

## **CHAPTER VII**

### **CHARACTERISTICS OF THE SELECTED INDUSTRIES AND THE STUDY POPULATION**

#### **7.1 INTRODUCTION**

As mentioned in the earlier chapter, a field survey was conducted. The primary data was collected from 250 ex-workers<sup>31</sup> from the selected industries using an interview schedule (see, appendix-IV). The profile of the selected industries and the study population are explained in this chapter. This chapter is divided into two sections, first section describes the profile of the selected companies and the second section presents the background characteristics of the 250 ex-workers, from whom information was collected using an interview schedule. Their demographic and socio-economic characteristics are analysed and presented. Twenty two of the ex-workers were dead during the survey period (They had lost their job while they were alive). The information was collected from their spouses (21 cases) and mother (1 case) who lived with him/her at the time of job loss. These 22 ex-workers' information were included in this chapter, although mentioned as 'dead' in some places.

#### **7.2 PROFILE OF THE SELECTED INDUSTRIES**

The focus of this study is to explore the effects of interrupted employment. Interrupted employment defined by this study is those employment which were terminated in the middle of one's career without his/her choice – s/he was involuntarily forced out of employment. The cause for his/her employment termination is due to some external factors other than his/her choice. It was explained in chapter 4, how the manufacturing sector in Mumbai has been shrinking recently. Due to mergers, closures or technological up gradation of industrial units, many manufacturing industrial workers lost their jobs. Using two way sampling, this study first selected some industrial units which were either closed down or retrenched large number of workers. The study traced

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<sup>31</sup> Ex-workers are the workers who worked in the selected industries and lost their employment due to industrial closure or retrenchment.

the ex-workers from these industrial units to collect information. Two hundred and fifty of the persons with interrupted employment (ex-workers) were traced and interviewed for this study. Non-textile industries were iron and steel, chemical and power generation industries and the textile industries were NTC mills and some private mills. They are briefly given below.

### **7.2.1 Non Textile Industries**

The non-textile industries selected were Mukand - Kurla Steel Foundry (iron and steel industry), Rashtriya Chemical Fertilizers (chemical industry) and Tata Power (power generation industry). The later two industries retrenched many workers.

#### **7.2.1.1 Mukand - Kurla Steel Foundry**

Mukand company was set up in 1937. Its Kurla steel foundry was started in 1947. Kurla Steel foundry division used to make a wide range of steel components, from small castings weighing a few kilograms to large castings weighing over tones a piece. Kurla Steel foundry was the first largest private sector steel plant in India. It was the largest supplier of cast steel for bogeys and freight cars for the Indian railways, as well as for defense, earthmoving, heavy electrical and many other such establishments.

The Mukand management has opened up another unit in Kalwa (outside Mumbai) and moved its base there. On 23 May 2000, announced a Voluntary Retirement Scheme (VRS) to the workers to opt for between 23<sup>rd</sup> May and 30<sup>th</sup> June 2000. At that point of time, there were 500 permanent workers and 500 contract workers were employed in that unit. The permanent workers were forced to take VRS. Taking some of the high level workforce to the Kalwa branch, the management closed down the gates of the Kurla steel foundry. Workers used to gather near the gate of the unit and demand for their job back. By the year 2004, all the workers were paid compensation and a sum of wages, up to the year 2004 (Lokshahi Hakk Sanghatana, 2001; Hindu Business Line, 2005). The reason for closing this industry was purely for land development as the land where this factory was situated is being developed into a mall or shopping complex. Majority of the ex-workers were staying near the closed down Kurla foundry, Mukund Nagar, Kurla. Sixty four of the ex-workers from this industry could be traced and information was collected from them. Although many more ex-workers were living in this area, they refused to participate in the interview.

