

Research Paper



A STUDY ON THE PROBLEMS OF SANITARY WORKERS AND ITS ASSOCIATION WITH THEIR PROFILE VARIABLES

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ABSTRACT

Human Resource Management is considered to be the most valuable asset in any organization. The human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides and attainment of goals. However, the employee performance is to a large extent, influenced by motivation and job satisfaction. This study aims to find out the factors influencing the job satisfaction of sanitary workers. It found that majority of the workers are not having interest to involve their children in the same work. The sanitary workers play a major role in controlling and preventing the infections which occur because of garbage, dirty streets, and blocked drains where they work most of the times. They are working and living under stressful conditions because of the poor salary, inadequate respect and recognition, high work load and the like. In this paper the researcher made an attempt to present the level of satisfaction and the problems faced by the sanitary workers in the Tirunelveli Corporation.

KEYWORDS: Human Resource Management, sanitation, job satisfaction

INTRODUCTION

In recent decades, with rapid economic development, urbanization has become an important trend in developing countries. As a result of urbanization, the large population concentrated in cities has brought many environmental and sanitation problems, including a lot of garbage, dirty streets, blocked drains and walls plastered with illegal advertising. Sanitary workers are the low level and unnoticed workers in all kinds of organization. Number of factors is involved in producing stress among sanitary workers i.e unsystematic work processes, heavy physical work, ill defined roles and responsibilities, inadequate knowledge about way of managing stress, inadequate salary, high work over load, role ambiguity, absence of recognition, lack of respect, and isolation from other working groups are some of the common factors producing stress among sanitary workers. These deficit factors not only make the sanitary workers to undergo stress and also compel them to quit the job because of dissatisfaction. The average sick leave rate of employees in this sanitation specific sector is higher than employees doing other jobs in urban local bodies.

OBJECTIVES

- To study the profile of the workers engaged in the sanitary work in the study area,

- To assess the problems faced by the sanitary workers.
- To examine the association between the problems faced by the sanitary workers and their profile variables

REVIEW OF LITRATURE

Indira Chatham (1992)¹(Footnotes)¹

Indira catham, "A study on women sanitary workers", kamarajar university, Madurai, 1992. conducted a study on women sanitary workers. According to her, for 45 percent of respondents, decisions are mostly taken by husband, 29 percent of respondents taking their own decision, 26 percent of the respondents take joint decision by having discussion with their husbands.

Narmadha S (2015)² conducted a study among sanitary workers in Trichy. The sanitary workers have no promotions and job enrichment till their retirement. The study was to know the reasons. The main barrier was their complacency. They were happy with what they possess. The municipal corporation has the policy to promote the lower level workers to the higher level jobs, if the employees are equipped with training and additional qualifications. However, the sanitary workers are not willing. On the other hand, they want to be skilled workers.

Chellamma P *et al* (2015)³ conducted a cross sectional morbidity study among all sanitation workers corporation area. They studied the morbidity profile of sanitary workers in Thrissur Corporation, Kerala and to study the treatment seeking behavior in these persons. To study their practices regarding personnel protective measures they were interviewed using pre tested structured schedule. Workers were interviewed after obtaining informed consent. Among 601 workers 53.6% were males. 34.4% workers presented with one acute illness and only 79.2% sought medical help. 43.26% had chronic morbidities and 83.86 % opted modern medicine. 53.9% of the workers were provided with personal protective equipments and regular use was seen in 18%. Acute illness had significant association with male gender, low education status, large family size, absence of provision of personal protective equipments. Chronic morbidities were associated with males, and elderly group and daily wage workers.

Jennifer (2005)⁴ in his study about sanitary workers that economics status showed a significant difference according to their age, marital status duration of working, life and position at work.

