



SOCIO-ECONOMIC CONDITIONS
OF
WOMEN WORKERS
IN
RAW LEAF TOBACCO, ZARDA AND CIGARETTES,
BRICK KILNS, TILES, STONE DRESSING
AND STONE CRUSHING, ELECTRIC AND
MINIATURE LAMPS, RADIO AND
TELEVISION SETS AND
FOUNTAIN PENS AND
BALL PENS
INDUSTRIES

LABOUR BUREAU
MINISTRY OF LABOUR
GOVERNMENT OF INDIA

PREFACE

Most of the labour laws applicable to the organised segment of the industrial sector have special provisions regarding women workers which entitle them some degree of protection with regard to their wages, working conditions, welfare, etc. Nevertheless, many problems relating to their service and other conditions arise from number of factors like indifferent attitude of employers towards women employment, legislative protective provisions being either inadequate or not being properly implemented, women workers themselves being unaware of the legal provisions, etc.

A scheme titled 'Survey of Socio-economic Conditions of Women Workers in Industry' was taken up as a part of the research programme of the Labour Bureau to study the working and other conditions of women workers employed in the organised sector of industry, viz., mines, plantations and factories covered under the respective legislative enactments. Reports on the studies conducted in mines and plantations have since been published. The factory sector industries were to be covered in phases. Report on the first phase of the factory sector study conducted in 'Textiles' and 'Sugar and allied Industries' has also been published. In the second phase of the factory sector study, industries like 'Chemicals and Chemical Products' and 'Food Products (except Tea, Coffee and Sugar)' were covered and a report thereon has since been published. The present report relates to the third phase of the factory sector study conducted in 'Raw Leaf Tobacco', 'Zarda and Cigarettes', 'Brick Kilns', 'Tiles', 'Stone Dressing and Stone Crushing', 'Electric and Miniature Lamps', 'Radio and T. V. Sets' and 'Fountain Pens and Ball Pens' industries.

The main task of organising the study including the field work was borne by Shri Balram, Deputy Director assisted by Shri S. S. Sarwal, Assistant Director and S/Shri N. K. Sarda and K. K. Samajdar, Investigators Grade I. The field study was conducted by S/Shri R. K. Sharma, R. S. Pundir, K. M. Verghese, G. L. Sharma, N. L. Garg, R. S. Chauhan, D. R. Verma and Budh Ram, Investigators Grade II under the supervision of S/Shri Yog Raj and N. K. Sarda, Investigators Grade I. The processing of data and preparation of tables was done by a team of Investigators Grade II including Smt. Krishna Kumari and Shri Ramesh Kumar, Computers. The primary responsibility of drafting the report devolved on Shri S. S. Sarwal, Assistant Director under the guidance of Shri Balram, Deputy Director. Some write-ups were also prepared by S/Shri Yog Raj and N. K. Sarda, Investigators Grade I.

In conducting the field study the Bureau received ungrudging help and active co-operation from the various departments of Central and State Governments to whom I am grateful. I am particularly grateful to the Planning Commission for their valuable suggestions which helped in the finalisation of questionnaires and sample design. The information in respect of the items on which the employers are not statutorily required to maintain records was collected after discussions with them. The co-operation and assistance received from them in the conduct of the study is gratefully acknowledged. My thanks are also due to all the workers of the sampled units who were kind enough to furnish actual information for this study.

The views expressed in this report are not necessarily those of the Ministry of Labour, Government of India.

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Head of Department

SHIMLA
DATED :

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MAIN CONCLUSIONS

Scope, object and coverage

The field data in respect of 138 factories pertaining to as many as 12 minor industry groups and comprising about 16.0 per cent of the total number of factories featuring in the sampling frame were covered for the Factory-level Questionnaire. However, for the purpose of presentation and analysis of data, these 12 minor group industries have been grouped into eight broad categories, viz., 'Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)', 'Manufacture of Zarda and Cigarettes,' 'Manufacture of Fire Bricks (Brick Kilns)', 'Manufacture of Tiles', 'Stone Dressing and Stone Crushing', 'Manufacture of Ordinary Electric Lamps and Miniature Lamps', 'Manufacture of Radio and Television Sets' and 'Manufacture of Fountain Pens and Ball Pens'. The proportion of factories covered for the Factory level Questionnaire varied between 9.2 per cent for 'Manufacture of Tiles' to 80.0 per cent for the 'Manufacture of Radio and Television Sets'. About 3.5 per cent of the total women employed in the sampled factories were interviewed for canvassing the worker-level questionnaire. The main findings are given in the ensuing paragraphs.

Characteristics of women's employment

1. The industries covered during the present study account for nearly one-sixth of the total women employment in the factories sector. Most of the women workers were employed in unskilled occupations.

(para 2.1.1)

2. Among the industries covered, the industry group 'Manufacture of Raw Leaf Tobacco' employed the largest number of women workers accounting for nearly one-eighth of the total women employment in the factories sector. A special feature of this industry was the preponderance of women workers who constituted as high as 88 per cent of the total employment in the sampled Raw Leaf Tobacco factories and an overwhelming majority (91.6 per cent) of them were engaged as 'Graders/Strippers'. No male worker was engaged as Grader/Stripper, Table Checker or as Maistry. The other occupations in which women were engaged were 'Maistry', 'Table Checker' and 'Redrying Machine Worker'.

(paras 2.1.1 and 2.3.2)

3. In the sampled Zarda and Cigarettes factories, women workers constituted nearly 37 per cent of the total employment and as high as 89.6 per cent of them were engaged as 'General Mazdoor'. About 5 per cent of the total women workers were also engaged as 'Packers'. The employment in both these occupations was shared almost equally by men and women workers.

(Para 2.3.3)

4. The workers employed in Brick Kilns were mostly the migrant labour brought from other areas either within or outside the State. As the migration of these workers is generally on a family basis, this provides an opportunity to women to work in Brick Kilns along with their male members and they constituted as high as 44 per cent of the total employment in the sampled Brick Kilns. Nearly 94 per cent of the total women workers in the sampled factories were engaged as 'Helpers to Brick Moulders' and 'General Mazdoor/Loaders/Unloaders'. Women workers were not employed in operations like earth digging, transportation of mud and preparation of mud mixture for moulding which were generally carried out only by male workers.

(para 2.3.4.)

5. In Tile factories, women's share in total employment was 29 per cent and about 62 per cent of them were employed as 'Carriers/Head Loaders/Wagon Loaders'. Some women workers were also engaged as 'Trimmers/Finishers/Sorters', 'Press Helpers', 'Slab Cutters/Polishers' and 'Mud Mixers'.

(para 2.3.5)

6. The women employment was also appreciable in Stone factories where they constituted about 46 per cent of the total employment. About 65 per cent of the women workers were engaged as 'Labourers' (about 62 per cent of the total employment in this occupation consisted of females). About 27 per cent of the women workers were also employed as 'Stone Crushers' and 'Metal Makers/Breakers'. The other occupations in which they were employed were 'Cleaner', 'Sorter' and 'Supervisor' and these occupations taken together accounted for nearly 8 per cent of the total women employment in the sampled Stone factories.

(para 2.3.6)

7. In the sampled Electric and Miniature Lamps factories, the women formed about 25 per cent of the total employment. About 37 per cent of the women workers were engaged as 'Assemblers'. The remainder were employed in jobs like 'Machine Operator,' 'Checking', 'Packing', 'General Worker/Helper', 'Capping', 'Filament Mounting', 'Soldering/Sealing/Inserting', etc. These occupations taken together accounted for 40.5 per cent of the total women employment in the sampled factories.

(para 2.3.7)

8. About 30 per cent of the total employment in the sampled Radio and Television factories consisted of females. A staggering 69 per cent of the women workers were employed as 'Wire Girls/Component Assemblers/Tape Deck Assemblers'. The other occupations in which they were employed were 'Final Tester/Checker/Quality Inspector', 'Senior Technician/Assistant Technician', 'Space Marking/Transformer Winding', 'Helper' and 'Supervisor'. These

occupations taken together engaged nearly 19 per cent of the total women workers in the sampled factories.

(para 2.3.8)

9. In Pen factories also the proportion of women employment was observed to be considerably high. The women formed about 53 per cent of the total employment in the sampled factories. They were mainly engaged in assembling small pen parts and were categorised either as 'Assemblers' or 'Helpers' who together accounted for nearly 59 per cent of the total women employment in the sampled factories. Women were also engaged in small numbers in jobs like 'Moulding', 'Packing/Checking/Counting', 'Die-Making', 'Drilling/Buffing' and 'Operator' together accounting for about 9 per cent of the total women workers.

(para 2.3.9)

10. The percentage of women employed in skilled jobs or holding professional, technical, administrative, executive, managerial and supervisory jobs was far less than that of the corresponding men workers. No woman worker was employed in skilled jobs in the sampled Brick Kilns and Raw Leaf Tobacco, Tiles and Stone factories while in Zarda and Cigarettes factories barely 0.3 per cent were employed in skilled jobs. As against this, the proportion of the corresponding men workers varied between 2 and 24 per cent. In Lamps and Pen factories also, the proportion of women engaged in skilled occupations was barely 3.7 per cent and 0.3 per cent, respectively as against much higher percentages of 21.9 and 9.7, respectively of the corresponding men workers. However, in the sampled Radio and Television factories 15.5 per cent of the total women were holding skilled jobs and another 45.4 per cent were engaged in semi-skilled jobs as against the corresponding percentages of 24.9 and 18.4, respectively for men workers.

(para 2.4.2)

11. The share of women workers in permanent jobs in some industries was very low. Only one out of 407 women workers employed in the Brick Kilns was permanent as against 6.7 per cent of the corresponding men workers. In the sampled Zarda and Cigarettes and Stone factories also, the proportion of women workers holding a permanent status was barely 18.4 per cent and 11.8 per cent, respectively as against much higher percentages of 78.4 and 28.3 of the corresponding men workers. In Pen factories also, only 47.4 per cent of women as against 65.0 per cent of men workers were found holding a permanent status. The percentage of permanent women workers in the sampled Tile factories although being quite high (83.7) was less than that of the corresponding men workers (94.0). In the Raw Leaf Tobacco factories also, about 59 per cent of the women workers as against 63 per cent of the men workers were reported to be permanent. However, in Lamps and Radio and Television factories, the permanent women workers constituted as high as 97.0 and 93.6 per cent, respectively of the total women employment. More than one-fourth of the women workers in Zarda factories and about one-fifth in Stone factories were also casual.

(paras 2.6.2 & 2.6.4)

12. The rates of accession and separation were generally much higher among women than among the corresponding men workers.

(para 2.8.4)

13. There was not any significant difference between the rates of absenteeism for men and women employed in Stone, Lamps, Radio and Television and Pen factories. However, in the case of Brick Kilns and Raw Leaf Tobacco and Tiles factories, the absenteeism rates for women worked out to be higher than those of men workers. The absenteeism among women employed in Zarda and Cigarettes factories was much less than among the corresponding men workers.

(para 2.10.3)

14. Employers were of the opinion that in most of the occupations in which both men and women workers were employed, women were either as efficient as their male counterparts or were in some cases even more efficient than the corresponding men workers. In only a few jobs like machine operating in Zarda and Electric Lamps factories, stone breaking and crushing in Stone factories and final checking in Radio and Television factories, women employees were reported to be less efficient than their male counterparts.

(para 2.11)

15. The prospects of women graduating from unskilled to semi-skilled, skilled and supervisory jobs were found existent in only a few factories covered under the study. About 122 women workers in Raw Leaf Tobacco, Radio and Television and Electric and Miniature Lamps factories were promoted to next higher grades during the reference year.

(para 2.12.1)

16. The study revealed that in most of the cases the additional financial obligations on account of the protective legislative provisions did not have any adverse effect on women's employment. Most of the employers were not feeling any burden of the small additional expenditure which they were incurring on their women employees in providing separate statutory facilities for them. However, a few employers were found to be biased towards the employment of women and were not prepared to treat them at par with men. Some employers did not allow the women employment in their factories to exceed 30 so that they did not have to provide creche facility. Some employers discouraged the employment of married females as they considered unmarried women more suitable for the jobs.

(para 2.13.4)

Wages and earnings

17. All male and female workers in the sampled Raw Leaf Tobacco, Zarda and Cigarettes, Electric and Miniature Lamps, Radio and Television and Pen factories were employed on time rates. In Brick Kilns, a majority of both men and women were piece-rate workers. In Tile factories, about one-fourth of the total women workers as against more than half of the men workers were employed on piece rates. In Stone Dres-

sing and Stone Crushing factories, about 72 per cent of women workers were employed on time rates and 28 per cent were engaged on piece rate basis.

(para 3.3.2)

18. The periodicity of wage payment was fortnightly in only four Raw Leaf Tobacco factories and daily in one Stone factory. In the remaining sampled units, wage payments to both men and women workers were being made on weekly or monthly basis. No intra-factory difference in the system of wage payment for men and women engaged on the same or similar type of work was observed.

(para 3.4.2)

19. The study revealed that excepting Stone Crushing and Dressing industry, men and women workers engaged on same or similar work within the same factory were generally paid equal remuneration. In Stone factories, however, the women workers engaged as mazdoor, stone carriers, coolies, etc., were invariably getting lesser wages than their male counterparts. Women workers' wages in these occupations varied from Rs. 8.00 to Rs. 15.00 per day as against corresponding men's daily wages of Rs. 10.00 to Rs. 20.00. In one sampled Brick Kiln and in one Tile factory also, the women labourers were being paid lesser wages than those of the corresponding men workers.

(para 3.2.2)

20. In most of the occupations in which both men and women were employed, the average daily earnings of women worked out to be less than those of the corresponding men workers. The extent of difference in the earnings of men and women varied not only from industry to industry and from occupation to occupation but also from factory to factory within the same occupation.

(para 3.8.3)

Working conditions and welfare amenities available to women workers vis-a-vis the labour laws

21. In none of the factories studied, women workers were employed in night shifts. However, in two out of the 24 Raw Leaf Tobacco Factories and one out of the 15 Stone factories, women were found employed in shifts whose timings went upto 10 p.m. There was no discrimination between men and women workers in regard to the daily normal hours of work. Excepting Brick Kilns, in no sampled factory the daily hours of work of men and women workers were found to exceed the statutory limit of 9 hours. However, in Brick Kilns there were no fixed hours of work and women piece-rate workers usually worked for 10 to 11 hours a day from morning till dusk with a break of only one to two hours in the afternoon. The spread-over of work for most of the piece-rate workers employed in Brick Kilns exceeded the statutory maximum of 10½ hours. In two Stone factories also the spread-over of work, including the rest interval, in the case of both men and women workers was 11 hours and 14 hours.

(paras 4.2.2 to 4.2.4)

22. Women workers employed in Brick Kilns and Tiles and Stone factories had to carry heavy loads which in some cases exceeded the prescribed limit of 30 Kg. In the remaining industries, however, the women workers were engaged mostly on light jobs.

(para 4.3.1)

23. Women workers employed in Zarda factories had to handle a considerable amount of dust while attending to jobs like grinding, powdering, sifting, etc., of Tobacco leaves. Women workers engaged in some dusty jobs in Brick Kilns and Tiles factories were also prone to health hazards. Women workers in some Raw Leaf Tobacco factories were reported to be working in over-crowded rooms. Further, most of them had to sit on floor for four to five hours continuously which caused strain to them.

(paras 4.3.1 and 4.3.2)

24. Creches were found to be non-existent even in some of those factories which were statutorily required to provide this facility. In all, 55 factories out of a total of 138 covered under the study were under a legal obligation to provide the creche facility. Of these, only 16 factories were found to have actually provided the facility. Although 11 Zarda and one Cigarette factories, three Brick Kilns, two Pen factories and one Stone Crushing factory were obliged to provide creches, yet none of these had met their obligation. Only about half of the Raw Leaf Tobacco factories, one out of the three Lamps factories and two out of the 10 Radio and Television factories were complying with the law.