### **7.2.1.2 Tata Power**

Tata power has set up many electric power plant units in various places of Maharashtra. While developing these units, they employed many workers on permanent and contractual basis. The contract workers were treated in lieu like the permanent staff. Most workers said they had worked for more than 15 to 20 years in the same industry, on various projects until 1996 when their services were terminated (Frontline, 2003). Some of the respondents stated that they were treated as permanent staff but little less than them, neither temporary nor permanent staff. They got most of the benefits and facilities as the permanent staff. Some of them worked from project-to-project, were termed as "permanent temporary employees" and members of the Tata Hydro Employees Union (Hindu Businessline, 2003). During 1996, the management did not renew the contract of nearly 3000 contractual workers. Many silently moved away with the settlement given by the management; however, 73 of such workers moved the Court on May 25, 1996, seeking proper compensation or permanent employment at Tata Power. On June 30, 1996, a month after they moved Court, the 73 workers were "retrenched" (Hindu Businessline, 2003). Their angry protests and demand<sup>32</sup> had come to an end in 2003 when two of these ex-workers self-immolated themselves in front of the Bombay House, the corporate head quarters of Tata Power (Frontline, 2003; Hindu Businessline, 2003). Among this cohort of workers, 19 of them could be traced and were interviewed for this study.

### **7.2.1.3 Rashtriya Chemical Fertilizers (RCF)**

RCF is one of the producers of fertilizers in India and is located near the coast of Mumbai. About 25 chemicals are produced at Trombay and Thal units together, many of them produced for the first time in India. The cost of production of urea at RCF is well comparable with imported urea. Hence RCF is in a better position to face competition from private sector and/or multi national companies even in completely decontrolled scenario (Committee on Public Under takings, 2001). It has been using the Mathadis (Hamal) of Railway Labour Board workers for loading and unloading materials in their Trombay unit, Mumbai. Introduction of conveyor belts and cranes

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<sup>32</sup> Mr. Vijay Yadav, Spouse of Mr Shivaji Hulwan, mother of Mr. Anand Dalvi, mentioned in media were interviewed for this study.

have initiated reduction in the slicing of these workers of RCF. One such urea plant of RCF was closed down in 2003 giving the reason, non-availability of raw materials for production. Little less than 1000 workers were asked to leave with some compensation. Agitated workers demonstrated with morchas and two unions fought for them. Finally the workers had to leave with compensation. Nineteen of the ex-workers from this cohort could be traced and information were collected for this study.

## **7.2.2 Textile Industries**

To get a combination of mill workers from the textile industry, 75 ex-workers of National Textile Corporation (NTC) mills and 75 ex-workers from private mills were interviewed.

### **7.2.2.1 National Textile Corporation (NTC) mills**

In response to the Sick Textile Undertaking (nationalization) Act, 1974 and 1995 various mills in Mumbai were nationalised. From year 2000 some of them started closing down and by 2010 only five mills were functioning - India United No. 1 and 5, Podar Mill, Digvijay Mill and Tata Mill (Sarva Shramik Union Office, 2010). Information was collected from 75 ex-workers from the following eight closed down NTC mills - New Hind Textile mill (2004), India United mill (2004), Finlay mill (2006), New City Mill (2003), Jupiter Mill (2004), Sitaram Mill (2004), Elphinston mill (2004), Victoria Mill (2004), and Appollo Mill (2003) (Appendix-I.7).

### **7.2.2.2 Private Mills**

Besides NTC mills, three private mills, Morarji Gokuldas Mill, Bombay Dyeing and Century Mill, were selected and 75 ex-workers from there were interviewed.

#### **7.2.2.2.1 Bombay Dyeing**

Bombay dyeing is a part of Wadia group of companies. The management wanted to develop its plant locations in Dadar and Worli as commercial and residential complex. As a first step, the textile manufacturing activity is being consolidated at the textile mill in Worli and the manufacturing activity at Spring Mill, was wound up. The company has obtained the necessary clearances to develop the 4.5 million square feet area (where the mill was functioning) and invested ₹75-80 crore towards developing the land. The

company has given VRS to the 1,500 employees and has spent Rs 56 crore towards their settlement (Business Standard, 2004).

