

### Methodology

The research was based on both primary data and secondary data. Primary data was collected by using questionnaire and secondary data have been collected from journals and websites. The researcher has not possible to study the entire population of women workers in the fireworks of Sivakasi in Virudhunagar district. So the researcher has collected only 50 respondent's women workers in 5 fireworks.

### Benefits and Facilities in Job Satisfaction

Benefits and facilities availed of from the women workers in fireworks which play a vital role on the life of each and every employee. So, the available benefits and facilities in the fireworks are studied as per the responses given by the respondents and are stated below.

### Nature of Salary

The firecracker industry is heavily dependents on labour. In particular, Women workers in cracker factories mainly expect salary. From this table you can know how the salary is paid to them once a week or once for 15 days and monthly and how five firecracker factories are paid to their women workers.

**TABLE 1**

**Frequency of buying salary details of fireworks women employees**

Salary details	Name of the fireworks					Total	Percentage
	Kannan fireworks	Raj fireworks	Rajesh fireworks	Lara fireworks	Queen sparker		
Daily	2	3	4	3	1	13	26
Once in week	5	4	4	7	6	26	52
Once in 15 days	2	1	2	-	3	8	16
Once in month	1	2	-	-	-	3	6

Total	10	10	10	10	10	50	100
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Source: Primary data

From table 1, 26 (52%) of Women workers want to be paid more than 5 fireworks once week. Fewer women workers prefer to be paid once a month including 3 (6%).

### Benefits and Facilities of Work Place:

Benefits and facilities availed of from the working place are factors which play a vital role on the life of each and every employee. So, the available benefits and facilities in the firecrackers industries are studied as per the responses given by the respondents and are stated below.

**TABLE 2**  
**Distribution of Respondents By Benefits And Facilities Of Work Place**

Facilities	No.of Respondents	Total	Percentage
Leave Facility	50	50	100
First Aid	46	50	92
Drinking Water	44	50	88
Bathroom and toilet	42	50	84
Canteen facility	41	50	82
Ventilation	40	50	80

Source: Computed from survey

Table 2, describes the fireworks women workers on the basis of the realization of basic amenities in factories like leave facility, First Aid, Drinking Water, Bathroom and latrine, Canteen facility and Ventilation. Out of 50 respondents, 100 percent are enjoying leave facility, 92 % of women workers have a first aid kit to help them in case of minor injuries in cracker factory, 88 % of female workers would work for the facility if clean water is available, followed by 84 % of female workers who want to have bathroom and toilet facilities, 82% percent of female workers in

firecrackers should have canteen facilities and next 80% of female workers prefer to work in ventilation.

It is inferred that more than half of the respondents' are enjoying basic amenities in the fireworks.

#### **Availability of social security measures in the working place:**

Social security means that a society guarantees help and assistance to sick-disabled, destitute aged and those who are temporarily incapacitated and need others help. Social security protects a man from hunger and want, squalor, disease, unemployment and ignorance. Hence, the availability social security measures were studied as per the responses given by the respondents and were stated below.

**TABLE 3**  
**Distribution of Respondents Availability Of Social Security**

Social Security	No. of Respondents		Total	Percentage
	Yes	No		
Provident Fund	34	16	50	68
Maternity Leave Benefit	50	--	50	100
ESI	34	16	50	68
Accident compensation	38	12	50	76

Source: Primary data

Table 3 illustrates whether the match facility workers are enjoying the welfare measures or not. Out of 50 respondents 68 percent of the respondents gets provident funds benefit. 100 percent of the respondents are enjoying the maternity leave benefits, 68 percent ESI and percent accident compensation.

It shows that more than half of respondents are enjoying the enjoying the provident fund, ESI and Accident compensation, 100 percent maternity leave benefit, In particular the maternity leave benefit Salary Provides paid leave to women worker.

**Satisfaction on Advanced Received:**

The fireworks women workers are poor even to meet their basic necessities of life. Hence they get advance amount from their employer. The following table reveals the advance received in the last year.