Table 1 Gender wise classification of Sanitary Workers

Sl. No	Gender	Permanent Workers	Temporary Workers	Total
1.	Male	82(27.3)	99(61.9)	181(39.3)
2.	Female	218(72.7)	61(38.1)	279(60.7)
	Total	300(100)	160(100)	460(100)

Source: Primary Data

The above Table 1 presents the gender of the respondents. 60.7 per cent of the respondents are female and the remaining 39.3 per cent of them are male. Among the permanent workers, 72.7 per cent of the respondents are female and 27.3 per cent of the respondents are male. Among the temporary workers, 61.9 per cent of the respondents are male the remaining 38.1 per cent of the respondents are female. Women participation is higher than the male participation

Table 2 Age wise classification of Sanitary Workers

Sl. No	Age	Permanent Workers	Temporary Workers	Total
1.	18-28	13(4.3)	21(13.1)	34(7.4)
2.	29-39	35(11.7)	76(47.5)	111(24.1)
3.	40-49	131(43.7)	38(23.8)	169(36.7)
4.	50-59	110(36.7)	17(10.6)	127(27.6)
5.	Above 59	11(3.6)	8(5.0)	19(4.1)
	Total	300(100)	160(100)	460(100)

Source: Primary Data

The Table 2 above shows the age profile of the sample respondents. 36.7 per cent of workers belong to the age group of 40-49 years. 27.6 per cent of the sample respondents are in the age group of 50- 59. Among the permanent sanitary workers 43.7 per cent of them belong to the age group of 40-49 and 36.7 per cent of them belong to the age group of 50-59 years. Among the temporary sanitary workers 47.5 per cent of them belong to the age group of 29-39 and 23.8 per cent of them belong to the age group of 40-49 years.

Table 3 Educational Qualification wise classification of Sanitary Workers

Sl. No	Educational Qualification	Permanent Workers	Temporary Workers	Total
1.	Illiterate	128(42.7)	85(53.1)	213(46.3)
2.	Primary Education	91(30.3)	29(18.1)	120(26.1)
3.	Middle School	50(16.7)	19(11.9)	69(15)
4.	High School	25(8.3)	17(10.6)	42(9.1)
5.	Higher Secondary	6(2.0)	10(6.3)	16(3.5)
	Total	300(100)	160(100)	460(100)

Source: Primary Data

METHODOLOGY

This study is basically a survey based descriptive and analytical study aimed at describing the status of the sanitary workers in the study area and to assess their level of satisfaction and the problems faced by them. Adequate sample size was used taking into account the size of the population in the study area. The required data were collected from the respondents using a structured interview schedule developed for this purpose. The primary data was collected from the 460 sanitary workers working in the Tirunelveli Corporation. The secondary data were collected from available literature in books journals, research reports, and other published materials pertaining to the sanitary workers.

Gender wise classification of Sanitary Workers

Permanent and temporary sanitary workers of different gender groups such as male and female are working in the sanitary work. The following Table 1 shows the gender wise classification of permanent and temporary sanitary workers in the study area.

among the permanent workers and in contrast the female workers are less than their counterpart among the temporary sanitary workers.

Age wise classification of Sanitary Workers

Age is an important factor with respect to work. The age wise classification of permanent and temporary sanitary workers in the study area is presented in the Table 2

Educational Qualification wise classification of Sanitary Workers

Education plays a major role in the overall development of any family and society. The educational qualification is classified as illiterates, primary, middle, high school and higher secondary. The educational qualification of the sample respondents is given in the Table 3 below.

Table 3 shows that there is a higher share (46.3 per cent) of sanitary workers coming under the classification of illiterates and 26.1 per cent of the respondents up to primary school. Among the permanent sanitary workers 42.7 per cent of them are illiterates and 30.3 per cent of them are having primary education. Among the temporary sanitary workers 53.1 per cent of them are illiterates and 18.1 per cent of them are having primary education. It is clearly evident that the

majority (46.3 per cent) of the sample respondents who are doing the sanitary work are illiterates. Majority of the respondents are illiterates. This shows clearly that illiterate people lacking opportunities in other spheres of employment and forced to join in the sanitary work.

Community wise classification of Sanitary Workers

The following Table 4 explains the distribution of respondents according to community.