#### **7.2.2.2.2 Century mill**

Century Mill is one of the Birla group of companies in Mumbai and is spread over 44 acres of land in Worli. In January 2006, the Century Mill owners had formally announced a VRS. Through this scheme the mill owners wanted to reduce the number of workers from the existing 7000 to 2000 workers. Reasons stated by the mill management were, technical limitations of the machinery, high labour costs, octroi taxes, municipal taxes, water charges and cost of electricity (CGPI, 2006). On 20th August 2006 over 5000 workers and their families staged a protest in front of the gates of the mill at Worli. The workers for the first time had mobilized their entire families, with their women and children, participated militantly in the rasta roko. The reasons claimed by the management could not be true as Century Mills was a profit making company. Exports formed 80 percent of the turnover of Century Mills. The company sold its products in Europe, Asia, Africa and North America. Long before the formal announcement of VRS to the workers, many were 'encouraged' to take VRS. Information was collected from 13 ex-workers of this mill.

#### **7.2.2.2.3 Morarjee Goculdas Spinning & Weaving Co.Ltd**

The Morarjee Goculdas Spinning & Weaving Co.Ltd was the oldest textile company in India, established in 1871. In 1940 the mill joined the Swadeshi movement of India and set up a khaki department in support to the movement. It won special acclaim from Mahatma Gandhi for this effort. In 1942 the then viceroy awarded a gold medal for the Khaki drill. Morarjee mills no. 1 and no. 2 spread over 450 thousand sq.ft land in Lower Parel. In January 2002 both the mills were closed, Morarjee mill no. 1 with 1955 workers and Morarjee mill no. 2 with 1087 workers (Sarva Shramik Union Office, 2010).

Observation: Most of the mills mentioned above were closed in Mumbai but the products of these mills are available in the market, because the management still continues its production through mills situated in other cities. Some mills have closed down one or two section, of their production, i.e., Bombay Dyeing mill. All the closed

down industries selected for this study have either sold out the industrial land or the land was being developed into some commercial purpose.

### **7.3 PROFILE OF THE EX-WORKERS**

Ex-workers are the employment interrupted persons, who were working in the above mentioned industries. These workers, who had earlier worked in the above mentioned textile and non-textile industries were termed as ‘ex-workers’ and duly mentioned all through the thesis. It is important to study the profile of an individual to get a better understanding before going for further analysis. So, in this section the profiles of the ex-workers (as on the day of the survey) are presented. First the demographic and socio-economic characteristics, living arrangements and the origin of these workers, were analysed and presented in this chapter.

#### **7.3.1 Demographic Characteristics of the Ex-workers**

Table 7.1 presents the percent distribution of ex-workers by their demographic background characteristics.

Most of the ex-workers were men (94%). The proportion of women ex-workers was only 6 percent and all of these female ex-workers were from textile industry. The age of the ex-workers at the time of interview is presented in broad age groups. Almost one third of the ex-workers (30%) had crossed the national governmental retirement age of 60 years. The reason for this high proportion in the age groups, was that they were in the advanced age group at the time of their job loss. Remaining ex-workers were still in the working age group at the time of the survey and majority of them (43%) were in the age group of 50-59. A large majority of the ex-workers were married and two percent of the ex-workers were never married at the time of the interview. Among the unmarried ex-workers, most of them were males, i.e., 5 males and 1 female (not shown in the table). Three cases were married after their job loss, that is, while working in the industry they were not married, but later got married. Three other cases mentioned that they were separated after job loss. Among them two were male and one was female. Only two male respondents pointed out that the separation was mainly due to job loss. They stated that “*Who would like to live with a husband who does not have a job and income?*”. The wives separated and moved to their native place with children.

Table 7.1: Distribution of ex-workers by their demographic characteristics

Demographic Characteristics	(N)	Percentage
<b>Sex</b>		
Male	234	93.6
Female	16	6.4
<b>Age</b>		
35-44	19	17.6
45-49	28	11.2
50-54	47	18.8
55-59	60	24.0
60 & above	74	29.6
NA*	22	8.4
<b>Marital status</b>		
Never married	6	2.4
Married	205	82.0
Widowed	14	5.6
Separated	3	1.2
NA*	22	8.8
<b>Number of children ever born**</b>		
None	9	3.6
One	16	6.4
Two	72	30.0
Three	79	30.4
Four and above	74	29.6
Total	250	100

Notes: \* Dead at the time of interview.