TABLE 4

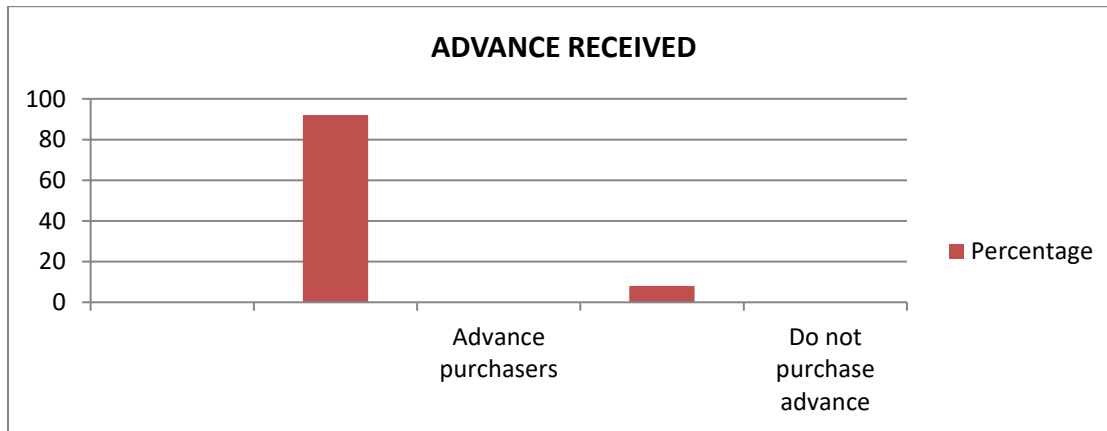
Respondents By Advance Received (In the last year)

Advance Received	No. Of Respondents	Percentage
Advance purchasers	46	92
Do not purchase advance	4	8
Total	50	100

Source: Primary data

Table 4 illustrates the distribution of respondents by advance amount received in the last year. Out of 50 respondents the majority 92 % received advanced amount last year. The remaining 8% aren't received advance. It can be inferred that more than respondents advance received

FIGURE 1



**Repayment of Advance:**

Most of the Fireworks women worker get advance from their employer. The following table reveals that mode of repayment of advance amount to the employer.



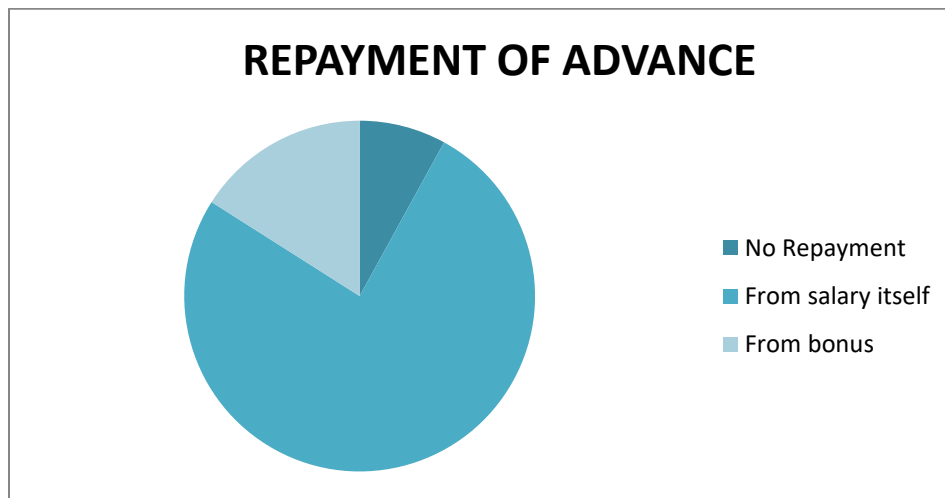
**Table 5**  
**Respondents By Repayment Of Advance**

Mode of Respondents	No. of Respondents	Percentage
No Repayment	4	8
From salary itself	38	76
From bonus	8	16
Total	50	100

Source: Primary data

Table 5 shows the respondents by repayment of advance. Out of 50 respondents majority 76 % get the advance deducted from their salary. The next 16% get the advance deducted from their bonus. The remaining 8 % did not get any advance amount.