(para 4.4.2)

25. The facilities provided in most of the creches were generally deficient in one item or the other. Eight of the 13 creches in Raw Leaf Tobacco factories were functioning in sheds or hutments which were merely temporary structures. These sheds were also not adequately enclosed and thus did not provide effective protection from the vagaries of weather. A majority of the creches functioning in Raw Leaf Tobacco factories were found wanting in sanitation and cleanliness and thus, gave very ugly look. Some of the creches had no wash-rooms and latrines for the children. The quantity of milk being supplied to children was found deficient in six creches functioning in Raw Leaf Tobacco factories. The essential items like soap, towel, etc., for providing a wash to children were non-existent in nine creches. Most of the creches did not have any trained staff for looking after the children.

(paras 4.4.5 to 4.4.7)

26. The utilisation rate of creches was found to be quite low especially for those functioning in Raw Leaf Tobacco factories wherein only 7.5 per cent of the total eligible children of the women workers were utilising the facility. Creches functioning in Radio and Television factories were also being utilised by less than one-fifth of the total eligible children.

(para 4.4.9)

27. Out of a total of 138 factories studied, 44 had no separate washing arrangements for women workers. About two-thirds of the sampled Brick Kilns and about

two-fifths of the Stone and Radio and Television factories had not provided separate washing facility for women. The facility was also non-existent in some Raw Leaf Tobacco, Zarda, Tiles, Pen and in small Electric Lamps factories.

(para 4.5.2)

28. The separate latrine facility for women had not been provided in about three-fourths of the sampled Brick Kilns and two-fifths of the Stone factories. The facility needed improvement especially in Brick Kilns and in Raw Leaf Tobacco, Zarda, Tiles and Stone factories.

(para 4.6.2)

29. The maternity benefits remained out of the reach of most of the casual women workers and also of those engaged in the seasonal factories. Women workers employed in seasonal industries like Brick Kilns and Zarda factories and some of the sampled Stone factories were not getting any maternity benefit either under the E.S.I. Scheme or under the Maternity Benefit Act. In Raw Leaf Tobacco factories, there was an agreement under which a female worker who had worked for not less than 30 days in the previous working season, was entitled for maternity leave during the current season. However, only a few employers were actually implementing this agreement. Other difficulties reported by some of the sampled women workers were the delay in making payments of maternity benefit, inadequate pre-natal and post-natal medical facilities, etc. Some of them who got promotions during the benefit period maintained that the average wages they got for the maternity period under the Employees' State Insurance Scheme were very low.

(paras 4.7.3 to 4.7.5)

30. Out of the 15 canteens functioning in the various sampled factories, only five had separate seating arrangements as well as separate service counters for women.

(para 4.8.2)

31. The Employees' State Insurance Scheme was not applicable to workers employed in the seasonal industries like Brick Kilns, Raw Leaf Tobacco and Zarda factories. In some of the cases, the employers claimed that they had a liaison with the private practitioners and the medical expenses incurred by the workers were partly or fully reimbursed to them by the managements. Although a majority of the sampled women workers were satisfied with the medical facilities available in the ESI hospitals/dispensaries, yet some of them complained that sometimes the medicines prescribed by the doctors were not available in the dispensaries and hence they had to purchase them from the market. Some of them reported that neither the doctors paid adequate attention nor the medicines of good quality were supplied to them.

(para 4.9.2)

32. Six factories out of a total of 138 factories studied had provided recreational facilities on a voluntary basis. However, none of these six units had provided separate recreational facilities for their women employees. Some women workers expressed the need

of providing recreational facilities in the form of newspapers, books, radios, video shows, etc.

(para 4.9.4)

Socio-demographic characteristics

33. The proportion of women workers in the age group '45 years and above' was relatively high in the sampled Zarda and Cigarettes and Tile factories, being 35.5 per cent and 33.6 per cent, respectively whereas in the case of remaining industries studied, as high as 84 to 98 per cent of women workers in the selected factories were below the age of 45 years. In Radio and Television and Pen factories, where the managements generally preferred to employ unmarried girls, an overwhelming majority of women workers were below the age of 34 years. Seven female children (1.8 per cent) were found to be employed in the Brick Kilns on the reference date. About 5.2 per cent of female employment in the sampled Brick Kilns and 3.4 per cent in the Tile factories consisted of adolescents. A few female adolescent workers were also reported to be working in Raw Leaf Tobacco and Stone factories.

(para 5.2.2)

34. The proportion of married women was very low, viz., 15.8 per cent, in the sampled Pen factories. In the remaining industries studied, the proportion of married women varied between 60 and 93 per cent. The proportion of widowed, separated and divorced women workers was the highest (16.5 per cent) in Zarda and Cigarettes factories.

(para 5.3.2)

35. As high as 98.5 per cent of the sampled women workers in the Brick Kilns and 95.7 per cent in the Stone factories were illiterate. The position regarding literacy among the sampled women workers was also far from satisfactory in Raw Leaf Tobacco, Zarda and Cigarettes and Tile factories where the percentage of illiterates was as high as 83.5, 80.8 and 63.9, respectively. However, in Electric and Miniature Lamps, Radio and Television and Pen factories, where generally educated persons were employed, an overwhelming majority of the women workers were literate.

(para 5.4.2)

36. More than half of the children of the sampled women workers in Brick Kilns and more than one-third in the Stone factories were not attending school. This was mainly due to the fact that these industries were of seasonal nature and the workforce employed therein was of migratory character.

(para 5.4.4)

37. Not even a single male or female worker employed in the sampled Brick Kilns was reported to be the member of any trade union. The extent of trade unionism among the workers was also not satisfactory in the sampled Stone factories where only 13 per cent of the total women workers were found to be the members of trade unions. In the remaining industries studied the proportion of women workers who were members of trade unions varied from 25.7 per cent

in Zarda and Cigarettes factories to 86.0 per cent in Lamps factories. Women workers were not organised to the same extent as the corresponding men workers in Zarda and Cigarettes, Tiles and Lamps factories. Only five selected women workers in Raw Leaf Tobacco factories and one in Tiles factories were found holding executive jobs in the working of trade unions. No sampled woman worker in the remaining selected factories was found holding either a post of an office-bearer or any other responsible position at the decision and policy-making levels of trade unions.

(paras 5.6.2 and 5.6.3)

38. No selected woman worker in the sampled Brick Kilns and Stone factories was aware of the beneficial provisions contained in the important Labour Acts like the Factories Act, 1948, the Maternity Benefit Act/ESI Act and the Equal Remuneration Act, 1976. In Tiles factories also, 58 out of a total of 61 women workers studied were completely ignorant about these provisions. In Raw Leaf Tobacco and Zarda and Cigarettes factories also, as much as 91 to 92 per cent and 85 to 86 per cent, respectively of the sampled women workers had no knowledge of the beneficial legal provisions mainly due to their illiteracy. The position was, however, much better in Lamps, Radio and Television and Pen factories in which a large number of women workers were literate and educated.

(para 5.7.2)

Economic and living conditions

39. The average household size of the sampled women workers' families varied between 4.0 and 5.7 in the industries studied. The average proportion of earners was higher for the families of women workers who were traditionally employed as unskilled manual workers in the industries located in rural or semi-ur-

areas, e.g., Brick Kilns and Raw Leaf Tobacco, Zarda, Tiles and Stone factories.

(para 6.2.2)

40. The average monthly family income was the lowest (Rs. 581) for the households of the sampled women workers studied in the Raw Leaf Tobacco factories. However, the households of those sampled women workers who were employed in Electric and Miniature Lamps, Radio and Television and Pen factories were better off than those studied in other industries. The households studied in Radio and Television factories revealed the highest average family income, being Rs. 1972 per month.

(para 6.3.2)

41. Most of the workers in Brick Kilns were found residing in small temporary hutments which had been erected by them around the brick kilns out of the material supplied by the employers. In most of these cases the condition of temporary hutments was highly unsatisfactory because of the poor roofing material supplied by the employers. In Stone factories also, most of the houses allotted to the sampled women workers by their employers were kutcha. About one-fourth of the sampled women workers studied in Zarda factories were also residing in the houses provided by their employers. In the remaining industries covered, almost all the sampled women workers were residing in 'owned' or 'rented' houses.

(para 6.4.3)

42. The facility of a separate kitchen, bathroom or a latrine was non-existent in most of the sampled houses studied in Brick Kilns and Raw Leaf Tobacco, Zarda and Cigarettes and Stone factories. The position was, however, better in the case of Tiles, Electric and Miniature Lamps and Radio and Television factories wherein a majority of the sampled women workers' dwellings were reported having these facilities.

(para 6.4.6)

CHAPTER I

SCOPE AND METHOD OF STUDY

1.1 Genesis

1.1.1 Women workers in the organised sector constitute only about 6 per cent of the total workers in India. However, a study of their working conditions is important because such a study not only helps us in finding out the impact of certain legislations on women workers but also provides guidelines for setting norms of conditions of work in similar industries in the unorganised sector which are not covered by any labour legislation. Women workers employed in the organised segment of the industrial sector are covered by protective labour legislations which seek to provide them a certain degree of protection with regard to their wages, working conditions, etc. Thus, their conditions of work are expected to be better than those in the unorganised sector. However, even in some organised sector industries also the existing wages and other working conditions of women workers cannot be regarded as entirely satisfactory. They are, in some cases, still deprived of the statutory benefits and amenities like wages equal to their male counterparts, maternity benefits, child-care services, etc. Employers also exploit their weak bargaining power by employing them in occupations carrying low wages. As the protective legislative provisions concerning women are not implemented effectively, there is still a wide gap between the statutory provisions made and the facilities actually available to them. Efforts for tackling numerous complex problems confronted by women workers have often been handicapped by the absence of reliable statistical and other information relating to their economic, living and social conditions.

1.1.2 The first enquiry for studying economic and social conditions of women workers was undertaken by the Labour Bureau in 1953 and a report entitled the "Economic and Social Status of Women Workers in India" was brought out. The enquiry was conducted by mail-questionnaire method and was confined to important industries in the country employing women in large numbers, viz., cotton and jute textiles, coal mines and plantations. Later on in 1958, the Labour Bureau and the Planning Commission, jointly prepared a study titled 'Women in Employment-1901—1956'. Thereafter, the Labour Bureau brought out a few reports on the basis of certain available published/unpublished data. One such report titled, 'Women in Employment' brought out in 1964 and another publication 'Women in Industry' brought out in the International Women's Year (1975) present an objective assessment of the trend of women's employment, their wages and earnings and of the laws and regulations governing their employment and working conditions. The present scheme was taken up for collecting socio-economic data on women workers employed in the organised industrial sector with a view to studying the problems faced by them in their working and living conditions.

1.2 Scope, object and coverage

1.2.1 The scheme involved the conduct of studies on women workers employed in mines, plantations and factories covered under the respective Acts, viz., The Mines Act, 1952; The Plantations Labour Act, 1951 and The Factories Act, 1948. The entire work under the scheme was planned to be taken up in a phased manner. In the first phase, the study was conducted in mines whereas plantations sector was covered thereafter in the second phase. Separate reports on the results of these two studies have since been published. In view of the large number of factory sector industries, the work involved in the conduct of studies in this sector was further phased out. In the first phase, the factory sector industries like 'Textiles' and 'Khandsari and Sugar Products' were covered and a report thereon was published. In the second phase of the factory sector study, industries like 'Chemicals and Chemical Products' and 'Food Products (except Tea, Coffee and Sugar)' were covered and a report thereon has since been published. The present report analyses the results of the study conducted in the following factory sector industries in the third phase :—

1. Preparation of Raw Leaf Tobacco;
2. Manufacture of Zarda and Cigarettes;
3. Manufacture of Fire Bricks (Brick Kilns);
4. Manufacture of Tiles;
5. Stone Dressing and Stone Crushing;
6. Manufacture of Ordinary Electric Lamps and Miniature Lamps;
7. Manufacture of Radio and T. V. Sets; and
8. Manufacture of Fountain Pens and Ball Pens.

The remaining factory sector industries are expected to be covered in subsequent phases.

1.2.2 Like the earlier studies conducted under the scheme, the main objective of the present study was to collect socio-economic data on women workers with a view to studying their working and living conditions and the extent of welfare amenities actually available to them *vis-a-vis* the existing labour legislative provisions concerning them.

1.3 Questionnaires and reference period

1.3.1 Questionnaires utilised for the present study were almost the same as canvassed during the two earlier factory sector studies. Some minor modifications were, however, made in the questionnaires on the basis of experience gained in the earlier studies. As in the earlier studies, two types of questionnaires, viz., Factory-Level and Worker-Level were utilised for the collection of field data. However, for the present study two parts of the Factory-Level Questionnaires were

clubbed to form a single questionnaire. Just as in the earlier factory sector studies, another questionnaire meant for factories not employing women but falling under the industry groups covered under the study was also canvassed, so as to examine the reasons for not employing women when some other comparable factories falling in the same industry group were doing so. Copies of the Questionnaires utilised for the present study are given in the Annexures I to III. The various records/registers being maintained by the factories were utilised for collection of data. The information in respect of items on which the employers were not statutorily required to maintain records was collected after having personal discussions with them.

1.3.2. Factory-Level Questionnaire

Data on items like employment, recruitment and labour wastages, employment status, wage rates and earnings, absenteeism, trade unionism, etc., which necessitated sex-wise comparative study was collected separately for men and women whereas information relating to age, marital status, length of service, working conditions, welfare amenities, etc., was collected only for women workers.

The last working day of the year 1984, i.e., 31st December, was taken as the reference day for the collection of data on many items, like employment, length of service, employment status, etc., in the factory-level questionnaire. Data relating to wage rates and earnings was collected for the last pay period occurring in the month of December, 1984. If the factory did not work or had slack season during the reference period, then other suitable period during which the factory had a normal working season was chosen as the reference period for collection of field data. Information relating to recruitment and labour wastages was collected for the calendar year 1984, whereas data on items like age, marital status, trade unionism, working conditions, welfare amenities, etc., as obtained on the date of visit to the sampled factory was collected in the factory-level questionnaire. Data relating to total wage bill and additional expenditure incurred by the employers in providing separate welfare facilities to women workers was collected for the latest year for which the accounts of the sampled factory were available. Absenteeism data was collected month-wise and pertained to the year 1984. In order to reduce the heavy work-load involved in the collection of data on absenteeism, it was decided to collect month-wise data for only one specified quarter of the reference year from a particular sampled factory. However, the four quarters of the year 1984 were randomly allocated in almost equal proportion to the various sampled factories falling within an industry group so as to obtain estimates based on all the twelve months of the reference year.

1.3.3 Worker-Level Questionnaire

This questionnaire was canvassed for only a sample of women workers selected in each sampled factory. The information for this questionnaire was collected by the field staff through personal interrogations from the concerned sampled women workers.

1.3.4 'Zero' Questionnaire

This questionnaire was canvassed for those factories which did not employ women. The factors were selected from the same industry groups which were covered under the present study. The main object was to study reasons for not employing women by certain factories when some other comparable factories falling in the same industry group and area were doing so. Besides collecting occupation-wise employment data as on the date of visit, reasons for not employing women in occupations in which they were employed in other factories in the same industry group together with the difficulties being experienced by the management in employing women and their views on means for overcoming such difficulties were collected. If some women were earlier working in such factories, then the reasons for their not being employed now were also collected.

1.4 Methodology and sample design

1.4.1 The list of factories registered under the Factories Act, 1948 and employing women workers had been collected earlier from the respective State Governments. These lists were utilised for the preparation of sampling frame for the study. All factories featuring under the selected industry groups and having women employment of 10 or more constituted the overall sampling frame. With a view to studying factors contributing to lower incidence of women employment in certain factories as compared to other factories in the same industry group, factories in each industry group covered were divided into two strata, i.e., one having factories with low percentage and the other with high percentage of women employment. The cut-off point for stratifying factories in a particular industry group according to the above criterion was decided on the basis of all-India percentage of women employment to total employment in that industry group. The factories in each industry group and stratum were arranged in the ascending order of the total employment and independent samples were drawn from each stratum and industry group using systematic sampling with a random start. If the total number of factories in a stratum was small, i.e., less than 50, then samples were drawn circular systematically.