\*\* Ever born means, the children born to him/her in their life time.

Source: Field survey data, 2010

One respondent was now working and living alone in Mumbai and the other one was not working and living with his mother and brothers in Mumbai. More than 60 percent of the ex-workers had big family size, that is, three or more children. Only six percent of the ex-worker's families had only one child and nearly four percent of the ex-workers did not have any children, which included unmarried ex-workers too. This study shows that majority of the ex-workers were in the 45-59 age group, married and had big family size (three and more number of children in their life time, until the survey).

### 7.3.2 Socio-economic Characteristics of the Ex-workers

Table 7.2 presents the socio-economic characteristics of the ex-workers. All the ex-workers were asked to state their educational level, their usual activity status (what they do normally) and their monthly wages.

#### 7.3.2.1 Educational Level of Ex-workers

According to this survey among these ex-workers, around 8 percent of them were illiterates and 12 percent of them were literates either can read or with some level of education (Table 7.2).

Table 7.2: Percent distribution of ex-workers by their level of education and current activity status

Education/Activity status	(N)	Percent
<b>Educational level</b>		
Illiterate	19	7.6
Less than primary	29	11.6
Primary	72	28.8
Middle School	40	16.0
Secondary School	71	28.4
Higher secondary	13	5.2
College & above	6	2.4
<b>Current activity status</b>		
Currently working	125	50.0
Currently not working	103	41.2
NA*	22	8.8
<b>Current wages **</b>		
Up to ₹ 2999	19	15.3
₹ 3000 - ₹ 4999	72	58.1
₹ 5000 - ₹ 9999	23	18.5
> ₹10,000	10	8.1
<b>Total</b>	<b>250</b>	<b>100.0</b>

Notes: \*Dead at the time of survey

\*\* Applicable to only those who were working

Source: Field Survey Data, 2010

Little more than quarter of the ex-workers were with primary level of education and same proportion of them were with secondary level of education. The proportion who had completed higher secondary were only five percent and those who were graduates



was also very small, that is, only two percent of the ex-workers had completed college level of education. One or two ex-workers had done some technical course, since their proportion was very small, it is not mentioned separately here. On the whole, the educational level of the ex-workers was low – only one-third of the ex-workers (36%) had secondary or above level of education.

### **7.3.2.2 Usual Activity Status of Ex-workers**

It is to be mentioned here that the event, ‘break in employment’ is a criteria used to select these ex-workers. After their break in their employment, some have never worked, some have worked for some time but not working at the time of survey, some have changed jobs several times and some were still working at the time of survey. The respondents were asked to state their usual activity, working or not working keeping the reference period at the time of the survey. All those who stated that of receiving some amount of wage or token money (as stated by some ex-workers) for their activity were categorised as workers in this study.

Only half of the ex-workers were working at the time of survey. Among them, 5.6 percent (14 ex-workers) of them were working on full-time basis (not shown in the table separately). Those who were not full-time workers, majority stated that they do some kind of work as and when available or do on contract basis or on part-time basis. Some ex-workers stated that they were involved in some kind of activities and mentioned of receiving some token of money for their activity. Hence, all those who mentioned of receiving some nominal token money were considered as workers in this study. The wages received by those ex-workers who were working at the time of survey was very nominal. More than half of the ex-workers (58%) were earning between ₹ 3000 - ₹ 4999 per month.

### **7.3.2.3 Occupational Status of the Ex-workers**

Table 7.3 presents the occupation these ex-workers were working at the time of the survey. All the 250 selected ex-workers were working in one of the selected company/industry at its time of closure/retrenchment. They were in different level of occupations and different level of age groups. This survey was conducted after a minimum gap of 4 years and above of job loss. Hence, some the ex-workers have crossed the working age, and some were still in the working age group.