Table 4 Community wise classification of Sanitary Workers

Sl. No	Community	Permanent Workers	Temporary Workers	Total
1.	ST	30(10)	21(13.1)	51(11.1)
2.	SC	270(90)	139(86.9)	409(88.9)
3.	BC	-	-	-
4.	MBC	-	-	-
	Total	300(100)	160(100)	460(100)

Source: Primary Data

Table 4 shows that the respondents belong to SC community dominates (88.9 per cent) in the sanitary work followed by ST (11.1 per cent). It is noted that the scheduled caste and schedule tribe constitute 100 per cent of the total sample population. The above table 4 shows that among the permanent sanitary workers, 90 per cent belongs to SC and 10 per cent belong to the ST community. Among the temporary sanitary workers, 86.9 per cent belongs to SC and 13.1 per cent are belongs to the ST community. The above

analysis clearly shows that majority (88.9 per cent) of the workers involved in sanitary work belongs to SC and ST communities.

Religion wise classification of Sanitary Workers

Permanent and temporary sanitary workers of different religions such as Hindu and Christian have been working in the sanitary work. The following Table 5 shows the religion wise classification of permanent and temporary sanitary workers in the study area.

Table 5 Religion wise classification of Sanitary Workers

Sl. No	Religion	Permanent Workers	Temporary Workers	Total
1.	Hindu	275(91.7)	151(94.4)	426(92.6)
2.	Christian	25(8.3)	9(5.6)	34(7.4)
3.	Muslim	-	-	-
4.	Others	-	-	-
	Total	300(100)	160(100)	460(100)

Source: Primary Data

The above Table 5 explains the religion of the permanent and temporary sanitary workers. Out of the total 460 sample respondents, majority (92.6 per cent) of the respondents belong to Hindu religion and the remaining 7.4 per cent of them are Christians. Out of the total 300 sample permanent sanitary workers, majority (91.7 per cent) of them belongs to Hindus and the remaining 8.3 per cent of the respondents are Christians. Out of the total 160 sample temporary sanitary workers, majority (94.4 per cent) of them

belongs to Hindus and the remaining 5.6 per cent of the respondents are Christians.

Mother Tongue wise classification of Sanitary Workers

Permanent and temporary sanitary workers of different mother tongue have been working as the sanitary workers. The following Table 6 shows the mother tongue wise classification of permanent and temporary sanitary workers in the study area.

Table 6 Mother Tongue wise classification of Sanitary Workers

Sl. No	Mother Tongue	Permanent Workers	Temporary Workers	Total
1.	Tamil	198(66)	105(65.6)	303(65.9)
2.	Telugu	102(34)	55(34.4)	157(34.1)
3.	Others	-	-	-
	Total	300(100)	160(100)	460(100)

Source: Primary Data

The above Table 6 explains the mother tongue of the permanent and temporary sanitary workers. Out of the total 460 sample respondents, majority (65.9 per cent) of them use Tamil as their mother tongue and the remaining 34.1 per cent of the sample respondents' mother tongue is Telugu. Out of the total 300 sample permanent temporary sanitary workers, majority (66 per cent) respondents' mother tongue is Tamil and the remaining 34 per cent of the sample

respondents' mother tongue is Telugu. Out of the total 160 sample temporary sanitary workers, majority (65.6 per cent) of the respondents' mother tongue is Tamil and the remaining 34.4 per cent of the sample respondents' mother tongue is Telugu.

Marital Status wise classification of Sanitary Workers

Permanent and temporary sanitary workers of different marital status such as married, unmarried, divorced

and widow have been working in the sanitary work. The following table shows the marital status wise classification of permanent and temporary sanitary workers in the study area.

Table 7 Marital Status wise classification of Sanitary Workers

Sl. No	Marital Status	Permanent Workers	Temporary Workers	Total
1.	Married	245(81.7)	132(82.5)	377(81.9)
2.	Unmarried	15(5.0)	5(3.1)	20(4.3)
3.	Divorced	29(9.7)	15(9.4)	44(9.6)
4.	Widow/Widower	11(3.3)	8(5.0)	19(4.2)
	Total	300(100)	160(100)	460(100)

Source: Primary Data

Table 7 shows that out of 460 sample respondents, 81.9 per cent of the respondents are married and the unmarried respondents constitute 4.3 per cent. The widow and divorced respondents comprises of 4.2 per cent and 9.6 per cent of the sample. Among the 300 sample permanent sanitary workers, 81.7 per cent of them are married and the unmarried respondents constitute 5 per cent. Among the 160 temporary sanitary workers, 82.5 per cent of the sample respondents

are married. It is observed that majority (81.9 per cent) of the workers are married.

