

## Abstract

This is a study of workers' participation at the level of enterprise. The main objectives of the study are as follows : (1) to find out the possible opportunity that workers can take part in decision making ; (2) to determine the extent of workers' participation ; and (3) to discover the factors that support or hinder the participation.

To obtain the data for this study, the investigator interviewed 136 workers of two garment factories with the help of questionnaires. Besides a number of the labour union leaders and personnel managers were interviewed to get additional data.

In analyzing the data, the investigator resorted to some descriptive statistics including frequency tabulation, percentages, and means.

In measuring the amount of workers' participation, the investigator measured 4 level of participation, namely :

- (1) participation in the form of exposure to information;
- (2) participation in providing advice; (3) participation in the form of making decision in cooperation with the employers and
- (4) participation in decision - making.

The result of the statistical analysis disclosed the following : most of worker had a little chance to take part in level 1, 2, 3, and 4. Among the four levels, workers had the most participation in level 1; level 2, 3 in descending order; and they had the least chance to participate in level 4. It was also found that most workers were able to participate through employees'

committee. In other words, representations of the workers did take part in providing advice to the employers and the labour union committee cooperated with the employer with regard to decision-making.

Finally, it was found that the following factors hinder the workers' participation : (1) the authoritarianism of the industries ; (2) due to the nature of the production technology workers were forced to work in a fragmented manner ; some products were ready made and exported to other countries in a definite form and quantity; (3) because of high competition, the employers made all possible efforts to minimize production cost and (4) the low level of education on the part of the workers acted as barriers to participation

To encourage the worker to be part in various activities of the private enterprise or industry, the government must help through legal protection ; the employers must accept that workers' participation would benefit them and the workers in variety of ways such as higher productivity, better quality of workers' life, and better relationship between workers and employers to achieve this end, the potential to participate on the part of the workers must be also developed.