Table 7.3: Percent distribution of ex-workers who were working at the time of survey by their occupational status

Occupation	(N)	Percent
Technical jobs*	16	12.8
Auto driver/driver	11	8.8
Clerk/accountant/manager	3	2.4
Street vendors (vegetable, toys, bangles, vessels)	5	4.0
Shop owners	3	2.4
Peon/helper/lift man in a company/waiter/salesman	16	12.8
Security guards	38	30.4
Farmer	5	4.0
Construction workers	3	2.4
Load lifters / Hamal/housekeeping	10	8.0
Others1**	9	7.2
Others 2***	6	4.8
<b>Total</b>	<b>125</b>	<b>100</b>

Notes: \*The kind of occupation they were doing earlier while working in the industry like electrician, consultant, fabricator, welding, crane operator, packer

\*\* Yoga trainer, Agent for LIC/Post office, Sales man, tuition teacher, Fortune tellers/priest

\*\*\* Ironing cloths from home, whatever job available, watchman at auto stand

Source: Field Survey Data, 2010

Only fifteen percent of the currently working ex-workers were doing the technical occupations which were some what related to their earlier jobs. Four percent of the ex-workers stated that they were involved in farming, either on their own land or in some one else's land (within the city limit we can see some agricultural activities in some pockets, such as near railway tracks and some open lands). Nearly one-third of these ex-workers were working as security guards. It is a kind of occupation many of these ex-workers had taken refuge at some point of their time of unemployment. Many of them had mentioned that they were security guards for some time or other after the job loss, but left it due to many reasons. When we see their proportion by industry wise, majority of them (76%) were from textile industry (not shown in the table). Eight percent of the workers were in housekeeping or load lifting jobs. One respondent stated that he was working as a security guard in the auto rickshaw stand near his house in the night. Further probing showed that auto drivers in that locality leave their auto rickshaws in that stand for safety and he was responsible to safeguard them. He received some money as per the number of auto rickshaws he had to safeguard every

night. As his responsibilities were different from the other security guards, he was not included in the security guards category.

### 7.3.3 Household Composition of the Ex-workers

The household compositions of the ex-workers are explained in this section. The 22 deceased ex-workers households are also included in this analysis. Table 7.4 presents the living pattern of these ex-workers.

Table 7.4: Household composition of the ex-workers		
Background characteristics	(N)	Percentage
<b>Family structure</b>		
Living alone	4	1.6
Nuclear family	158	63.2
Joint family	78	31.2
Extended family	10	4.0
<b>Number of Family Members</b>		
1 member	4	1.6
2 members	15	6.0
3 members	36	14.4
4 members	67	26.8
5 and > members	128	51.2
<b>Number of Family Members Earning Wages</b>		
None	20	8.0
One member	103	41.2
Two members	67	26.8
> Two members	60	24.0
<b>Total</b>	<b>250</b>	<b>100</b>
Note: *Those who stated that no one in the family were working		
Source: Field Survey Data, 2010		

It can be seen from the table that, more than half of the households of these ex-workers (51%) were large, having five or more members in their family. Majority of the ex-worker's were living in nuclear family at the time of survey – living with/ without their spouses and/or with unmarried children (Table 7.4). In some cases widows of the ex-worker living with unmarried children were also considered as nuclear family in this study. Almost one third of the ex-workers were living in joint family, i.e., living with or without spouse with married children and /or parents. It was observed that most of the

ex-workers in their advanced age group were living in joint family with their married children and their families. Only a few ex-workers were living with extended family, i.e., living with mothers, brothers, sisters or uncles (They mentioned that they were living with them however, the expenditure side was separate and refused to give the income particulars of their other relatives). Only a few ex-workers were living alone and all of them were never married, widowed or separated. This study collected information on each and every one living in the ex-worker's at the time of the survey. Most of the ex-workers were living with their spouses, a large majority of the ex-workers' households had unmarried children (77%) and among them more than two third of the ex-workers had more than two unmarried children in their family.