1.4.2 The sampling fractions used for determining the total sample sizes to be covered for the various industry groups varied according to the all-India total number of factories featuring under those industry groups in the sampling frame. The sampling fraction for the industry groups having 25 to 100 factories in all-India frame was fixed as 20 per cent, whereas for industries having a total number of factories ranging between 101 to 175, 176 to 250, and 251 and above, the sampling fractions used were 15 per cent, 10 per cent and 8 per cent respectively. In the case of industry groups having less than 25 factories in the all-India frame, the proportion of factories covered was still higher. Details regarding the total number of factories in the sampling frame and those actually studied are given in Table 1.1.

TABLE 1.1—*Sampling frame and sample size covered*

Sl. No.	Industrial category and minor industry codes (NIC—1970)	Sample frame		Sample size			
		No. of factories having women employment of 10 and above	Women employment	Factory-level questionnaire	Worker level questionnaire		'Zero' questionnaire
				No. of factories covered	Women employment in the factories studied	No. of women workers covered	No. of factories covered*
	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations) (225.0)	224	59,125	24 (10.7)	13,697 (23.2)	169 (1.2)	—
2	Manufacture of Zarda and Cigarettes (227.1, 228.2)	164	4,988	24 (14.6)	1,057 (21.2)	104 (9.8)	5
3	Manufacture of Fire Bricks (Brick Kilns) (320.1 & 320.9)	115	4,490	18 (15.6)	407 (9.1)	68 (16.7)	1
4	Manufacture of Tiles (320.4)	195	4,362	18 (9.2)	301 (6.9)	61 (20.3)	3
5	Stone Dressing and Stone Crushing (326.1)	104	2,448	15 (14.4)	253 (10.3)	47 (18.6)	1
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps (363.3 & 363.4)	23	793	11 (47.8)	534 (67.3)	45 (8.4)	3
7	Manufacture of Radio and Television Sets (364.2 & 364.3)	20	2,409	16 (80.0)	1,217 (50.5)	85 (7.0)	4
8	Manufacture of Fountain Pens and Ball Pens (387.1)	18	807	12 (66.7)	614 (76.1)	47 (7.7)	4
	All Industries	863	79,422	138 (16.0)	18,080 (22.8)	626 (3.5)	21

- NOTE : (i) Figures in brackets in column 5 show the percentage of factories covered to total factories in the sampling frame.
(ii) Figures in brackets in column 6 show the percentage of women employment in the factories covered to total women employment in factories in the sampling frame.
(iii) Figures in brackets in column 7 show the percentage of women workers covered to total women employment in the sampled factories.

*The number of factories covered for 'Zero' questionnaire is low in some cases because adequate number of factories not employing women could not be found.

1.4.3 Information in the worker-level questionnaire was collected for only a sample of women workers selected in each sampled factory. The proportion of women workers studied, which varied with the size of women employment in the sampled factories, was as under :

Sl. No.	Size of women employment of the sampled factory	Proportion of women workers studied
1	2	3
1.	Less than 25	15 per cent subject to a minimum of 3 women workers.
2.	26—49	12 per cent subject to a minimum of 5 women workers.
3.	50—99	9 per cent subject to a minimum of 5 women workers.
4.	100—249	5 per cent.
5.	250—499	3 per cent.
6.	500 and above	2 per cent.

Details regarding the total number of women workers studied in each industry group are given in Table 1.1.

1.4.4 For drawing the sample of women workers to be studied, all the women workers working in a sampled factory were arranged occupation-wise and the total sample size to be covered was distributed over the various occupations in proportion to the total number of women workers in each occupation. The required number of women workers in each occupation was then selected by using circular systematic sampling technique.

1.4.4. As stated earlier, a questionnaire was also canvassed for factories not employing women but pertaining to the industry groups covered under the study. As the list of such factories was not available at the headquarters, it was prepared with the assistance of the concerned State Labour Departments at the time of the conduct of the field study. Since reasons for not employing women generally vary according to the nature of work undertaken in a factory, the question-

naire was canvassed for factories in each industry group. As it was difficult to ascertain the total number of factories not employing women in a particular industry group, the number of factories to be covered for this questionnaire was decided on the basis of the total sample size for the factory-level questionnaire. Factories equivalent to one-fifth of the total sample size for the Factory-level questionnaire separately for each industry group with a minimum of one factory in each State and industry group were covered for the 'Zero' questionnaire. As the main idea was to select comparable units, the factories not employing women were preferably selected from the same areas in which the sampled factories employing women were located.

1.4.6 As in the earlier phases of the factory sector study, factories selected for the present study were visited personally by the field staff of the Labour Bureau and data required in various questionnaires were collected through investigation method.

1.4.7 Table 1.1 shows the number of factories together with the women employment therein in the sampling frame and the sample size actually covered for each of the three questionnaires. Field data in respect of a total of 138 factories pertaining to as many as 12 minor industry groups was collected for

the present study. However, for the presentation and analysis of data, these 12 minor group factory industries have been classified into eight broad categories and the data have been presented and analysed separately for each of these eight categories. Details of codes (NIC-1970) of minor group industries included under each broad category are also shown in Col. 2 of Table 1.1.

1.4.8 It would be seen from the figures given in Table 1.1 that the proportion of factories covered for the factory-level questionnaire varied from 9.2 per cent for 'Manufacture of Tiles' to 80.0 per cent for 'Manufacture of Radio and Television Sets'. Taking all the industries together, factory-level questionnaire was canvassed for about 16.0 per cent of the factories featuring in the sampling frame. The proportion of women workers covered in the sampled factories for the worker-level questionnaire varied from 1.2 per cent for 'Preparation of Raw Leaf Tobacco' to 20.3 per cent for 'Manufacture of Tiles'. In all, 3.5 per cent of the total women workers in the sampled factories were interviewed for canvassing the questionnaire. State-wise distribution of the number of sampled factories covered for the Factory-Level Questionnaire is given in Table 1.2.

TABLE 1.2—State-wise distribution of the number of factories covered

Sl. No.	Industrial Category	No. of factories covered in various States									Total	
		Andhra Pradesh	Bihar	Delhi	Gujarat	Kar-nataka	Kerala	Maha-rashtra	West Bengal	Uttar Pradesh		
1	2	3	4	5	6	7	8	9	10	11	12	
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	24	—	—	—	—	—	—	—	—	—	24
2	Manufacture of Zarda and Cigarettes	—	—	—	13	8	—	3	—	—	—	24
3	Manufacture of Fire Bricks (Brick Kilns)	—	3	—	6	3	—	6	—	—	—	18
4	Manufacture of Tiles	3	—	—	2	4	8	1	—	—	—	18
5	Stone Dressing and Stone Crushing	3	2	—	4	—	—	6	—	—	—	15
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	2	—	—	—	1	1	2	5	—	—	11
7	Manufacture of Radios and Television Sets	—	—	5	1	1	1	5	1	2	—	16
8	Manufacture of Fountain Pens and Ball Pens	—	—	1	—	—	—	11	—	—	—	12
	All Industries	32	5	6	26	17	10	34	6	2	—	138

1.5 Period of study

1.5.1 The field work for the study was undertaken during the period January, 1985 to April, 1985.

CHAPTER II

CHARACTERISTICS OF WOMEN'S EMPLOYMENT

2.1 Introductory

2.1.1 The industries covered during the present study account for nearly one-sixth of the total women employment in the factories sector. Among the industries covered, the industry group, "Manufacture of Raw Leaf Tobacco" employs the largest number of women workers, accounting for nearly one-eighth of the total women employment in the factories sector.

2.2 Trend of women employment in the sampled factories

2.2.1 With a view to studying the trend of women employment during the recent years, the employment data as on the last working day of each year during the period 1980—84 was collected in the course of the present study. Table 2.1 gives industry-wise position regarding the trend of women employment in the factories studied.

TABLE 2.1—Percentage of women employment in the sampled factories as on the last working day of the year during the period 1980 to 1984

Sl. No.	Industrial Category	Category	Years				
			1980	1981	1982	1983	1984
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	(a) Total employment	15,119	15,249	15,895	16,157	15,609
		(b) Women employment	13,206	13,356	13,987	14,270	13,697
		(c) Percentage of women to total employment	87.3	87.6	88.0	88.3	87.8
2	Manufacture of Zarda and Cigarettes	(a) Total employment	2,605	2,579	2,632	2,584	2,826
		(b) Women employment	1,111	1,055	939	941	1,057
		(c) Percentage of women to total employment	42.6	40.9	35.7	36.4	37.4
3	Manufacture of Fire Bricks (Brick kilns)	(a) Total employment	902	936	924	882	930
		(b) Women employment	421	454	436	410	407
		(c) Percentage of women to total employment	46.7	48.5	47.2	46.5	43.8
4	Manufacture of Tiles	(a) Total employment	1,036	1,060	1,065	1,045	1,038
		(b) Women employment	305	307	308	294	301
		(c) Percentage of women to total employment	29.4	29.0	28.9	28.1	29.0
5	Stone Dressing and Stone Crushing	(a) Total employment	492	506	505	506	546
		(b) Women employment	231	246	242	233	253
		(c) Percentage of women to total employment	47.0	48.6	47.9	46.0	46.3
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	(a) Total employment	2,194	2,227	2,221	2,151	2,148
		(b) Women employment	477	505	511	535	534
		(c) Percentage of women to total employment	21.7	22.7	23.0	24.9	24.9
7	Manufacture of Radios and Television Sets	(a) Total employment	3,364	3,646	3,657	3,772	4,129
		(b) Women employment	988	1,058	1,075	1,109	1,217
		(c) Percentage of women to total employment	29.4	29.0	29.4	29.4	29.5
8	Manufacture of Fountain Pens and Ball Pens	(a) Total employment	1,153	849	1,189	1,217	1,151
		(b) Women employment	581	407	659	661	614
		(c) Percentage of women to total employment	50.4	47.0	55.4	54.3	53.3

2.2.2 It would be seen from Table 2.1 that although there have not been any wide variations in the women employment during the period 1980—84, some industry groups did show a slight increasing or decreasing trend in the women employment. A slight decreasing trend in the proportion of women employment was observed in the sampled Brick Kilns and in Zarda and Cigarettes factories. The total women employment as also their share in the total employment increased slightly in the sampled Lamps and Pen factories. Although the total women employment in Radio and Television factories showed an increasing trend yet their proportion to total employment remained almost constant during the period. Women employment in the sampled Tile factories remained more or less stationary during the period, whereas in the remaining two, industries, viz., 'Preparation of Raw

Leaf Tobacco and 'Stone Dressing and Stone Crushing', no definite trend was observed.

2.3 Occupational characteristics

2.3.1 For studying the occupational aspects of women workers, sex-wise data regarding the number of persons engaged in each occupation on the reference day of the year 1984 was collected during the course of the study. Similarly, year-wise employment data for the period 1980—83 was also collected to study the trend of women employment in each occupation during the period of 5 years. Table 2.2 gives the industry-wise position regarding the proportion of men and women workers engaged in the various occupations on the reference day of the year 1984.

TABLE 2.2—Industry-wise proportion of men and women workers employed in various occupations in the sampled factories as on 31st December, 1984

Occupations	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)			Occupations	Manufacture of Zarda and Cigarettes		
	Percent- age of women workers to total workers in the occu- pation	Percent- age of men in the occu- pation to total men workers in all occu- pations	Percent- age of women in the occupa- tion to total women workers in all occu- pations		Percent- age of women workers to total workers in the occu- pation	Percent- age of men in the occu- pation to total men workers in all occu- pations	Percent- age of women in the occupa- tion to total women workers in all occu- pations
1	2	3	4	5	6	7	8
A. <i>Production Workers</i>	91.2	68.8	99.7	A. <i>Production Workers</i>	39.6	89.5	98.1
(i) Maistry	100.0	—	1.6	(i) General Mazdoor	46.8	60.9	89.6
(ii) Table checker	100.0	—	2.9	(ii) Machine operator	4.8	16.7	1.4
(iii) Grader/Stripper	100.0	—	91.6	(iii) Packer	51.9	2.8	5.1
(iv) Redrying Machine worker	55.3	9.5	1.7	(iv) Catcher/Feeder/Helper/ Bundler.	19.0	3.9	1.5
(v) Supervisor	3.4	2.9	0.0	(v) Supervisor	16.1	1.5	0.5
(vi) Other occupations em- ploying women	100.0	—	1.9	(vi) Other occupations em- ploying women	—	—	—
(vii) Other occupations not employing women	—	56.4	—	(vii) Other occupations not em- ploying women	—	3.7	—
B. <i>Non-Production workers</i>	6.9	31.2	0.3	B. <i>Non-Production workers</i>	9.8	10.5	1.9
All workers	87.8	100.0	100.0	All workers	37.4	100.0	100.0

TABLE 2.2—contd.

Occupations	Manufacture of Fire Bricks (Brick Kilns)			Occupations	Manufacture of Tiles		
	Percentage of women workers to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations		Percentage of women workers to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations
9	10	11	12	13	14	15	16
A. Production workers	45.0	94.8	99.5	A. Production workers	30.8	91.0	99.3
(i) Patlawala/Brick Moulder	8.0	48.4	5.4	(i) Carriers/Head Loaders/Wagon Loaders	45.1	30.9	62.1
(ii) General Mazdoor/Loader/Unloader	80.6	7.4	39.8	(ii) Trimmer/Finisher/Sorter	41.5	3.3	5.7
(iii) Helper to Brick Moulder	93.2	3.1	54.1	(iii) Press Helpers/Die Oilers	15.4	14.9	6.6
(iv) Supervisor	11.1	1.5	0.2	(iv) Slab cutter / Slab polishing/Plaining/Plastering/Polishing	44.3	4.6	9.0
(v) Other occupations employing women	—	—	—	(v) Clay tankers/Mud mixing	26.8	8.2	7.3
(vi) Other occupations not employing women	—	34.4	—	(vi) Supervisors	—	3.9	—
				(vii) Other occupations employing women	22.8	11.9	8.6
				(viii) Other occupations not employing women	—	13.3	—
B. Non-production workers	6.9	5.2	0.5	B. Non-production workers	2.9	9.0	0.7
All workers	43.8	100.0	100.0	All workers	29.0	100.0	100.0

TABLE 2.2—contd.

Occupations	Stone Dressing and Stone Crushing			Occupations	Manufacture of Ordinary Electric Lamps and Miniature Lamps		
	Percentage of women workers to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations		Percentage of women workers to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations
17	18	19	20	21	22	23	24
A. Production workers	51.3	81.9	100.0	A. Production workers	28.0	74.1	87.1
(i) Stone Crushing	76.7	3.4	13.0	(i) Machine Operator	12.7	17.5	7.7
(ii) Metal making/Metal breaking	100.0	—	14.2	(ii) Checking	29.0	1.4	1.7
(iii) Cleaner/Dryer	100.0	—	4.8	(iii) Packing	38.2	2.6	4.9
(iv) Sorter	100.0	—	1.6	(iv) Assembler	48.7	12.9	37.1
(v) Labourer	61.6	35.2	65.2	(v) General worker/Helper	22.8	8.0	7.1
(vi) Supervisors	21.4	4.1	1.2	(vi) Capping	67.7	0.7	4.3
(vii) Other occupations employing women	—	—	—	(vii) Filament Mounting	92.0	0.2	8.6
(viii) Other occupations not employing women	—	39.2	—	(viii) Soldering/Sealing/Inserting	40.2	3.0	6.2
				(ix) Supervisors	1.2	4.9	0.2
				(x) Other occupations employing women	46.9	4.0	9.3
				(xi) Other occupations not employing women	—	18.9	—
B. Non-production workers	—	18.1	—	B. Non-production workers	14.2	25.9	12.9
All workers	46.3	100.0	100.0	All workers	24.9	100.0	100.0

TABLE 2.2—concl'd.