Family Type wise classification of Sanitary Workers

The family system will reveal the social system. Sanitary workers belonging to different family system have been working in the sanitary work. The following Table 8 shows the classification of the respondents according to family type.

Table 8 Family Type wise classification of Sanitary Workers

Sl. No	Family Type	Permanent Workers	Temporary Workers	Total
1.	Joint family	162(54)	53(33.1)	215(46.7)
2.	Nuclear family	138(46)	107(66.9)	245(53.3)
	Total	300(100)	160(100)	460(100)

Source: Primary Data

The above Table 8 observes the family system adopted by the permanent and temporary sanitary workers in the study area. Among the sample respondents, 53.3 per cent of them are living in a nuclear family system and the remaining 46.7 per cent of them are living in a joint family system.

Table 8 further shows that among the permanent sanitary workers, 54 per cent of the respondents belong to joint family system and the remaining 46 per cent belongs to nuclear family system. Among the temporary sanitary workers, 66.9 per cent of the respondents are living in a nuclear family system and the remaining 33.1 per cent of the respondents are living in a joint family system. It is inferred that majority of the respondents are living in a nuclear family.

Association between Economic Status and Problems Encountered by the Respondents

In order to find out the relationship between economic status namely monthly income, habit of savings, amount of savings, habit of drinks, amount spend to buy liquor, type of fuel use for cooking and economic problems encountered by permanent sanitary workers, the null hypothesis is framed as, "There is no significant relationship between the economic status and economic problems encountered by permanent sanitary workers". The result is given in the Table 9.

Table 9 Association between Economic Status and Problems Encountered by the Respondents

Economic Problems	Economic Status (F Statistics)					
	Monthly Income	Habit of savings	Amount of savings	Habit of drinks	Amount spend to buy liquor	Type of fuel use for cooking
Insufficient salary	5.723*	4.683*	6.780*	3.472*	6.747*	1.737
Not able to meet children's education requirements	9.119*	3.967*	3.644*	9.666*	9.034*	6.254*
Not able to meet Hospital expense	12.699*	11.532*	16.402*	6.737*	3.058*	3.648*
Not able to provide healthy foods	8.188*	11.247*	18.429*	2.065*	2.159*	1.469
Not able to meet basic needs	7.661*	11.534*	9.319*	7.235*	6.147*	1.245

Source: Primary data

*-Significant at five per cent level

It is understood from Table 9 that there is a significant relationship between economic problems namely insufficient salary and economic status of permanent sanitary workers namely monthly income, habit of savings, amount of savings, habit of drinks and amount spend to buy liquor since their F statistics are significant at five per cent level.

There is a significant relationship between economic problem namely ‘not able to meet children’s education requirements’ and ‘economic status’ of permanent sanitary workers namely monthly income, habit of savings, amount of savings, habit of drinks, amount spend to buy liquor and type of fuel use for cooking since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems namely ‘not able to meet hospital expenses’ and economic status of permanent sanitary workers namely monthly income, habit of savings, amount of savings, habit of drinks, amount spend to buy liquor and type of fuel use for cooking since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems namely ‘not able to eat healthy foods’ and economic status of permanent sanitary workers namely monthly

income, habit of savings, amount of savings, habit of drinks and amount spend to buy liquor since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems namely ‘not able to meet basic needs’ and economic status of permanent sanitary workers namely monthly income, habit of savings, amount of savings, habit of drinks and amount spend to buy liquor since their F statistics are significant at five per cent level.

Association between Economic Status and Problems Encountered by the Respondents

In order to find out the relationship between economic status namely monthly income, habit of savings, amount of savings, habit of drinks, amount spend to buy liquor, type of fuel use for cooking and economic problems encountered by temporary sanitary workers, the null hypothesis is framed as, “There is no significant relationship between the economic status and economic problems encountered by temporary sanitary workers”. The result is given in the Table 10

Table 10 Association between Economic Status and Problems Encountered by the Respondents