Fifteen percent of the ex-workers had elders in their family. Among them most of them were widowed mothers. While interviewing it was noticed that they received a small amount of pension. In one case, the mother of the ex-worker was working in one of the mills in Mumbai earlier and was receiving pension at the time of the survey (Not shown in the table). In more than 40 percent of the households only one member was working where as in 24 percent of the households more than two members were working.

#### **7.3.4 Housing Characteristics of Ex-worker**

A majority of the ex-workers were living in chawls<sup>33</sup>. Nearly one fifth of the respondents were living in flats. A few ex-workers were living in huts. Some huts were in good condition. So they are divided into two categories, pucca hut and kucha hut. Few huts were in very bad condition, however, the economic condition mentioned by them were showing otherwise. Upon further investigation, they stated that their homes came under redevelopment scheme of the government (MHADA). So they still lived in the slum to keep their membership and also not doing any renovations because the house might be destroyed at any point of time by MHADA. Only some of them stated that their houses did not belong to any of the above four categories.

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<sup>33</sup> In the early 1900, Mumbai has initiated these unique kind of housing called *chawls*, of two-three floored buildings which were constructed initially to accommodate the migrating people working in Mumbai cotton mills. A chawl consists of a big one room just separated by a wall into two portions, one is a living room which functions as a sleeping room and another as kitchen. The families in each floor have to share common latrines situated in each floors.

Table 7.5: Ownership and type of the houses of the ex-workers		
Ownership/ Type of house	(N)	Percentage
<b>Type of house</b>		
Flat	53	21.2
<i>Chawls</i>	152	60.8
Pucca Hut	19	7.6
Kucha Hut	22	8.8
Others	4	2.6
<b>Ownership of the house</b>		
Own	224	89.6
Rental*	11	4.4
Parent's home	13	5.2
Sharing	2	0.8
<b>Total</b>	<b>250</b>	<b>100.0</b>
Note: * Monthly rent /on pagadi system		
Source: Field Survey Data, 2010		

Most of the respondents (90%) had stated that the home they were living at the time of interview was owned by them. Only 4 percent of the ex-workers were living in rented houses. Five percent of the ex-worker's families were living in houses which belonged to their parents. Only a few were sharing the house with either brother or uncle.

The houses owned were either inherited from their parents who were working in Mumbai or bought while they were working or it was bought from the compensation money they were paid. (It was noticed that many of the ex-worker's parents or relatives had worked in Mumbai, in many cases, in the same industry. It was stated that in earlier period, at the time of retirement, the management allowed the worker to replace his/her employment in the industry with that of their children or any other family member). Many had built some extension above or side ways of their home and rented them out. It served as some additional source of income for the family. With respect to textile workers, many of them were living in *chawls* (which belonged to the government/management of the mill when they were working). At some point of time, during the period of industrial sickness, the government/management could not do the maintenance work which was managed earlier by them. So the houses were given to the worker at a nominal rate.

It was observed during the survey that few of the huts were in very bad shape and very small. Some houses were extremely small with only one bed and little space for the cooking platform. The bed in the houses was kept atleast 2 feet above ground level. Later found out that it was kept in that manner to give some privacy to the couples in the households.

### 7.3.5 Religion of Ex-workers

Most of the ex-workers belonged to Hindu (95.6%) religion. The proportion of ex-workers belonging to other minority religions, such as Muslim (2.4%), Christian (1.2%), Bhuddist and Sikh were very small. After the job loss, it was hard at times to locate those ex-workers.

### 7.3.6 Origin of the Ex-workers

The origin of the ex-workers was explored in many angles. Their place of birth, duration of stay in Mumbai, place of last education and the language spoken were some of the probing questions asked. Table 7.6 discusses the place of birth of the ex-workers.