Occupations	Manufacture of Radios and Television Sets			Occupations	Manufacture of Fountain Pens and Ball Pens		
	Percentage of women workers to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations		Percentage of women workers to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations
25	26	27	28	29	30	31	32
A. Production workers	35.1	68.0	88.1	A. Production workers	58.2	78.2	95.3
(i) Wireman/Wire Girls/Component Assembler/Tape Deck Assembler	51.6	27.0	68.8	(i) Assembler	62.9	25.9	38.5
(ii) Final Tester/Checker/Quality Inspector	27.0	5.9	5.3	(ii) Moulder	16.8	13.8	2.5
(iii) Senior Technician/Assistant Technician	9.3	15.0	3.7	(iii) Packing/Checking/Counting.	61.9	1.5	2.1
(iv) Space Marking/Transformer Winding	54.1	1.8	4.9	(iv) Die makers	30.4	3.0	1.1
(v) Helper	23.6	5.8	4.3	(v) Drilling/Plastic Buffing	81.8	0.7	2.9
(vi) Supervisors	12.3	3.2	1.1	(vi) Operator	10.5	3.2	0.3
(vii) Other occupations employing women	—	9.3	—	(vii) Helper	67.2	11.5	20.7
(viii) Other occupations not employing women	—	—	—	(viii) Supervisors	26.7	6.1	2.0
				(ix) Apprentices	82.8	5.6	23.5
				(x) Other occupations employing women	91.7	0.2	1.7
				(xi) Other occupations not employing women	—	6.7	—
B. Non-production workers	13.4	32.0	11.9	B. Non-production workers	19.9	21.8	4.7
All workers	29.5	100.0	100.0	All workers	53.3	100.0	100.0

Table 2.3 provides the trend of women employment in main occupations during the period 1980—84.

TABLE 2.3—Percentage distribution of women employment by important occupations in the different industry groups during the years 1980 to 1984

Years	Occupation-wise percentage distribution of women workers in								
	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected Operations)						Manufacture of Zarda and Cigarettes		
	Mistry	Table Checker	Graders/Strippers	Redrying Machine Workers	Line Girls	Other occupations	General Mazdoor	Machine Operator	
1	2	3	4	5	6	7	8	9	
1980		1.6	2.9	91.6	1.6	2.0	0.3	88.2	1.3
1981		1.6	3.0	91.6	1.5	2.0	0.3	87.6	1.3
1982		1.6	2.8	91.8	1.6	1.9	0.3	86.8	1.4
1983		1.6	2.8	92.0	1.5	1.8	0.3	87.7	1.5
1984		1.6	2.9	91.6	1.7	1.9	0.3	89.6	1.4

TABLE 2.3—contd.

Occupation-wise percentage distribution of women workers in

Years	Occupation-wise percentage distribution of women workers in							
	Manufacture of Zarda and Cigarettes			Manufacture of Fire Bricks (Brick Kilns)				
	Catcher/ Feeder/ Helper/ Bundler	Packers	Other Occupations	Patlawala/ Brick Moulder	General Mazdoor/ Loader/ Unloader	Helper to Brick Moulder	Other occupations	
1	10	11	12	13	14	15	16	
1980		2.2	6.0	2.3	5.5	57.2	37.1	0.2
1981		2.1	6.7	2.3	6.2	56.4	37.2	0.2
1982		2.4	6.9	2.5	6.9	53.9	39.0	0.2
1983		1.8	6.0	3.0	5.4	52.9	41.5	0.2
1984		1.5	5.1	2.4	5.4	39.8	54.1	0.7

Years	Manufacture of Tiles						Stone Dressing and Stone Crushing		
	Carrier/ Head Loader/ Wagon Loader	Trimmer/ Finisher/ Sorter	Press Helpers/ Die Oilers	Slab Cutting/ Slab Polishing/ Plaining/ Plastering/ Polishing	Clay Tankers/ Mud Mixing	Others	Metal Making/ Metal Breaking	Labourer	
	17	18	19	20	21	22	23	24	
1980		60.3	4.9	7.6	7.6	7.2	12.4	12.1	68.8
1981		60.6	5.2	7.5	8.1	7.8	10.8	8.9	72.8
1982		60.4	5.2	7.5	8.4	8.4	10.1	11.6	69.0
1983		58.2	5.4	7.5	9.2	8.2	11.5	13.7	64.8
1984		62.1	5.7	6.6	9.0	7.3	9.3	14.2	65.2

Years	Stone Dressing and Stone Crushing				Manufacture of Ordinary Electric Lamps and Miniature Lamps					
	Stone Crushing	Mistry/ Super- visor	Cleaner/ Dryer	Sorter	Filament Moun- ting	Capping	Soldering/ Sealing/ Inserting	Packing/ Checking	Assembler	
	25	26	27	28	29	30	31	32	33	
1980		10.8	1.3	4.4	2.6	10.5	3.6	6.7	4.2	40.0
1981		10.6	1.2	3.7	2.8	9.7	4.0	6.3	5.0	37.8
1982		12.0	1.2	3.7	2.5	9.0	4.3	7.0	5.7	37.0
1983		13.3	1.3	5.2	1.7	9.0	4.5	6.5	5.8	35.3
1984		13.0	1.2	4.8	1.6	8.6	4.3	6.2	6.6	37.1

TABLE 2.3—*contd.*

Years	Manufacture of Ordinary Electric Lamps and Miniature Lamps			Manufacture of Radios and Television sets						
	General Worker/Helper/	Machine Operators	Others	Wireman/Wiregirl/Components Assembler/Tape Deck Assembler	Final Tester/Checker/Quality Inspector	Senior Technician/Assistant Technician	Space Marking/Trans-former Winding	Helpers	Others	
1	34	35	36	37	38	39	40	41	42	
1980	4.0	7.5	23.5	71.6	8.3	2.1	6.8	1.2	10.0
1981	7.9	6.9	22.4	71.6	8.0	2.1	5.7	2.2	10.4
1982	7.4	6.5	23.1	70.4	7.9	2.6	5.6	1.9	11.6
1983	7.3	7.9	23.7	66.9	6.2	3.4	4.2	3.8	15.5
1984	7.1	7.7	22.4	68.8	5.3	3.7	4.9	4.3	13.0

TABLE 2.3—*contd.*

Years	Manufacture of Fountain Pens and Ball Pens							
	Assembler	Helpers	Drilling/ Buffing	Packing/ Counting/ Checking	Moulders	Die Makers	Others	
1	43	44	45	46	47	48	49	
1980	30.6	24.3	2.8	1.2	1.0	2.1	38.0
1981	47.2	17.2	3.9	2.2	4.7	2.9	21.9
1982	39.0	25.2	2.4	1.7	1.7	0.9	29.1
1983	37.5	28.1	2.4	2.0	2.1	1.1	26.8
1984	38.5	20.7	2.9	2.1	2.5	1.1	32.2

The industry-wise position is discussed as under :—

2.3.2 Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)

A special feature of this industry was the preponderance of women workers. It would be seen from Table 2.2 that women workers in the sampled Raw Leaf Tobacco factories formed as high as 88 per cent of the total employment. Almost all these women workers were employed in occupations related directly or indirectly with production processes. An overwhelming majority (91.6 per cent) of women workers were engaged as 'Graders/Strippers'. The other occupations in which they were engaged were 'Maistry', 'Table Checker' and 'Redrying Machine Worker'. These three occupations taken together accounted for only about six per cent of the total women employment in the sampled factories. Almost all the production processes were being undertaken exclusively by women. The main jobs carried out in the Raw Leaf Tobacco factories are of sorting and grading of leaves for which women are more suitable because these are light jobs of repetitive nature requiring patience. No male worker was engaged as grader/stripper, table checker or as maistry. In the occupation, 'Redrying Machine Worker', the employment was shared almost equally by men and women workers. However, the persons engaged as supervisors were all males. Women were also not employed in occupations like 'Chemist', 'Machine operator', 'Fitter', 'Weigher/Marker', 'Loader/Unloader', 'Oil/Pressman' and 'Fireman', etc., which taken together accounted for hardly 5 per cent of the total employment in the sampled factories.

2.3.3 Manufacture of Zarda and Cigarettes

Women workers constituted nearly 37 per cent the total employment in the factories studied and about 98 per cent of them were production workers. As high as 89.6 per cent of the women workers were engaged as 'General Mazdoor'. About 5 per cent of the total women workers were also engaged as Packers. The employment in both these occupations was shared almost equally by men and women workers. The other occupations in which women were employed in small numbers were 'Machine Operator', 'Catcher/Feeder/Helper/Bundler' and 'Supervisor'. These occupations taken together accounted for only 3.4 per cent of the total women employment in the sampled factories.

2.3.4 Manufacture of Fire Bricks (Brick-Kilns)

Workers employed in Brick Kilns are mostly the migrant labour brought from other areas either within or outside the State. These migrant workers are resettled in the vicinity of Brick Kilns. The migration of these workers is generally on a family basis and females also migrate alongwith the male members of the family. As such, this provides an opportunity to women to work in Brick Kilns alongwith their male members. This was found to be the main reason for the high percentage of women employment in this industry. Women constituted as high as about 44 per cent of the total employment in the sampled factories.

They were mainly engaged as 'Helpers' to Brick Moulders and as 'General Mazdoor/Loaders/Unloaders'. The work of brick moulding was performed in groups. Women workers were not employed in operations like earth digging, transportation of mud and preparation of mud mixture for brick moulding which were generally carried out only by male workers. Women workers employed as 'Helpers' made cakes of the mud mixture and handed them over to the male members of their groups who shaped them into bricks with the help of brick moulder. However, in a few cases the brick moulding job was being performed by women also. The work of carrying the moulded bricks to the drying yard and arranging them in proper rows was being done generally by women workers. Sometimes children also attended to this job. About 60 per cent of the women workers in the sampled units were engaged in the jobs incidental to brick moulding. After the raw bricks become dry in sun, these are carried mostly by women workers on their heads to the fireplace. The finished bricks are also carried from the fireplace to the storeyard mainly by women workers. These workers are generally known as Loaders, Unloaders or General Mazdoor. About 40 per cent of the women workers were engaged in these jobs. Women workers were not engaged in occupations like Mistry/Brick Arranger, Fireman, Trolleyman, Coalman and Driver.

2.3.5 Manufacture of Tiles

In the Tile factories studied, women's share in the total employment was found to be 29 per cent. About 62 per cent of the total women workers were employed as 'Carriers/Head Loaders/Wagon Loaders'. Most of them carried mud in baskets or mud slabs on their heads from one place to another. The total employment in these jobs was shared almost equally by men and women workers. Some women workers were also engaged as 'Trimmers/Finishers/Sorters', 'Press Helpers', 'Slab Cutters/Polishers' and 'Mud Mixers'. These occupations taken together accounted for nearly 29 per cent of the total women employment in the sampled factories. Women workers were not found engaged in occupations like Driver, Boat Rower, Kilnman/Fireman, Pressman, Machine Operator/Engine Driver, Turner and Moulder.

2.3.6 Stone Dressing and Stone Crushing

Women employment was found to be quite high in these factories. As much as 46 per cent of the total employment in the sampled factories consisted females. All of them were engaged in occupations directly or indirectly related with production processes. About 65 per cent of the women workers were engaged as 'Labourers' and about 62 per cent of the total employment in this occupation consisted of females. Most of them carried crushed stone on their head from one place to another. Some of them were also working at the stone crushing machine. About 27 per cent of the women workers were also employed as 'Stone Crushers' and 'Metal Makers/Breakers'. The other occupations in which they were employed were 'Cleaner/Dryer', 'Sorter' and 'Supervisor'. These occupations taken together accounted for nearly 8 per cent of the total women employment in the sampled

Stone factories. However, they were not found engaged in occupations like 'Driver', 'Machineman', 'Oilman', 'Grinder', 'Stone Cutter', etc.

2.3.7 Manufacture of Ordinary Electric Lamps and Miniature Lamps

Women formed about 25 per cent of the total employment in the sampled factories. About 37 per cent of the women workers were engaged as 'Assemblers'. The remainder were employed in jobs like 'Machine Operator', 'Checking', 'Packing', 'General Worker/Helper', 'Capping', 'Filament Mounting', 'Soldering/Sealing/Inserting', etc. These occupations taken together accounted for 40.5 per cent of the total women employment in the sampled factories. Occupations like 'Electrician', 'Sorter', 'Mixer', 'Welder', 'Pipe Cleaner', 'Furnace Keeper' and 'Quality Control' did not engage women workers at all as male workers were solely employed in these jobs.

2.3.8 Manufacture of Radios and Television Sets

About 30 per cent of the total employment in the factories studied under the above industry head consisted of females. Of these, about 88 per cent were employed in occupations related directly or indirectly with production processes. A staggering 69 per cent of the women workers were employed as 'Wire Girls/Component Assemblers/Tape Deck Assemblers'. They generally performed the job of assembling small components on the printed circuit boards or to form slightly bigger components. The other occupations in which they were employed were 'Final Tester/Checker/Quality Inspector', 'Senior Technician/Assistant Technician', 'Space Marking/Transformer Winding', 'Helper' and 'Supervisor'. These occupations taken together engaged nearly 19 per cent of the total women workers in the sampled factories. They were not found employed in occupations like Radio Frequency Tester, Moulder, Die Maker, Machine Operator, Plastic Cabinet Manufacturing, Colour Testing, Punching and Cutting which were exclusively carried out by male workers.

2.3.9 Manufacture of Fountain Pens and Ball Pens

This was one of the other industries where the proportion of women employment was observed to be considerably high. The women formed about 53 per cent of the total employment in the sampled factories

and 95.3 per cent of them were employed in production processes. They were mainly engaged in assembling small pen parts and were categorised either as 'Assemblers' or 'Helpers'. These two occupations taken together accounted for nearly 59 per cent of the total women employment in the sampled factories. About 23.5 per cent of the women workers were Apprentices. They were also engaged in small numbers in a variety of other jobs like 'Moulding', 'Packing/Checking/Counting', 'Die-Making', 'Drilling/Buffing' and 'Operator', etc. These occupations taken together engaged about 9 per cent of the total women workers. Women were not found employed in jobs like 'Cleaning', 'Turner', 'Electrician' and 'Hand Pressing'.

2.3.10 It emerges from the preceding paras that most of the women workers in the industries covered were employed in the unskilled occupations. The proportion of women engaged in semi-skilled, skilled, professional, technical and supervisory jobs was very low. As would be seen from Table 2.3, most of the occupations did not reveal any wide variations in the proportion of women employment during the period 1980—84. The year-wise variations in the proportion of women employment in some of the occupations were mainly due to the fact that they were rotated from one unskilled occupation to another.

2.4 Level of skill

2.4.1 For making a comparative sex-wise study of the distribution of workers by level of skill and broad occupational groups, men and women workers employed in the sampled factories were classified into the following five broad categories:—

- (i) Professional, Technical and Related Personnel;
- (ii) Administrative, Executive and Managerial Personnel;
- (iii) Clerical and Related workers;
- (iv) Production and Related workers (including Supervisory staff); and
- (v) Watch and Ward and other staff.

Production and related workers were further classified into supervisory, skilled, semi-skilled and unskilled categories. Based on the above classification, the sex-wise distribution of employees in the sampled factories by different occupational groups is given in Table 2.4.