Economic Problems	Social Status (F Statistics)					
	Monthly Income	Habit of savings	Amount of savings	Habit of drinks	Amount spend to buy liquor	Type of fuel use for cooking
Insufficient salary	1.709	1.763	1.784	6.869*	2.319*	1.934
Not able to meet children’s education requirements	1.231	3.964*	4.872*	3.225*	3.730*	9.334*
Not able to meet Hospital expense	1.714	9.338*	3.333*	1.401	1.860	10.047*
Not able to provide healthy foods	1.369	2.726*	1.421	5.350*	1.879	1.674
Not able to meet basic needs	2.363*	1.777	1.345	4.084*	2.760*	1.168

Source: Primary data

*-Significant at five per cent level

It is understood from Table 10 that there is a significant relationship between economic problems namely insufficient salary and economic status of temporary sanitary workers namely habit of drinks and amount spend to buy liquor since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems namely ‘not able to meet children’s education requirements’ and economic status of temporary sanitary workers namely habit of savings, amount of savings, habit of drinks, amount spend to buy liquor and type of fuel use for cooking since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems namely ‘not able to meet hospital expenses’ and economic status of temporary sanitary workers namely habit of savings, amount of savings and type of fuel use for cooking since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems namely ‘not able to meet eat healthy foods’ and

economic status of temporary sanitary workers namely habit of savings and habit of drinks since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems namely ‘not able to meet basic needs’ and economic status of temporary sanitary workers namely monthly income, habit of drinks and amount spend to buy liquor since their F statistics are significant at five per cent level.

Association between the Profile of the Respondents and the Problems faced by them

In order to find out the relationship between problems namely social problems, economic problems, work related problems, health related problems and profile of the permanent sanitary workers, the null hypothesis is framed as, “There is no significant relationship between the profile of the permanent sanitary workers and problems encountered by them”. The result is given in the Table 11

Table 11 Problems Encountered and Profile Variables of the Permanent Sanitary Workers

Problems	Profile Variables (F Statistics)							
	Gender	Age	Educational qualification	Community	Religion	Mother tongue	Marital Status	Family type
Social problems	6.398*	9.858*	20.901*	9.867*	1.325	4.982*	10.852*	5.187*
Economic problems	1.917	8.437*	3.744*	1.561	1.895	4.513*	7.230*	1.319
Work related problems	1.487	6.477*	10.501*	2.881*	1.970	4.086*	13.041*	5.534*
Health related problems	1.085	11.761*	3.741*	1.959	3.703*	2.632*	4.070*	6.349*

Source: Primary data

*-Significant at five per cent level

It is understood from Table 11 that there is a significant relationship between social problems and profile variables of permanent sanitary workers namely gender, age, educational qualification, community, mother tongue, marital status and family type since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems and profile variables of permanent sanitary workers namely age, educational qualification, mother tongue and marital status since their F statistics are significant at five per cent level.

There is a significant relationship between work related problems and profile variables of permanent sanitary workers namely age, educational qualification, community, mother tongue, marital status and family type since their F statistics are significant at five per cent level.

There is a significant relationship between health related problems and profile variables of permanent sanitary workers namely age, educational qualification, religion, mother tongue, marital status and family type since their F statistics are significant at five per cent level.

Association between the Profile of Sanitary Workers and the Problems Encountered by temporary Sanitary Workers

In order to find out the relationship between problems namely social problems, economic problems, work related problems, health related problems and profile of the temporary sanitary workers, the null hypothesis is framed as, "There is no significant relationship between the profile of the temporary sanitary workers and problems encountered by them". The result is given in the Table 12.

Table 12 Problems Encountered and Profile Variables of the Temporary Sanitary Workers

Problems	Profile Variables (F Statistics)							
	Gender	Age	Educational qualification	Community	Religion	Mother tongue	Marital Status	Family type
Social problems	1.705	7.370*	5.031*	1.019	1.134	8.339*	3.211*	6.042*
Economic problems	2.205*	5.830*	2.138*	8.263*	1.556	4.475*	3.980*	6.904*
Work related problems	1.986	2.317*	4.687*	1.171	1.093	4.466*	1.596	3.920*
Health related problems	1.363	6.263*	7.145*	1.186	1.979	4.106*	1.604	1.719

Source: Primary data

*-Significant at five per cent level

It is understood from Table 12 that there is a significant relationship between social problems and profile variables of temporary sanitary workers namely gender, age, educational qualification, mother tongue, marital status and family type since their F statistics are significant at five per cent level.