State	(N)	Percent
Mumbai	66	26.4
Maharashtra (other than Mumbai)	111	44.0
Andhra Pradesh	6	2.4
Tamil Nadu	3	1.2
Orissa	30	12.0
Uttar Pradesh	26	10.4
Karnataka	6	2.4
Kerala	2	0.8
Punjab	1	0.4
Total	250	100.0

Source: Field Survey Data, 2010

The survey shows that 70.4 percent were born in the state of Maharashtra including Mumbai. Apart from this, Uttar Pradesh and Orissa were the two states where remaining of these workers were born (Table 7.6). Besides the place of birth, other information such as years of stay in Mumbai, place of last education and language

spoken at home was collected to get some more of the background characteristics of the ex-workers and are presented in Table 7.7.

Table 7.7: Distribution of ex-workers by place of last education, language spoken at home and the years of stay in Mumbai

Characteristics	(N)	Percent
<b>Year of stay in Mumbai</b>		
Since birth	66	26.4
18-25 years	29	11.6
26-30 years	35	14.0
31-35 years	29	11.6
36 & above years	91	36.4
<b>Place of last education*</b>		
Mumbai	83	36.4
Maharashtra	88	38.1
Orissa	25	10.8
Uttar Pradesh	23	10.0
Other States	11	4.8
<b>Language spoken at home</b>		
Hindi	38	15.2
Marathi	171	68.4
Odiya	23	9.2
Others**	18	8.0
<b>Total</b>	<b>250</b>	<b>100</b>

Notes: @ Information on those 22 ex-workers who were dead at the time of interview was also included in this analysis

\*The 19 cases who have stated that they never studied were not included in this analysis

\*\* Others include, Telungu, Kannad, Tamil and Malayalam

Source: Field Survey Data, 2010

Little more than one fourth of the ex-workers were staying in Mumbai 'since birth'. More than 60 percent of the ex-workers were living in Mumbai for more than 25 years. Three fourth of the ex-workers had studied in Maharashtra (36% in Mumbai and 38% in other parts of Maharashtra). One fourth of the ex-workers had studied in states other than the study state of Maharashtra - among them a majority of them had studied in Orissa or Uttar Pradesh. Majority of the ex-workers family speak Marathi at home. This was followed by Hindi and Oriya (Table 7.7). During the interview it was observed that some of the ex-workers stated that they belong to one state, however, the language they spoke was that of another state. For example some of the ex-workers from chemical industry stated that they were from Maharashtra, they speak Kannada at home. A good majority of the textile workers were either from Mumbai itself or migrated from other

parts of Maharashtra. From the above three indicators, it is inferred that a majority of the ex-workers were Maharashtrians, either born in Mumbai or from other parts of Maharashtra. This was followed by ex-workers who originated from Uttar Pradesh, and Orissa. The ex-workers from metal industry, a majority of those migrant ex-workers were either from Orissa or Uttar Pradesh.

### **7.3.7 Economic Status of the Household**

Table 7.8 gives the details of economic status of the households in terms of total monthly income, monthly per capita income and the type of ration card held by the household indicating whether the household is below or above the poverty line. In the table, only those who were involved in gainful activity (mentioned of receiving some earnings or a token of money) were considered as workers in this study and the amount of money they received was taken as wages. Besides wages, other sources of income like pension and rent are not included here. A good majority of the ex-workers family income was low. One third of the ex-workers had very low monthly family income of ₹ 5,000 or less per month.

*Monthly per capita income (wage):* The total earnings of the family as wages were divided by the number of family members living in the family. The per-capita earnings were categorized using the guidelines of National Sample Survey, which had categorised the Monthly Per Capita Expenditure (MPCE) of the families for urban areas of the country. Little less than one-fourth of the ex-workers family earnings were less than ₹ 1100 per persons. More than one-fifth of the families had per capita income of more than ₹ 2540.

*Colour of ration card:* The economic condition is measured by either income of the household members or assets the household posses. First the study proposed to evaluate the economic condition of a household using some of the household assets as used in large scale surveys. But during pre-testing, it was noted that it could not be a good measure to evaluate the economic condition of a household in Mumbai, hence, decided to use the government ration card as a standard to study the economic condition of the household. These cards are of different kind representing the economic condition of the household. The Government of Maharashtra uses different colour of ration cards to classify the economic condition of the households for their Public Distribution Scheme



(PDS). Accordingly the households were divided into three types, by three different colours, viz., yellow<sup>34</sup>, orange<sup>35</sup> and white<sup>36</sup>.