TABLE 2.4 -- *Percentage Distribution of men and women workers in the sampled factories by broad occupational groups as on 31-12-1984*

Sl. No.	Industrial Category	Distribution of employment by broad occupational groups as on 31-12-1984								
		Total employees in the sampled factories			Professional Technical & Related Personnel		Administrative, Executive & Managerial Personnel		Clerical and related staff	
		Men	Women	Total	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	100.0 (1,912)	100.0 (13,697)	(15,609)	1.1 (20)	0.1 (4)	3.5 (67)	— (—)	16.0 (306)	0.1 (9)
2	Manufacture of Zarda and Cigarettes	100.0 (1,769)	100.0 (1,057)	(2,826)	1.0 (17)	— (—)	1.6 (29)	— (—)	5.4 (95)	1.8 (19)
3	Manufacture of Fire Bricks (Brick Kilns)	100.0 (523)	100.0 (407)	(930)	— (—)	— (—)	0.6 (3)	— (—)	2.5 (13)	0.2 (1)
4	Manufacture of Tiles	100.0 (737)	100.0 (301)	(1,038)	— (—)	— (—)	2.0 (15)	0.3 (1)	3.8 (23)	0.7 (2)
5	Stone Dressing and Stone Crushing	100.0 (293)	100.0 (253)	(546)	0.4 (1)	— (—)	3.4 (10)	— (—)	6.8 (20)	— (—)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	100.0 (1,614)	100.0 (534)	(2,148)	1.5 (25)	1.1 (6)	7.8 (126)	0.8 (4)	7.9 (128)	9.2 (49)
7	Manufacture of Radios and Television sets	100.0 (2,912)	100.0 (1,217)	(4,129)	9.3 (270)	3.5 (43)	10.8 (315)	0.4 (5)	8.5 (243)	8.3 (101)
8	Manufacture of Fountain Pens and Ball Pens	100.0 (537)	100.0 (614)	(1,151)	0.6 (3)	— (—)	6.7 (36)	0.5 (3)	5.4 (29)	3.9 (24)

TABLE 2.4—*concl.*

Sl. No.	Industrial Category	Distribution of employment by broad occupational groups as on 31-12-84									
		Production and Related workers									
		Supervisory		Skilled		Semi-skilled		Unskilled		Others	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	12	13	14	15	16	17	18	19	20	21
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	2.9 (56)	0.0 (2)	6.4 (123)	— (—)	11.1 (212)	6.1 (839)	49.5 (947)	93.5 (12,812)	9.5 (181)	0.2 (31)
2	Manufacture of Zarda and Cigarettes	1.5 (26)	0.5 (5)	10.6 (188)	0.3 (3)	6.9 (122)	1.1 (12)	70.5 (1,248)	96.2 (1,017)	2.5 (44)	0.1 (1)
3	Manufacture of Fire Bricks (Brick Kilns)	1.5 (8)	0.2 (1)	1.9 (10)	— (—)	66.0 (345)	5.4 (22)	25.4 (133)	94.0 (382)	2.1 (11)	0.2 (1)
4	Manufacture of Tiles	3.9 (29)	— (—)	23.7 (175)	— (—)	12.4 (91)	7.6 (23)	50.9 (375)	91.4 (275)	3.3 (24)	— (—)
5	Stone Dressing and Stone Crushing	4.1 (12)	1.2 (3)	6.8 (20)	— (—)	6.8 (20)	— (—)	64.2 (188)	98.8 (250)	7.5 (22)	— (—)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	4.9 (79)	0.2 (1)	21.9 (353)	3.7 (20)	18.3 (295)	33.7 (180)	29.1 (469)	49.4 (264)	8.6 (139)	1.9 (10)
7	Manufacture of Radios and Television Sets	3.2 (93)	1.1 (13)	24.9 (727)	15.5 (189)	18.4 (535)	45.4 (552)	16.4 (477)	23.5 (286)	8.5 (247)	2.3 (28)
8	Manufacture of Fountain Pens and Ball Pens	6.3 (34)	2.0 (12)	9.7 (52)	0.3 (2)	26.3 (141)	19.1 (117)	35.9 (193)	73.9 (454)	9.1 (49)	0.3 (2)

NOTE :— Absolute figures are given in brackets.

— : Nil or negligible.

2.4.2 It would be seen from Table 2.4 that the proportion of women employed at higher levels of production was far less than that of the corresponding men workers. As high as 91 to 99 per cent of women employees in the sampled Brick Kilns and Raw Leaf Tobacco, Zarda and Cigarettes, Tiles and Stone factories were employed in the unskilled capacity. In the sampled Brick Kilns, Raw Leaf Tobacco, Tile and Stone factories not even a single woman worker was found employed in skilled jobs while in Zarda and Cigarettes factories, only 0.3 per cent women workers were employed in skilled jobs. On the other hand the proportion of the corresponding men workers varied between 2 and 24 per cent. In Lamps and Pen factories also, the proportion of women engaged in skilled occupations was barely 3.7 per cent and 0.3 per cent respectively as against much higher percentages of 21.9 and 9.7, respectively of the corresponding men workers. However, a substantial proportion of women, viz., 33.7 per cent in the sampled Lamp factories and 19.1 per cent in the Pen factories were found engaged in semi-skilled jobs. In the sampled Radio and Television factories, 15.5 per cent of the total women were holding skilled jobs and another 45.4 per cent were engaged in semi-skilled jobs as against the corresponding percentages of 24.9 and 18.4, respectively for men workers.

2.4.3 The percentage of women holding professional, technical, administrative, executive, managerial and supervisory jobs was only 0.1 in the sampled Raw Leaf Tobacco factories, 0.2 in Brick Kilns, 0.3 in Tile factories, 0.5 in Zarda and Cigarettes factories and 1.2 in Stone factories. In the remaining industries also, the proportion of women holding such jobs was very low, being 2.1 per cent in the sampled Lamps factories, 2.5 per cent in Pen factories and 5.0 per cent in Radio and Television factories as against much higher percentages of 14.2, 13.6 and 23.3, respectively of men workers holding similar posts.

2.5 Reasons for not employing women

As already stated in Chapter-I, a questionnaire was also canvassed for factories not employing women but falling in the industry groups covered under the present study. The main object was to study the reasons for not employing women by these factories when some other comparable factories falling in the same industry group were doing so. The reasons for not employing women differed not only from industry to industry but also from factory to factory within the same industry. Details collected have been analysed industry-wise in the ensuing paras.

Manufacture of Cigarettes

A complete automation has taken place in this industry in the last decade. Almost all the production processes in most of the cigarettes factories are now performed through sophisticated machines. Women workers were earlier used to be employed in packing department mainly in packing cigarettes in cans of 50 each. These 50-cigarettes cans are no longer in

demand and cigarettes are now-a-days filled in packets through a filling machine which is attended by a crew. The managements are of the view that these sophisticated packing machines cannot be handled by women with the result that they can no longer be employed in cigarettes factories. Since the factories work in all the three shifts, the employers, therefore, feel that the rotation of workers among the three shifts gets disturbed because women cannot be employed in night shifts.

Manufacture of Zarda

Women workers were found engaged in most of the Zarda factories. Only in some cases, the employers were not engaging women because they felt that their employment would involve the provision of separate welfare amenities for them. In one factory the tobacco processing was being done with the help of hand-pressing machines which, according to the employers, cannot be handled by women workers.

Manufacture of Tiles

Women employment was observed in most of the tile factories. A few employers were not employing women as they had some psychological feeling that women were less efficient than their male counterparts while a few others did not employ them as separate welfare amenities were required to be provided for them.

Manufacture of Ordinary Electric Lamps and Miniature Lamps

Women workers were found employed in most of the factories. A few employers did not employ women because of their psychological bias towards women employment whereas in one case, women residing around the factory did not offer themselves for employment due to the 'pardah' system prevailing among them.

Manufacture of Fountain Pens and Ball Pens

Most of the pen factories had some women employment. A few employers did not engage women partly because they were not in favour of men and women working together and partly because of the separate welfare arrangements required to be provided for them.

As regards Brick Kilns and Raw Leaf Tobacco, Stone and Radio and Television industries, almost all the factories were having some women employment.

2.6 Employment status

2.6.1 Data relating to employment status was collected separately for men and women workers employed in the sampled factories. The classification of workers into permanent, temporary, casual, etc., was done according to the standard definitions laid down in the Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946. In the case of factories not covered under this Act, the classification was done in consultation with the concerned managements.

TABLE 2.5—Sex-wise percentage distribution of workers in the selected industries by employment status as on 31-12-1984

Sl. No.	Industrial Category	Percentage distribution of workers by employment status									
		Permanent		Temporary		Casual		Contract Labour		Total	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	63.0 (1,205)	52.0 (8,077)	14.2 (271)	41.0 (5,620)	— (—)	— (—)	22.8 (436)	— (—)	100.0 (1,912)	100.0 (13,697)
2	Manufacture of Zarda and Cigarettes	78.4 (1,387)	18.4 (195)	9.2 (163)	56.4 (596)	12.4 (219)	25.2 (266)	— (—)	— (—)	100.0 (1,769)	100.0 (1,057)
3	Manufacture of Fire Bricks (Brick Kilns)	6.7 (35)	0.2 (1)	86.6 (453)	93.6 (381)	6.7 (35)	6.2 (25)	— (—)	— (—)	100.0 (523)	100.0 (407)
4	Manufacture of Tiles	94.0 (693)	83.7 (252)	4.9 (36)	16.3 (49)	— (—)	— (—)	1.1 (8)	— (—)	100.0 (737)	100.0 (301)
5	Stone Dressing and Stone Crushing	28.3 (83)	11.8 (30)	52.9 (155)	68.8 (174)	18.8 (55)	19.4 (49)	— (—)	— (—)	100.0 (293)	100.0 (253)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	97.1 (1,567)	97.0 (518)	0.9 (14)	2.8 (15)	— (—)	— (—)	2.0 (33)	0.2 (1)	100.0 (1,614)	100.0 (534)
7	Manufacture of Radios and Television Sets	92.7 (2,700)	93.6 (1,139)	5.7 (165)	6.2 (76)	1.6 (47)	0.2 (2)	0.0 (—)	0.0 (—)	100.0 (2,912)	100.0 (1,217)
8	Manufacture of Fountain Pens and Ball Pens	65.0 (349)	47.4 (291)	24.6 (132)	45.3 (278)	10.4 (56)	7.3 (45)	— (—)	— (—)	100.0 (537)	100.0 (614)

No Absolute figures are given in brackets.

2.6.2 Table 2.5 gives sex-wise distribution of workers in the sampled factories by employment status. It will be seen from this table that the proportion of permanent women workers was either negligible or was very low in the sampled Brick Kilns, Zarda and Cigarettes and Stone factories. Only one out of 407 women workers employed in the Brick Kilns was permanent as against 6.7 per cent of the corresponding men workers. In the sampled Zarda and Cigarettes and Stone factories also, the proportion of women workers holding a permanent status was barely 18.4 and 11.8 per cent respectively as against much higher percentages of 78.4 and 28.3 of the corresponding men workers. The strength of permanent women workers was also very low because of the seasonal character of these industries. Preparation of Raw Leaf Tobacco is also a seasonal industry and works for about 4 to 5 months in a year. But in a majority of these factories, the workers continued to be on rolls during the off season also provided they had worked for at least three-fourths of the working days immediately before the closure of such factories. About 59 per cent of the women workers and 63 per cent of the men workers were reported to be permanent in these sampled factories. Among the perennial industries covered under the study, the Pen industry revealed relatively low percentage of permanent women workers. Only 47.4 per cent of women as against 65.0 per cent of men workers in the sampled Pen factories were found holding a permanent status. However, in Lamps and Radio and Television factories, the permanent women workers constituted as high as 97.0 and 93.6 per cent, respectively of the total women employment. The percentage of permanent women workers in the sampled Tile factories although being quite high (83.7) was less than that of the corresponding men workers (94.0).

2.6.3 The percentage of temporary women workers was found to be very high in the sampled Brick kilns and Raw Leaf Tobacco, Zarda and Cigarettes, Stone and Pen factories being 93.6, 41.0, 56.4, 68.8 and 45.3, respectively. The strength of such workers in the remaining industries covered under the study was, however, not substantial.

2.6.4 A substantial proportion of women workers was reported to be casual in the sampled Zarda and Stone factories. More than one-fourth of the women workers in Zarda Factories and about one-fifth in Stone Factories were casual. Their proportion was, however, either very low or negligible in the Brick Kilns and Radio and Television and Pen factories. No casual worker was reported in the sampled Raw Leaf Tobacco, Cigarettes, Tile and Lamps Factories.

2.6.5 Contract male labour was found working on the reference date in a few sampled Raw Leaf Tobacco, Tile and Electric Lamp factories. However, among women workers, only one was found employed as a contract worker in the canteen functioning in a sampled Electric Lamp factory.

2.7 Length of service

2.7.1 Data regarding the length of service of women workers with their present employers was also collected during the present study. Table 2.6 gives distribution of women workers employed in the sampled factories by length of service separately for 'permanent', 'temporary', 'Casual' and 'Contract' workers.

TABLE 2.6—Percentage distribution of women workers in the selected industries by length of service as on 31-12-1984

Sl. No.	Industrial Category	Employment Status	Percentage distribution of women workers by length of service					
			Under 1 year	1 year to less than 5 years	5 years to less than 10 years	10 years to less than 15 years	15 years and above	Total
1	2	3	4	5	6	7	8	9
1	Preparation of Raw leaf Tobacco (Stemming, Redrying and other connected operations.	(a) Permanent	2.0 (159)	9.3 (751)	8.9 (724)	43.4 (3,504)	36.4 (2,939)	100.0 (8,077)
		(b) Temporary	51.9 (2,916)	2.9 (163)	8.7 (486)	7.2 (407)	29.3 (1,648)	100.0 (5,620)
		(c) Casual	—	—	—	—	—	—
		(d) Contract Labour	—	—	—	—	—	—
		(e) Total	22.4 (3,075)	6.7 (914)	8.8 (1,210)	28.6 (3,911)	33.5 (4,587)	100.0 (13,697)
2	Manufacture of Zarda and Cigarettes	(a) Permanent	— (—)	13.3 (26)	20.5 (40)	31.3 (61)	34.9 (68)	100.0 (195)
		(b) Temporary	68.3 (407)	28.2 (168)	3.5 (21)	—	—	100.0 (596)
		(c) Casual	93.2 (248)	4.9 (13)	1.1 (3)	0.8 (2)	—	100.0 (266)
		(d) Contract Labour	—	—	—	—	—	—
		(e) Total	61.9 (655)	19.6 (207)	6.0 (64)	6.0 (63)	6.5 (68)	100.0 (1,057)

TABLE 2.6—concl'd.

Sl. No.	Industrial Category	Employment Status	Percentage distribution of women workets by length of service					
			Under 1 year	1 year to less than 5 years	5 years to less than 10 years	10 years to less than 15 years	15 years and above	Total
1	2	3	10	11	12	13	14	15
3	Manufacture of Fire Bricks (Brick Kilns)	(a) Permanent	—	—	100.0	—	—	100.0
		(b) Temporary	(—)	(—)	(1)	(—)	(—)	(1)
		(c) Casual	98.9	1.1	—	—	—	100.0
		(d) Contract Labour	(377)	(4)	(—)	(—)	(—)	(381)
		(e) Total	100.0	—	—	—	—	100.0
			(25)	(—)	(—)	(—)	(—)	(25)
4	Manufacture of Tiles	(a) Permanent	—	—	—	—	—	—
		(b) Temporary	(—)	(—)	(—)	(—)	(—)	(—)
		(c) Casual	98.7	1.0	0.3	—	—	100.0
		(d) Contract Labour	(402)	(4)	(1)	(—)	(—)	(407)
		(e) Total	4.8	14.7	11.9	12.3	56.3	100.0
			(12)	(37)	(30)	(31)	(142)	(252)
5	Stone Dressing and Stone Crushing	(a) Permanent	55.1	20.4	16.3	8.2	—	100.0
		(b) Temporary	(27)	(10)	(8)	(4)	(—)	(49)
		(c) Casual	—	—	—	—	—	—
		(d) Contract Labour	(—)	(—)	(—)	(—)	(—)	(—)
		(e) Total	—	—	—	—	—	—
			(—)	(—)	(—)	(—)	(—)	(—)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	(a) Permanent	13.0	15.6	12.6	11.6	47.2	100.0
		(b) Temporary	(39)	(47)	(38)	(35)	(142)	(301)
		(c) Casual	13.3	43.4	3.3	10.0	30.0	100.0
		(d) Contract Labour	(4)	(13)	(1)	(3)	(9)	(30)
		(e) Total	49.4	29.9	18.3	1.2	1.2	100.0
			(86)	(52)	(32)	(2)	(2)	(174)
7	Manufacture of Radios and Television Sets	(a) Permanent	87.8	6.1	6.1	—	—	100.0
		(b) Temporary	(43)	(3)	(3)	(—)	(—)	(49)
		(c) Casual	—	—	—	—	—	—
		(d) Contract Labour	(—)	(—)	(—)	(—)	(—)	(—)
		(e) Total	52.6	26.9	14.2	2.0	4.3	100.0
			(133)	(68)	(36)	(5)	(11)	(253)
8	Manufacture of Fountain Pens and Ball Pens	(a) Permanent	3.5	16.6	10.4	30.7	38.8	100.0
		(b) Temporary	(18)	(86)	(54)	(159)	(201)	(518)
		(c) Casual	66.7	33.3	—	—	—	100.0
		(d) Contract Labour	(10)	(5)	(—)	(—)	(—)	(15)
		(e) Total	—	—	—	—	—	—
			(—)	(—)	(—)	(—)	(—)	(—)
9	Manufacture of Fountain Pens and Ball Pens	(a) Permanent	—	—	100.0	—	—	100.0
		(b) Temporary	(—)	(—)	(1)	(—)	(—)	(1)
		(c) Casual	5.3	17.0	10.3	29.8	37.6	100.0
		(d) Contract Labour	(28)	(91)	(55)	(159)	(201)	(534)
		(e) Total	6.5	9.0	27.3	26.3	30.9	100.0
			(74)	(103)	(311)	(299)	(352)	(1,139)
10	Manufacture of Radios and Television Sets	(a) Permanent	48.7	27.6	23.7	—	—	100.0
		(b) Temporary	(37)	(21)	(18)	(—)	(—)	(76)
		(c) Casual	100.0	—	—	—	—	100.0
		(d) Contract Labour	(2)	(—)	(—)	(—)	(—)	(2)
		(e) Total	—	—	—	—	—	—
			(—)	(—)	(—)	(—)	(—)	(—)
11	Manufacture of Radios and Television Sets	(a) Permanent	9.3	10.2	27.0	24.6	28.9	100.0
		(b) Temporary	(113)	(124)	(329)	(299)	(352)	(1,217)
		(c) Casual	40.2	26.5	16.8	8.9	7.6	100.0
		(d) Contract Labour	(117)	(77)	(49)	(26)	(22)	(291)
		(e) Total	100.0	—	—	—	—	100.0
			(278)	(—)	(—)	(—)	(—)	(278)
12	Manufacture of Radios and Television Sets	(a) Permanent	100.0	—	—	—	—	100.0
		(b) Temporary	(45)	(—)	(—)	(—)	(—)	(45)
		(c) Casual	—	—	—	—	—	—
		(d) Contract Labour	(—)	(—)	(—)	(—)	(—)	(—)
		(e) Total	71.7	12.5	8.0	4.2	3.6	100.0
			(440)	(77)	(49)	(26)	(22)	(614)

NOTE : Absolute figures are indicated in brackets.