There is a significant relationship between economic problems and profile variables of temporary sanitary workers namely gender, age, educational qualification, community, mother tongue, marital status and family type since their F statistics are significant at five per cent level.

There is a significant relationship between work related problems and profile variables of temporary sanitary workers namely age, educational qualification, mother tongue and family type since their F statistics are significant at five per cent level.

There is a significant relationship between health related problems and profile variables of temporary sanitary workers namely age, educational qualification and mother tongue since their F statistics are significant at five per cent level.

FINDINGS

- 72.7 per cent of the respondents are female and 27.3 per cent of the respondents are male. Among the temporary sanitary workers, 61.9 per cent of the respondents are male and the remaining 38.1 per cent of the respondents are female.
- Only 4.3 per cent of the workers are in the age group of 18 to 28 years, 43.7 per cent of the respondents are in the age group of 40-49 years. Majority (47.5 per cent) of the respondents are under the age group of 28-39 years.
- Majority (46.3%) of the respondents are illiterates. Among the permanent sanitary workers, majority (42.7%) of the respondents are illiterates and among the temporary workers, majority (53.1%) of the respondents are illiterates.
- Among the permanent sanitary workers, 90 per cent of them are belonging to SC and 10 per cent are belonging to the ST community. Among the temporary sanitary workers, 86.9 per cent are belonging to SC and 13.1 per cent are belonging to the ST community. The analysis clearly shows that majority of the workers involved in sanitary work belongs to SC and ST communities.

- Majority (92.6 per cent) of the respondents belong to Hindus and the remaining (7.4) per cent of the respondents are Christians. It is found that among the permanent workers, 91.7 per cent of them belong to Hindus and the remaining 8.3 per cent of the respondents are Christians. Among the temporary sanitary workers, 94.4 per cent of them belong to Hindus and the remaining 5.6 per cent of the respondents are Christians.
- Majority (65.9 per cent) of the respondents mother tongue is Tamil and the remaining (34.1) per cent of the sample respondents' mother tongue is Telugu. Among the permanent sanitary workers, 66 per cent of their mother tongue is Tamil and the remaining 34 per cent of the sample respondents' mother tongue is Telugu. Among the temporary sanitary workers, 65.6 per cent of them are having Tamil as their mother tongue and the remaining 34.4 per cent of the sample respondents' mother tongue is Telugu.
- 81.7 percent of the respondents are married and among the temporary sanitary workers, 3.1 percent of the respondents are unmarried. Majority 53.3 per cent of the respondents living in a nuclear family system and the remaining 46.7 per cent living in a joint family system. It is identified that among the permanent sanitary workers, 54 per cent of the respondents belonging to joint family system and the remaining 46 per cent belonging to nuclear family system. Among the temporary sanitary workers, 66.9 per cent of them live in a nuclear family system and the remaining 33.1 per cent lives in a joint family system.
- There is a significant relationship between economic status namely monthly income, habit of savings, amount of savings, habit of drinks, amount spend to buy liquor, type of fuel use for cooking and economic problems encountered by permanent sanitary workers, So the null hypothesis is rejected.
- There is a significant relationship between economic status namely monthly income, habit of savings, amount of savings, habit of drinks, amount spend to buy liquor, type of fuel use for cooking and economic problems encountered by temporary sanitary workers, so the null hypothesis is rejected.
- There is a significant relationship between problems namely social problems, economic problems, work related problems, health related problems and profile of the permanent sanitary workers, so the null hypothesis is rejected.
- There is a significant relationship between problems namely social problems, economic problems, work related problems, health related problems and profile of the temporary sanitary workers, so the null hypothesis is rejected.

CONCLUSION

According to their salary they felt they could not meet their basic needs. So the government should provide proper welfare facilities such as health insurance, travel allowance, uniform, concession rates for food in the canteen and rest room should be established and strengthened. And training programmes should be conducted at frequent intervals with respect to the precautionary measures to be taken to prevent infectious diseases. It concludes that every workers wants motivation and satisfaction in their work so the government should established counseling unit in their work place to provide the counseling to improve their job satisfaction.

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End Notes

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