FIGURE 2



**Bonus:**

Generally the firecrackers factory gives bonus to their employees. The bonus is being paid twice in a year, especially at the time of festivals such as Deepavali and Panguni pongal by dividing the entire entitlement into two parts. Overall earnings in terms of both wage and bonus of worker depend upon the amount of fireworks produced at a given point of time. Hence the classification of function for giving the houses by the fireworks industry owners is given in the following table.

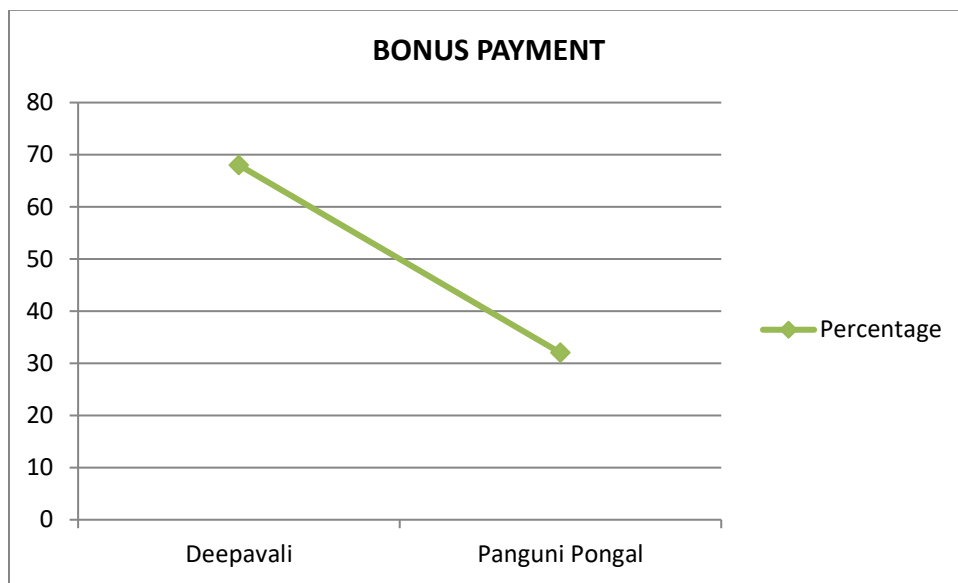
**Table 6**  
**Distribution Of Respondents By Bonus Payment**

Function	No. of Respondents	Percentage
Deepavali	34	68
Panguni Pongal	16	32
Total	50	100

Source: Primary data

Table 6 shows the distribution of respondents by bonus payment. Out of 50 respondents majority 68 % of the respondents are enjoying bonus for Deepavali. The remaining 32 % of the respondents are enjoying bonus for Panguni Pongal only.

FIGURE 3



**Suggestions:**

Fireworks workers are the lifeblood of every industry. No production work can be done without employees and especially women workers are working in crackers production and playing major role for the industry.

1. Facilitate or recommend frequent medical check-ups for female workers and create awareness about the work.
2. Pleasure tourism should be continued once a year and recreational facilities should be provided to reduce the stress of women workers.
3. Once a year wages and bonus hike should be given to women workers.

**Conclusion**

Although women work at the same level as men in the cracker factory, women workers earn less than men, but women work willingly because they contribute a certain amount to the family income. They are paying their children's education expenses and uniform expenses and medical expenses from the salary they receive. This survey highlights their salary. One of the main reasons why women workers prefer to work in the industry is that can get advance payment whenever they want. A certain percentage bonus is given twice a year. The work place is ventilated and they work by talking with their relatives and thus reduce their stress from family problem. Women workers are more willing to work in the firecracker factory as they are provided with medical facilities, canteen and other benefits.

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