2.7.2 It will be seen from Table 2.6 that about one-fifth of the total women workers employed in the sampled Raw Leaf Tobacco factories continued to be temporary even after putting in 5 years or more of service. A majority of such temporary women workers had even more than 15 years of service in the sampled factories. In Zarda and Stone factories also as high as 22 and 37 per cent, respectively of the total women workers continued to be temporary or casual after completing one year or more of service. A good number of these woman workers had even 5 to 10 years' service to their credit. The women workers working as temporary or casual in Pen factories had only recently been appointed and had put in less than one year's service. In the Brick Kilns also, where workers were generally employed for a season only, almost all the temporary and casual women workers had completed only less than one year's service with their present employers. In the remaining industries studied the proportion of temporary or casual women workers was not substantial.

2.7.3 The study revealed that there were no hard and fast rules for making temporary women workers permanent. The employers claimed that women workers recruited against permanent posts were made permanent after their successful completion of the minimum qualifying period of service subject to their being fit for the jobs. However, it was observed that this was not being done in all cases. In some cases women workers were being re-employed again and again and thus, they were being denied the benefit of their past service.

2.7.4 So far as permanent women workers were concerned, a majority of them in the industries covered excepting Brick Kilns and Stone and Pen factories, had completed 10 years or more of service in the sampled factories. A large number of these women workers had even more than 15 years' service to their credit.

2.8 Recruitment and labour wastages

2.8.1 Workers in the sampled factories were generally recruited by the employers directly. Only in some cases, especially in Radio & T. V. and Pen factories, the skilled, professional and executive jobs were reported to have been filled in either through employment exchanges or by putting in advertisements in newspapers.

2.8.2 Sex-wise data relating to 'Accessions' or the number of persons added to employment, and the labour wastages or 'Separations' occurred either at the instance of the workers or otherwise during the calendar year 1984 was collected during the course of the study.

2.8.3 Table 2.7 gives the accession and separation rates separately for men and women workers in the sampled factories. Accession and separation rates have been expressed as percentages of the total cases of accessions and separations occurred during the reference year to total average mid-year employment of men and women.

TABLE 2.7—Accession and Separation rates among men and women workers in the sampled factories during the calendar year 1984

Sl. No.	Industrial Category	Total cases of accession and accession rates		Total cases of separation and separation rates	
		Men	Women	Men	Women
1	2	3	4	5	6
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	5.9 (113)	20.7 (2,894)	6.8 (130)	22.0 (3,075)
2	Manufacture of Zarda and Cigarettes	33.2 (567)	140.4 (1,403)	34.4 (587)	132.5 (1,324)
3	Manufacture of Fire Bricks (Brick Kilns)	107.3 (534)	121.2 (495)	96.7 (481)	121.9 (498)
4	Manufacture of Tiles	9.0 (67)	15.1 (45)	11.7 (87)	12.8 (38)
5	Stone Dressing and Stone Crushing	104.6 (296)	149.4 (363)	97.5 (276)	141.2 (343)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	2.9 (47)	7.1 (38)	3.0 (49)	7.3 (39)
7	Manufacture of Radios and Television Sets	25.9 (722)	23.0 (268)	17.0 (473)	13.8 (160)
8	Manufacture of Fountain Pens and Ball pens	70.7 (386)	86.5 (552)	74.2 (405)	93.3 (595)

2.8.4 The rates of accession and separation were generally much higher among women than among the corresponding men workers. Accession and separation rates were obviously very high for women workers employed in some seasonal industries. In the sampled Zarda and Cigarettes factories, the accession and separation rates for women were as high as 140 per cent and 133 per cent, respectively as compared to much lower rates of 33 per cent and 34 per cent for the

corresponding men workers. Accession and separation rates among women were also very high in the Brick Kilns and Stone factories, being 121 and 122 per cent and 149 and 141 per cent, respectively as against the lower rates of 107 and 97 per cent and 105 and 98 per cent among the corresponding men workers. Among the perennial industries, the Pen factories revealed exceptionally high rates of accession and separation among women, being about 87 per cent

and 93 per cent, respectively. This was due to the fact that in these factories the management generally preferred to employ unmarried females and many women workers left the job after marriage. Raw Leaf Tobacco, Tiles and Lamps factories also revealed relatively higher rates of accession and separation for

women as compared to men workers.

2.8.5 In respect of 'separations', reasons for severance from employment were also collected. Table 2.8 gives sex-wise distribution of separations by reasons for severance.

TABLE 2.8 -- Sex-wise distribution of separations by reasons for severance during 1984

Sl. No.	Industrial category	Total cases of separations		Percentage distribution of cases of separation by their causes							
				Resigned or left on their own		Retired or died		Terminated		Retrenched	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	100.0 (130)	100.0 (3,075)	80.0 (104)	56.0 (1,723)	— (—)	0.4 (12)	6.9 (9)	23.6 (726)	13.1 (17)	20.0 (614)
2	Manufacture of Zarda and Cigarettes	100.0 (587)	100.0 (1,324)	73.9 (434)	48.0 (635)	— (—)	— (—)	— (—)	— (—)	26.1 (153)	52.0 (689)
3	Manufacture of Fire Bricks (Brick Kilns)	100.0 (481)	100.0 (498)	33.0 (159)	34.7 (173)	— (—)	— (—)	20.2 (97)	16.1 (80)	46.8 (225)	49.2 (245)
4	Manufacture of Tiles	100.0 (87)	100.0 (38)	88.5 (77)	63.2 (24)	— (—)	— (—)	— (—)	— (—)	11.5 (10)	36.8 (14)
5	Stone Dressing and Stone Crushing	100.0 (275)	100.0 (343)	100.0 (276)	100.0 (343)	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	100.0 (49)	100.0 (39)	89.8 (44)	82.0 (32)	8.2 (4)	— (—)	2.0 (1)	— (—)	— (—)	18.0 (7)
7	Manufacture of Radios and Television sets	100.0 (473)	100.0 (160)	97.5 (461)	98.1 (157)	0.2 (1)	0.0 (—)	2.1 (10)	1.3 (2)	0.2 (1)	0.6 (1)
8	Manufacture of Fountain Pens and Ball Pens	100.0 (405)	100.0 (595)	100.0 (405)	100.0 (595)	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)

NOTE : Absolute figures are given in brackets.

2.8.6 It would be seen from Table 2.8 that in some seasonal factories, namely, 'Manufacture of Zarda and Cigarettes' and 'Manufacture of Fire Bricks (Brick Kilns)' about half of the 'Separations' in the case of women workers were due to retrenchment. As these factories do not work all the year round, the size of permanent labour force is generally small. In these factories, the workers are recruited on seasonal basis and are retrenched at the end of the season. In some other seasonal industries also, viz., 'Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)' and 'Manufacture of Tiles', a substantial proportion of 'Separations' in the case of women workers occurred due to retrenchment. In the remaining industries covered under the study, most of the separations occurred either due to the workers' resignations or because of their leaving the service on their own.

2.8.7 Data regarding age at the time of leaving the factory and daily wages last drawn was also collected in respect of the women workers who resigned or left on their own or were terminated or retrenched by their employers. These data have been presented in Tables 2.9 and 2.10. In the case of seasonal factories, the age distribution of women workers leaving the factory may not reflect any particular trend. However, in Pen factories about 90 per cent of the 'Separations' in the case of women workers occurred in the age group of 18—24 years. The proportion of such 'Separations' was also very high in Radio and Television and Lamps factories. This, as stated earlier, was due to the fact that the managements of these factories preferred to employ unmarried females and many women left the service after their marriage.

TABLE 2.9—Percentage distribution of women leaving the factory on account of termination, retrenchment or on their own by age groups at the time of leaving the factory

Age groups at the time of leaving the factory	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	Manufacture of Zarda and Cigarettes	Manufacture of Fire Bricks (Brick Kilns)	Manufacture of Tiles	Stone Dressing and Stone Crushing	Manufacture of Ordinary Electric Lamps and Miniature Lamps	Manufacture of Radios and Television sets	Manufacture of Fountain Pens and Ball Pens
1	2	3	4	5	6	7	8	9
Adolescents/children	— (—)	— (—)	2.6 (13)	15.8 (6)	— (—)	— (—)	— (—)	— (—)
18-19 year	7.2 (220)	3.0 (40)	8.2 (41)	13.2 (5)	14.9 (51)	18.0 (7)	13.7 (22)	22.7 (135)
20-24 years	23.6 (725)	9.3 (123)	28.3 (141)	23.7 (9)	46.7 (160)	53.8 (21)	51.9 (83)	66.9 (398)
25-34 years	28.1 (860)	32.6 (431)	48.0 (239)	18.4 (7)	29.7 (102)	28.2 (11)	15.0 (24)	9.7 (58)
35 years and above	41.1 (1,258)	55.1 (730)	12.9 (64)	28.9 (11)	8.7 (30)	— (—)	19.4 (31)	0.7 (4)
All the age groups	100.0 (3,063)	100.0 (1,324)	100.0 (498)	100.0 (38)	100.0 (343)	100.0 (39)	100.0 (160)	100.0 (595)

TABLE 2.10—Percentage distribution of women leaving the factory on account of termination, retrenchment or on their own by groups of daily wages last drawn

Groups of daily wages last drawn (In Rs. 0.00)	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	Manufacture of Zarda and Cigarettes	Manufacture of Fire Bricks (Brick Kilns)	Manufacture of Tiles	Stone Dressing and Stone Crushing	Manufacture of Ordinary Electric Lamps and Miniature Lamps	Manufacture of Radios and Television sets	Manufacture of Fountain Pens and Ball Pens
1	2	3	4	5	6	7	8	9
Upto Rs. 4.99	— (—)	— (—)	— (—)	36.8 (14)	— (—)	— (—)	— (—)	— (—)
Rs. 5.00 to Rs. 9.99	— (—)	65.4 (866)	35.0 (174)	39.5 (15)	29.2 (100)	94.9 (37)	45.0 (72)	— (—)
Rs. 10.00 to Rs. 14.99	100.0 (3,063)	32.7 (433)	57.4 (286)	18.4 (7)	70.8 (243)	5.1 (2)	26.9 (43)	93.3 (555)
Rs. 15.00 and above	— (—)	1.9 (25)	7.6 (38)	5.3 (2)	— (—)	— (—)	28.1 (45)	6.7 (40)
All the wage groups	100.0 (3,063)	100.0 (1,324)	100.0 (498)	100.0 (38)	100.0 (343)	100.0 (39)	100.0 (160)	100.0 (595)

2.9 Migrated women workers

2.9.1 Information about the native place was collected in respect of only those sampled women workers in the selected factories for which the Worker-Level Questionnaire was canvassed. For migrated

women workers, other details like reason for migration, occupation before migration, etc., were also collected. Table 2.11 gives the distribution of sampled women workers in the selected factories by places to which they belonged.

TABLE 2.11—Distribution of sampled women workers by places to which they belonged

Sl. No.	Industrial category	Total number of women workers studied	Number of women workers belonging to the same place where the factory was located	Number of migrated women workers	Distribution of migrated women workers by places from which migrated		
					same district	other districts of the same State	other States
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	169	161 (95.3)	8 (4.7)	4 (50.0)	4 (50.0)	— (—)
2	Manufacture of Zarda and Cigarettes	104	78 (75.0)	26 (25.0)	— (—)	19 (73.1)	7 (26.9)
3	Manufacture of Fire Bricks (Brick Kilns)	63	27 (39.7)	41 (69.3)	9 (22.0)	19 (46.3)	13 (31.7)
4	Manufacture of Tiles	61	58 (95.1)	3 (4.9)	2 (66.7)	1 (33.3)	— (—)
5	Stone Dressing and Stone Crushing	47	34 (72.3)	13 (27.7)	1 (7.7)	7 (53.8)	5 (38.5)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	45	37 (82.2)	8 (17.8)	5 (62.5)	1 (12.5)	2 (25.0)
7	Manufacture of Radios and Television sets	85	62 (72.9)	23 (27.1)	— (—)	10 (43.5)	13 (56.5)
8	Manufacture of Fountain Pens and Ball Pens	47	35 (74.5)	12 (25.5)	— (—)	2 (16.7)	10 (83.3)

NOTE : Figures in brackets indicate percentage to total number of women workers studied.

2.9.2 It will be seen from Table 2.11 that about three-fifths of the sampled women covered in the Brick Kilns were migrated women workers. A majority of these women workers had either migrated from other areas in the same district or from other districts of the same State in which they were working. Some of them were also reported to have migrated from the States of Gujarat and Tamil Nadu. In the remaining industries studied, most of the sampled women workers belonged to the same place where the factories were located. Almost all the sampled women workers covered in Raw Leaf Tobacco and Tile factories, about four-fifths in Lamps factories and three-fourths in Zarda and Cigarettes, Stone, Radio and Television and Pen factories were reported to be employed at their native place. The remaining women workers in these factories either hailed from other areas in the same State or mostly from the States like Gujarat, Maharashtra, Uttar Pradesh, Kerala, Karnataka, and Rajasthan.

2.10 Absenteeism

2.10.1 Absenteeism data was collected separately for men and women workers. Since the collection of sex-wise data relating to mandays worked and mandays lost due to absenteeism is time consuming, hence in the case of factories employing more than 100 persons, absenteeism data were collected only in respect of those occupations in which either women alone or both men and women were employed. However, for factories employing upto 100 workers, absenteeism data were collected in respect of all the occupations including those not employing women. These data were collected separately for time-rated and piece-rated workers employed directly by the sampled units excluding casual, badli and contract workers. From a sampled factory, month-wise data relating to only one particular quarter of the calendar year 1984 was collected. However, for arriving at estimates of absenteeism based on all the months of the reference

year, the four quarters were randomly allocated, in almost equal proportion, to the various sampled factories falling in each minor group industry and month-wise data in respect of the quarter allocated to a particular sampled factory was collected. For purposes of the study, 'absence' was defined as a failure of a worker to report for work when he/she was scheduled to work. A worker was regarded as scheduled to work when the employer had work available for

him/her and the worker was aware of this fact. Authorised absence, i.e., paid or unpaid leave, maternity leave, etc., was also treated as 'absence'. However, absence on account of a strike, lock-out or lay-off was not regarded as 'absence' for purposes of absenteeism statistics. Absenteeism rates have been worked out as percentages of mandays absent to mandays scheduled to work. Table 2.12 provides sex-wise rates of absenteeism separately for piece-rated and time-rated workers, as revealed by the study.