Table 7.8: Distribution of ex-workers by economic condition of Households

Background characteristics	(N)	Percentage
<b>Total income received by the family members (Wage)</b>		
Up to ₹ 5000	70	28.0
₹5001 to 10000	86	34.4
₹10001 to 15000	45	18.0
>₹15000	29	11.6
NA*	20	8.0
<b>Monthly per capita income received as wage</b>		
Up to ₹ 579	9	3.6
₹ 580 -789	21	8.4
₹ 790 -1099	27	10.8
₹ 1100 -1379	25	10.0
₹ 1380 -1879	51	20.4
₹ 1880 -2539	43	17.2
> ₹ 2539	54	21.6
NA*	20	8.0
<b>Colour of the Ration Card</b>		
White	6	2.4
Orange	243	97.2
Yellow	1	0.4
Total	250	100
Notes: *Those who stated that no one in the family were working.		
Source: Field Survey Data, 2010		

Most of the ex-workers were having the ration card in orange colour (Table 7.8). One respondent stated that he was having ‘white’ ration card while working. However, now

<sup>34</sup> Yellow colour ration card holders belongs to Below Poverty Line (BPL) families having their income equal to or less than Rs. 15000 per annum and Antyodaya families (poorest families from amongst the BPL). The yellow card holders get the government’s public distribution food grains 35 Kg of wheat/rice and sugar. However, the price of rice and wheat differs for the Antodaya families and BPL families. For example for Antyodaya families wheat Rs. 2 and rice Rs.3 per Kg and for BPL families wheat Rs.5 and rice Rs.6 per Kg. Sugar is of same price for both yellow card holders.

<sup>35</sup> Orange card holders who having their annual family income of Rs. 15001 to Rs. one lakh and /or having irrigated land less than 4 hectare; Saffron card holders only get 35 Kg of wheat at the rate of Rs. 7 per Kg.

<sup>36</sup> White ration card holders are the families having their annual family income of more than Rs. One lakh, families having more than 4 hectare of irrigated land and families having four wheeler vehicles. White ration card holding families are excluded from supply of PDS food grains, dal, edible oil and sugar.

it had changed to 'Orange'. Some respondents having 'Orange' ration card stated that they are eligible for 'white' ration card, yet they did not want to reveal it because they may not come under government's PDS scheme.

#### **7.4 SUMMARY**

This chapter presented the background characteristics of the ex-workers at the time of the survey. These background characteristics formed the context of the study. Most of the ex-workers were male members and all the female ex-workers studied were from the textile industry. The ex-workers were older in age and were mostly married. They had larger family size. Many lived in joint or extended family. On the whole, the education level of the ex-workers was low, only one-third of the ex-workers (36%) had secondary or above level of education. Only half of the ex-workers were working at the time of survey. Among them, only 5.6 percent of them were working on full-time basis and remaining were working on part-time or contractual or do work on piece rate. Irrespective of the timing of work, those who were receiving money for their activity (gainful activity) were considered as workers in this study. Among those who were working, a significant proportion was working as security guards. A good majority of the ex-workers (74%) had lived in Mumbai for the last 30 years or more. Only a quarter of them were born in Mumbai. Others had migrated to Mumbai from the districts of Maharashtra. A significant proportion of the ex-workers were also migrated from other states, especially from Utter Pradesh and Orissa. Majority of the ex-workers were living in chawls. Most of the ex-workers owned their homes. More than half of the families, two or more members from the family currently living were working. On the whole, the monthly income earned by the ex-workers and other family members was found to be low.

In this chapter the profile of the ex-worker was discussed in detail. To study the impact of job loss, it is important to study the profile of these workers before job loss. In the next chapter the status of the ex-worker while he was working in the industry is discussed, followed by the economic impact of job loss.