TABLE 2.12—Rates of absenteeism for men and women in the sampled factories during the calendar year 1984

Sl. No.	Industrial category	Rates of absenteeism						
		Time-rated workers		Piece-rated workers		All workers		
		Men	Women	Men	Women	Men	Women	Total
1	2	3	4	5	6	7	8	9
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	27.5	27.6	9.3	—	21.4	27.6	27.3
2	Manufacture of Zarda and Cigarettes	26.1	14.9	—	—	26.1	14.9	22.6
3	Manufacture of Fire Bricks (Brick Kilns)	12.0	13.5	11.7	18.2	11.8	17.4	14.4
4	Manufacture of Tiles	14.9	18.5	10.7	10.0	12.5	16.3	13.7
5	Stone Dressing and Stone Crushing	17.7	20.4	26.2	26.0	21.3	22.3	21.8
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11.8	9.9	—	—	11.8	9.9	11.2
7	Manufacture of Radios and Television Sets	12.6	14.6	—	—	12.6	14.6	13.4
8	Manufacture of Fountain Pens and Ball Pens	9.1	7.8	—	—	9.1	7.8	8.3

2.10.2 It would be seen from columns 7 and 8 of Table 2.12 that there was not any significant difference between the rates of absenteeism for men and women employed in Stone, Lamps, Radio and Television and Pen factories. However, in the case of Brick Kilns and Raw Leaf Tobacco and Tiles factories, the absenteeism rates for women worked out to be higher than those for men workers. The absenteeism among women employed in 'Zarda and Cigarettes' factories was much less than that among the corresponding men workers. The absenteeism rates were relatively high for the time-rated women workers in Raw Leaf Tobacco and Tile factories and for both time-rated and piece-rated women workers in Stone factories as compared to those in the remaining industries covered under the study.

2.11 Comparative efficiency of men and women workers—Employers' views regarding the comparative efficiency of men and women workers in occupations common to them were also collected. However, the employers in some cases, expressed divergent views regarding the efficiency of men and women workers engaged in the same occupation in different factories. This difference of opinion among employers was partly due to the varying standards of work in their

factories and partly due to their personal outlook towards the employment of women. In cases where the employers' opinion about the relative efficiency of men and women differed for the same occupation, the issue was decided according to what the majority of the employers reported. According to these views, in most of the occupations in which both men and women were employed, women were either as efficient as their male counterparts or were in some cases even more efficient than the corresponding men workers. In occupations like packing of cigarettes in Cigarettes Factories; general mazdoor in Zarda factories; assembling, mounting, capping and checking in Electric Lamp factories and assembling in Radio and T. V. factories, the performance of women workers was adjudged to be better than the corresponding men workers by a majority of the employers. The women workers engaged as redrying machine workers/feeders in Raw Leaf Tobacco factories; helpers and general mazdoor/loaders/unloaders in Brick Kilns; carriers/loaders, trimmers/finishers/sorters, press helpers and general mazdoor in Tiles factories; labourers in Stone factories and pen assemblers in Pen factories were considered as efficient as their male counterparts. In only a few jobs like machine operating in Zarda and Electric Lamps factories; stone breaking and crushing in Stone factories

2.13.2 Most of the Lamps, Radio and Television and Pen factories were found covered by the Employees' State Insurance Act. The Maternity Benefit Act was applicable to only some of those sampled factories which were either seasonal in nature or were located in rural areas. In the case of factories covered under the Employees' State Insurance Scheme, the provision of maternity benefit to women workers did not constitute any extra financial burden on the employers. In only one factory each covered under the industry groups Raw Leaf Tobacco, Zarda and Tiles and in two Television factories, women workers were reported to have received maternity benefits under the Maternity Benefit Act during the reference year and the average annual expenditure incurred per woman worker employed on this count worked out to be only Re. 0.25, Rs. 56.76, Rs. 2.33 and Rs. 140.26, respectively.

2.13.3 The average expenditure incurred on the provision of separate welfare amenities like creches, separate washing and toilet facilities, etc., for women workers was also insignificant in relation to the total wage bill. No such expenditure was reported to have been incurred in the sampled Brick Kilns, Zarda and Cigarettes, Tiles, Stone and Pen factories. Only some of the sampled Raw Leaf Tobacco, Lamps and Radio and Television factories incurred expenditure on provision of the above welfare amenities for women. In most of the cases no expenditure on the provision of creche facility was reported as this facility existed in

only some of the sampled factories. It would be seen from Table 2.13 that in the case of sampled Raw Leaf Tobacco, Zarda and Cigarettes, Tiles, Lamps and Radio and Television factories, the average annual expenditure incurred on the provision of statutory facilities like creches, separate toilets, maternity benefits, etc., varied between Rs. 2.33 to Rs. 225.30 per woman worker employed and constituted only 0.02 per cent to 0.95 per cent of the total wage bill. No such expenditure was reported to have been incurred during the reference year in the sampled Brick Kilns and Stone and Pen factories.

2.13.4 The study revealed that in most of the cases the additional financial obligations on account of the protective legislative provisions did not have any adverse effect on women's employment. Most of the employers were not feeling any burden of the small additional expenditure which they were incurring on their women employees in providing separate statutory facilities for them. However, a few employers were found to be biased towards the employment of women and were not prepared to treat them at par with men. Some employers did not allow the women employment in their factories to exceed 30 so that they did not have to provide creche facility. Some employers discouraged the employment of married females as they considered unmarried women more suitable for the jobs. However, many employers had a very good opinion about women and considered them more useful than men in certain jobs.

CHAPTER III

WAGES AND EARNINGS

3.1 Introductory

3.1.1 Women workers have never been free from discrimination in matters especially of wages - ever since they made themselves available for work. This discrimination *inter alia* stemmed from their own unconcerned outlook towards their employment as they themselves were ready to work for whatever wages they could get for supplementing the meagre income of their families and the employers were fully able to exploit the situation. The employers had pre-conceived notion that women workers cannot be regarded as efficient as men workers. Even the Government agencies sometimes discriminated women while recommending wages for them. The Fair Wages Committee (1948), for instance, stated "when women are employed on work exclusively done by them or where they are admittedly less efficient than men, the fair wages of women workers should be calculated on the basis of a smaller standard family than in the case of men". Even the wages fixed for women by the State Governments under the Minimum Wages Act, 1948 during the sixties were in many cases lower than those fixed for their male counterparts. However, subsequently the principle of equal pay for men and women gained momentum and the minimum wages of women were brought at par with men workers and no distinction between men and women is now being made while fixing minimum wages under the Act. The enactment of the Equal Remuneration Act further helped in narrowing down the difference in wages of men and women. Although the disparities in the rates of wages of men and women engaged on same or similar work within the same factory are now disappearing, the average wage rates for women workers in most of the industries are still lower than the male workers. This is due to the fact that in many industries the occupations carrying low wages are being managed either exclusively by women or their proportion to total employment in such occupations is much higher than that of male workers which help in lowering down the overall wage rates for women.

3.2 The Equal Remuneration Act, 1976

3.2.1 The Directive Principles of State Policy embodied in the Constitution, *inter alia*, stipulate that the State shall strive to secure equal pay for equal work for both men and women. The I.L.O. Convention concerning this principle was ratified by India as early as in September, 1958. The necessary enactment for the implementation of this principle was, however, made only on the 26th September, 1975 when the Equal Remuneration Ordinance was promulgated by the President of India. Later on, an Act called the Equal Remuneration Act, 1976 was passed by Parliament on the 11th February, 1976 after repealing the

Ordinance. The Act makes it obligatory on the employers to pay equal remuneration to men and women workers for performing the same work or work of a similar nature. The Act also provides for the prevention of discrimination against women in matters connected with or incidental to recruitment and employment. A fine extending upto Rs. 5,000 can be levied on an employer for making any discrimination against women in matters of recruitment or for paying remuneration at unequal rates to men and women engaged on the same work or work of a similar nature. The Act has been extended to almost all the employments but its implementation has not been so effective partly because there are certain flaws in the Act itself and partly because certain employers have no will to implement the Act. It is always easy for the employers to circumvent the Act by claiming that jobs performed by women are not similar to those done by men.

3.2.2 The Act was in force in all the industries covered under the study. The present study revealed that excepting Stone Crushing and Dressing industry, men and women workers engaged on same or similar work within the same factory were generally paid equal remuneration. In Stone factories, however, the women workers engaged as mazdoor, stone carriers and coolies were invariably getting lesser wages than their male counterparts. Women workers' wages in these occupations varied from Rs. 8.00 to Rs. 15.00 per day as against corresponding men's daily wages of Rs. 10.00 to Rs. 20.00. The daily wages of women workers in these occupations were 6 to 60 per cent less than those of their male counterparts. For instance, in some Stone factories, male labourers were engaged in filling the baskets with the crushed stone and also in helping the women workers to carry these baskets on their heads. Women workers were engaged in carrying these baskets full of crushed stone from one place to another. Although the work performed by women seemed to be harder than that of men, yet the employers were paying lesser wages to women workers. Thus, the employers were circumventing the Equal Remuneration Act by claiming that the jobs performed by men and women were not the same and that men were doing the harder tasks. In one sampled Brick Kiln and in one Tile factory also, the women labourers were being paid lesser wages than those of the corresponding men workers.

3.3 System of wage payment

3.3.1 Table 3.1 gives sex-wise percentage distribution of workers employed in the sampled factories by system of wage payment as revealed by the study.

TABLE 3.1—Sex-wise percentage distribution of workers in various industries by system of wage payment as on 31-12-1984

Sl. No.	Industrial Category	Number of workers studied		Percentage distribution of men and women workers by system of wage payment			
				Time-Rated		Piece-Rated	
		Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	1,912	13,697	100.0	100.0	—	—
2	Manufacture of Zarda and Cigarettes	1,769	1,057	100.0	100.0	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	523	407	48.2	23.8	51.8	76.2
4	Manufacture of Tiles	737	301	44.9	75.1	55.1	24.9
5	Stone Dressing and Stone Crushing	293	253	70.6	72.3	29.4	27.7
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	1,614	534	100.0	100.0	—	—
7	Manufacture of Radios and Television sets	2,912	1,217	100.0	100.0	—	—
8	Manufacture of Fountain Pens and Ball Pens	537	614	100.0	100.0	—	—

3.3.2 As would be seen from Table 3.1, all the male and female workers in sampled Raw Leaf Tobacco, Zarda and Cigarettes, Electric and Miniature Lamps, Radio and Television and Pen factories were employed on time rates. No worker in these factories was found employed on piece rates. In Brick Kilns, however, a large majority of women were piece-rated workers. Women workers engaged on piece-rates in this industry were mostly 'Helpers to Brick Moulders', 'Loaders', 'Unloaders', and 'Brick Carriers'. In Tile factories, the proportion of women employed under piece-rated system of wage payment was much low than the similar proportion for men workers. Only about one-fourth of the total women workers as against more than half of the men workers were employed on piece rates in this industry. In Stone

Dressing and Stone Crushing factories, the most prevalent system of wage payment was by time. About 72 per cent of women workers in these factories were employed on time rates and only 28 per cent were engaged as labourers and metal makers on piece-rate basis.

3.4 Periodicity of wages payment

3.4.1 The Payment of Wages Act, 1936 makes it obligatory on the part of the employers to fix wage periods for their employees which are in no case to exceed one month. Sex-wise information regarding wage periods was collected in respect of only those occupations in which either women alone or both men and women workers were employed. These details have been analysed in Table 3.2.

TABLE 3.2—Sex-wise percentage distribution of workers employed in occupations having some women employment by periodicity of wage payment

Sl. No.	Industrial Category	Number of production workers studied		Percentage distribution of workers by periodicity of wage payment							
				Daily		Weekly		Fortnightly		Monthly	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	154	13,654	—	—	—	0.9	—	9.7	100.0	89.4
2	Manufacture of Zarda and Cigarettes	667	1,029	—	—	3.3	53.6	—	—	96.7	46.4
3	Manufacture of Fire Bricks (Brick Kilns)	117	403	—	—	—	45.6	—	—	100.0	54.4
4	Manufacture of Tiles	132	294	—	—	78.8	84.1	—	—	21.2	15.9
5	Stone Dressing and Stone Crushing	84	250	7.1	5.2	78.6	88.8	—	—	14.3	6.0
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	408	465	—	—	—	—	—	—	100.0	100.0
7	Manufacture of Radios and Television sets	1,169	987	—	—	—	—	—	—	100.0	100.0
8	Manufacture of Fountain Pens and Ball Pens	272	600	—	—	—	—	—	—	100.0	100.0

3.4.2 It would be observed from Table 3.2 that were payments to both men and women workers were being made on monthly basis in all the sampled Lamps, Radio and Television and Pen factories. The periodicity of wage payment was also monthly in most of the Raw Leaf Tobacco factories. Out of the total 24 sampled factories, the periodicity of wage payment was monthly in 18 units, fortnightly in four units and weekly in the remaining two factories. The male and female workers in all the three sampled Cigarettes factories and in 13 of the total 21 sampled Zarda factories were monthly-rated whereas in the remaining eight Zarda units, they were being paid on weekly basis. In Brick Kilns both monthly and weekly systems of wage payment were prevalent. In eight out of the total 18 Brick Kilns studied, the workers were being paid on monthly basis whereas in the remaining ten units, they were weekly-rated. The periodicity of wage payment was weekly in most of the Tile and Stone factories. In 15 of the total 18 Tile factories and 12 of the 15 Stone factories studied, both men and women workers were paid weekly. In only three Tile factories and one Stone factory, the system of wage payment was monthly. Wage payments to workers were being made daily in one Stone factory whereas in the remaining one Stone factory, labourers were weekly-rated and maistries were paid on monthly basis. In the case of monthly system of wage payment in Brick Kilns, workers were generally paid advances which were adjusted at the end of the wage period.

3.5 Average daily wage rates in different occupations

3.5.1. For making a proper study of wage differentials, data on minimum and maximum values of wage rates payable to men and women workers were collected separately for each occupation in which women workers were employed in the sampled factories. Occupations in which only men were engaged were excluded for purposes of collection of these data. Data were collected in respect of both the components of wages, viz., basic wage and dearness allowance. The basic wage included additional wages and special pay, if any, attached to the occupation while dearness allowance included dearness pay, variable dearness allowance, interim relief and other payments by way of dearness allowance. Where no separate dearness allowance was being paid, data on consolidated wages were collected. In order to relate the figures of consolidated wages (which generally include dearness allowance also) with figures of wages having a separate dearness allowance, both the components, i.e., basic wage and dearness allowance (where paid separately) have been clubbed together in this chapter. Information was collected separately for time-rated and piece-rated workers.

3.5.2 Statement 3.1 in the Appendix gives occupation-wise comparative picture of average minimum and maximum wage rates of men and women workers separately for time-rated and piece-rated systems of wage payment. The average minimum and maximum wage rates for a particular occupation have been calculated by taking separate weighted averages of the minimum and maximum values of the various sets of

scales of daily wages or fixed rates or actual daily earnings (in the case of piece-rated workers) for that occupation, the weights being the employment reported in the sampled units under the corresponding sets of values of wage rates for that common occupation. In some cases, two or three related occupations having very less women employment have been grouped together and the combined values of the average wage rates for such groups of occupations have been worked out and presented in Statement 3.1.

3.5.3 Men and women workers engaged on the same or similar work within the same factory were generally paid equal remuneration. The difference in the average wage rates of men and women employed in the same occupation was mainly due to the inter-factory variations in the wage-levels and the proportion of men and women employment. Industry-wise comparative picture of the average minimum and maximum wage-rates of men and women workers engaged in various occupations is given in the ensuing paragraphs :

Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)

Wages fixed under the Minimum Wages Act were being paid to men and women workers engaged in this industry. Most of the labour employed in the industry consisted of females. As almost all the occupations were being performed exclusively by women with no men's share of employment, so a comparative study of the rates of wages of men and women workers was not possible. Both men and women were employed in only one occupation, viz., Redrying Machine workers in which their wage rates were almost same.

Manufacture of Zarda and Cigarettes

It will be seen from Statement 3.1 that wages of workers engaged as 'Packers', 'Machine Operators' and 'Catchers/Feeders/Helpers/Bundlers' in Cigarette factories were much higher than those engaged as General Mazdoor and Supervisors in Zarda factories. This was so because the wage levels in Cigarette factories, which were mostly in corporate sector, were much higher than those in Zarda factories where only the minimum wages fixed under the Minimum Wages Act were being paid to the workers. The average minimum and maximum wage rates of women engaged as Packers in Cigarettes factories were lower than those of the corresponding men workers. However, in other two occupations in Cigarettes factories, there was not much difference between the average wage rates of men and women workers. In Zarda factories the average wage rates of women engaged as General Mazdoor were only three-fourths of the corresponding men's average wages.

Manufacture of Fire Bricks (Brick Kilns)

In most of the sampled Brick Kilns, wages fixed under the Minimum Wages Act were being paid. A few employers were, however, paying wages slightly higher than those fixed under the Act. Some women

workers reported that they were being actually paid even less than the minimum wages and were made to sign on the amount higher than actually paid. The male workers were mostly engaged as brick moulders or in allied occupations like earth digging, mud mixing, etc., whereas women workers were employed as loaders, unloaders, brick carriers and helpers to brick moulders. However, men and women were commonly engaged as Mazdoor and Helpers to Brick Moulders. The average minimum and maximum wage rates of time-rated women workers engaged as Helpers to Brick Moulders were slightly less than those of the corresponding men workers. However, in other occupation, viz., Mazdoor, women's average minimum and maximum daily wage rates worked out to be slightly higher than those of their male counter-parts. As there were no fixed hours of work for piece-rated workers, their daily wage rates as given in the Statement 3.1 cannot be strictly related to a normal day.

Manufacture of Tiles

Wages in these factories were mostly regulated mostly being paid to men and women workers engaged in this industry. However, in a few sampled Tile factories in Andhra Pradesh the women workers were getting wages even lesser than those fixed under the Act. Women workers were engaged mostly as Head Loaders, Tile/Cake carriers and General Mazdoor. The average wage rates of time-rated women workers engaged in headloading, carrying/drying, plaining and sorting worked out to be either equal or almost equal to those of their male counterparts. However, the average minimum and maximum daily wage rates of women engaged as General Mazdoor/Labourers/Lifters worked out to be less by more than 25 per cent, than the similar average wage rates of the corresponding men workers. This was due to the fact that the daily wages of women labourers in some Tile factories in Andhra Pradesh were even lower than those fixed under the Minimum Wages Act. They were getting Rs. 4.50 to Rs. 6.50 per day as against the minimum wage of Rs. 8.50 per day fixed under the Act. In almost all the piece-rate occupations also, the average wage rates of women workers worked out to be slightly lower than those of the corresponding men workers.

Stone Dressing and Stone Crushing

Wages in these factories were mostly regulated through the Minimum Wages Act. The men workers were being paid more than the minimum wages fixed under the Act, while their female counterparts were getting only the minimum wages fixed under the Act. In a few cases, they were getting wages even lower than those fixed under the Act. As already discussed in para 3.2.2., the Equal Remuneration Act, 1976 was not being strictly enforced in this industry. The daily wages of women in most of the sampled factories were reported to be less than those of the corresponding men workers in the similar occupations. The employers were circumventing the Act by saying that the jobs performed by women were not similar to those done by the corresponding men workers. The daily wage rates of time-rated women workers engaged

in various occupations varied between Rs. 8.00 and Rs. 15.00 as against Rs. 10.00 and Rs. 20.00 for the corresponding men workers engaged in the similar occupations. As the Equal Remuneration Act had not been strictly enforced in the sampled factories, the average wage rates of time-rated women workers worked out to be lower than those of the corresponding men workers. The daily average minimum and maximum wages of time-rated women workers engaged as Stone Carriers and Labourers/General Mazdoor were only slightly more than two-thirds of what the corresponding men workers were, on an average, getting.

Manufacture of Ordinary Electric Lamps and Miniature Lamps

All the workers in the sampled factories were employed on time rates. While the rates of wages were quite high varying between Rs. 32.52 to Rs. 41.74 per day in big and corporate factories, these were exceptionally low in small factories, being only Rs. 5.00 to Rs. 18.75 per day. Wages in big factories were being regulated through agreements, settlements, etc., between the employers and the representative workers' trade unions. However, in small factories, workers were at the mercy of the employers as in all the States except Orissa, this industry had not been included in the scheduled employment under the Minimum Wages Act. Although a considerable number of workers were employed in Calcutta alone, yet the industry was not reported to have been covered under the Minimum Wages Act by the Government of West Bengal. In small factories mostly women were employed and thus, they were the worst affected because of the non-coverage of the industry under the Minimum Wages Act.

As male employment was reported mostly in big factories having higher wage levels, their average wage rates in almost all the occupations worked out to be much higher than those of the corresponding women workers. The average minimum and maximum wages of women workers engaged in Mounting, Capping, Soldering/Sealing, Filament Inserting/Setting and Hand Packing worked out to be much less than those of their male counterparts. The average wages of women engaged as Machine Packers were also slightly less than those of the corresponding men workers. However, the average wage rates of men and women workers engaged as Operators/Helpers, Checkers and Low and High Watt Attendants were almost equal. The wages of male and female Assemblers, who were found in only one sampled factory, were equal.

Manufacture of Radio and Television sets

Wage rates in Radio and Television factories differed quite appreciably not only from State to State but also from unit to unit within the same State. In corporate and public sector units where wages of workers were being regulated either through corporations' own wage structure or through agreements and settlements between the employers and the representative workers' trade unions, the rates of wages were much higher than those units where only the minimum wages fixed under the Minimum Wages Act were being paid. In the sampled units where wages as fixed

under the Minimum Wages Act were being paid, the daily wages of the lowest paid women in the most common occupation, viz., Assembler, varied between Rs. 8.00 and Rs. 15.30, whereas in the corporate and public sector units their wage rates varied between Rs. 19.23 and Rs. 49.79 per day.

About two-thirds of the total women employees in the sampled factories were engaged as Wire Girls/Component Assemblers and their daily average minimum and maximum wages worked out to be more or less the same as that of the corresponding men workers. In some remaining occupations also, viz., Final Testing/Quality Inspection, Space Marking/Transformer Winding and Helpers, the average daily wage rates of men and women were either identical or there was not much difference in their average wage rates. However, the average daily maximum wage rates of women employed as Technicians worked out to be sufficiently less than those of their male counterparts mainly because of the inter-factory variations in wage levels and in the proportion of men and women employment.

Manufacture of Fountain Pens and Ball Pens

In almost all the sampled factories wages as fixed under the Minimum Wages Act were being paid. Men

and women workers engaged on the same or similar work within the same factory were generally paid equal wages. However, in a few occupations the average wages of women worked out to be lower than those of their male counterparts because of the inter-factory variations in the wage levels and in the proportion of men and women employment. The average minimum and maximum values of time wages of women engaged as supervisors and moulders were less than those of the corresponding men workers. However, the difference in the average wage rates of men and women engaged as Assemblers/Fitters, Helpers/General Workers and Packers/Counters/Checkers was only marginal whereas in the case of Operators, the average wage rates were identical.

3.6 Overall average wage rates in various industries

3.6.1 Table 3.3 gives overall industry-level average minimum and maximum wage rates of men and women workers. These industry-level average wage rates have been calculated by taking the weighted average of the wage rates in individual occupations wherein either women alone or both men and women workers were employed, the weights being the employment in those occupations.

TABLE 3.3—Overall average minimum and maximum daily wage rates of men and women workers

Sl. No.	Industrial Category	No. of workers covered		Average daily wage rates			
		Men	Women	Men		Women	
				Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	154	13,654	10.86	10.86	10.33	10.33
2	Manufacture of Zarda and Cigarettes						
	(a) Cigarettes	363	85	47.68	59.57	42.61	52.51
	(b) Zarda	304	944	13.95	13.95	10.56	10.56
3	Manufacture of Fire Bricks (Brick Kilns)	117	403	12.45	12.45	10.36	12.10
4	Manufacture of Tiles	132	294	14.92	16.32	16.16	16.69
5	Stone Dressing and Stone Crushing	84	250	13.00	14.42	10.29	11.86
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	408	465	33.75	38.94	25.68	30.41
7	Manufacture of Radios and Television sets	1,169	987	31.20	47.63	30.29	39.07
8	Manufacture of Fountain Pens and Ball Pens	272	600	17.66	19.07	15.75	16.57

3.6.2 It would be seen from Table 3.3 that barring Tile factories, the industry-level overall average minimum and maximum wage rates of women workers worked out to be lower than those of the corresponding men workers. For Zarda and Electric and Miniature Lamps factories, the industry-level overall weighted average wage rates of women worked out to be only three-fourths of those of the men workers. As already stated in para 3.5.3, the proportion of women in small Electric Lamp factories, where the wage levels were quite low, was high as compared to the large factories. This was the main contributing factor which helped in lowering down the weighted average wage

rates of women workers. For Stone factories also, where the Equal Remuneration Act, 1976 was not being strictly enforced and the wage rates of women labourers were reported to be less than those of their male counterparts, the industry-level overall average wage rates for women worked out to be sufficiently less than those of the men workers. In the case of remaining industries, viz., Brick Kilns and Raw Leaf Tobacco, Radio & Television and Pen factories, however, the industry-level average wage rates of women were only slightly lower than those of men workers. For Tile factories, the industry-level overall average wage rates for women worked out to be slightly higher than those of the corresponding men workers.

3.6.3 Of the various industries studied, the manufacture of 'Cigarettes', 'Electric Lamps' and 'Radio and Television Sets', on an average, provided relatively higher wages to both men and women workers. The overall average wage rates for women workers worked out to be relatively low for Brick Kilns and Raw Leaf Tobacco, Zarda and Stone factories.

3.7 Wage rates of piece-rated and time-rated workers

3.7.1 While under the time-rate system the wages are generally not linked with production, the piece-rate system of wage payment helps the workers to

earn higher wages by producing extra units of goods. The piece-rate wages are generally so determined as to enable an average worker to earn as much as the corresponding worker gets under time-rate system. Table 3.4 gives a sex-wise comparative picture of industry-level average wage rates of time-rated and piece-rated workers. These average wage rates have been arrived at by calculating the weighted averages of wage rates in the concerned individual occupations separately for both the systems of wage payment, the weights being the employment in various occupations under the corresponding system of wage payment.

TABLE 3.4—Overall average minimum and maximum wage rates of time rated and piece-rated men and women workers in various sampled factories

Sl. No.	Industrial Category	Number of workers covered				Average daily wage rates							
		Time-rated		Piece-rated		Time-rated				Piece-rated			
		Men	Women	Men	Women	Minimum		Maximum		Minimum		Maximum	
						Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	154	13,654	—	—	10.86	10.33	10.86	10.33	—	—	—	—
2	Manufacture of Zarda and Cigarettes												
	(a) Cigarettes	363	85	—	—	47.68	42.61	59.57	52.51	—	—	—	—
	(b) Zarda	304	944	—	—	13.95	10.56	13.95	10.56	—	—	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	41	81	76	322	12.26	10.82	12.26	11.29	12.55	10.25	12.55	12.31
4	Manufacture of Tiles	45	219	87	75	15.72	16.96	16.74	17.35	14.50	13.82	16.10	14.75
5	Stone Dressing and Stone Crushing	67	177	17	73	14.07	10.26	14.37	10.26	8.76	10.36	14.59	15.73
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	408	465	—	—	33.75	25.68	38.94	30.41	—	—	—	—
7	Manufacture of Radios and Television sets	1,169	987	—	—	31.20	30.29	47.63	39.07	—	—	—	—
8	Manufacture of Fountain Pens and Ball Pens	272	600	—	—	17.66	15.75	19.07	16.57	—	—	—	—

3.7.2 Both time-rated and piece-rated workers were reported only in Brick Kilns and Tiles and Stone factories whereas in the remaining industries studied only the time-rate system of wage payment was found prevalent. Thus, the comparative study of industry-level average wage rates of the time-rated and piece-rated women workers was possible only for these three industries. It will be seen from Table 3.4 that while there was not much difference between the industry-level daily average wage rates of time-rated and piece-rated women workers employed in Brick Kilns, the average maximum wage rates of piece-rated women workers engaged in Stone factories worked out to be much higher than those employed on time-rates. However, in the case of Tile factories both minimum and maximum values of the industry-level average wage rates of women employed on piece rates were less than that of those engaged on time rates.

3.8 Average daily earnings of men and women workers

3.8.1 Sex-wise data regarding mandays paid for and total earnings were collected for each occupation in

which either women alone or both men and women were employed. These data were, however, not collected for occupations in which only men were engaged. All components of remuneration like basic wage, dearness allowance and other cash allowance shown in the pay rolls were included under 'earnings'.

3.8.2 Table 3.5 gives industry-wise information on average daily earnings of men and women engaged in the various occupations during the reference period. The average daily earnings of male and female workers in a particular occupation have been derived by dividing the total earnings of all those workers engaged in that occupation in the sampled factories by the corresponding figures of the total number of days for which they were paid during the reference period. The industry-level estimates of average daily earnings have been derived separately for male and female workers by pooling the corresponding figures of all the occupations studied under a particular industry-group.

TABLE 3.5—Average daily earnings of men and women in various occupations in which women were employed in the sampled factories during the reference pay period

Sl. No.	Industrial Category	Name of occupation	Number of Workers covered		Average daily earnings (in Rs.)	
			Men	Women	Men	Women
1	2	3	4	5	6	7
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	1. Mistry/Head Mistry	—	221	—	10.90
		2. Table Checker	—	395	—	10.52
		3. Graders/Strippers	—	12,552	—	10.00
		4. Redrying Machine Hall Workers	154	225	10.88	10.78
		5. Line Girls	—	261	—	10.49
		All selected occupations	154	13,654	10.88	10.05
2	Manufacture of Zarda and Cigarettes (a) Cigarettes	1. Packing	50	54	61.07	53.69
		2. Catcher/Feeder/Helper/Bundler	54	16	34.91	35.24
		3. Machine operators	259	15	56.19	60.50
		All selected occupations	363	85	53.70	51.42
		(b) Zarda	1. Supervisor	—	5	—
		2. General Workers	304	939	14.37	13.21
		All selected occupations	304	944	14.37	13.18
3	Manufacture of Fire Bricks (Brick Kilns)	1. Helper/patlawala	94	152	13.44	11.63
		2. General Mazdoor	23	74	12.58	12.60
		3. Brick Carrier/Loader/Unloader	—	143	—	13.35
		4. Moulder	—	33	—	9.66
		5. Supervisor	—	1	—	10.00
		All selected occupations	117	403	13.26	12.12
4	Manufacture of Tiles	1. Head Loader/General Mazdoor Carrier/Lifter	26	139	13.44	15.41
		2. Clay tank workers	28	21	15.70	14.25
		3. Trimmer/Finisher/Plasterer	7	18	16.20	14.38
		4. Tile/Slab polisher	12	23	15.06	13.71
		5. Plaining/Sorting/Die oiler	6	9	14.00	14.07
		6. Press Helper/Helper	4	20	14.13	18.14
		7. Spade Worker	15	3	16.00	13.87
		8. Tile Kiln worker	5	3	16.83	15.59
		9. Pug Mill worker	16	8	14.78	13.52
		10. Carrying/Drying	13	37	21.92	21.92
		11. Cleaning/Removing of waste/Sweeping	—	13	—	20.99
		All selected occupations	132	294	14.80	15.73
5	Stone Dressing and Stone Crushing	1. Stone Carrier	10	33	14.52	10.57
		2. Metal Making	—	32	—	15.00
		3. Metal Breaker	—	4	—	12.00
		4. Cleaner/Drier	—	12	—	12.00
		5. Sorter	—	4	—	12.00
		6. Labourer/General Mazdoor	73	162	14.81	11.37
		7. Mistry/Supervisor	1	3	10.00	10.00
		All selected occupations	84	250	14.71	11.76
6	Manufacture of Ordinary Electric Lamps & Miniature Lamps	1. Mounting	4	48	38.74	21.50
		2. Capping	12	33	37.58	15.38
		3. Soldering/Sealing	8	18	22.53	11.15
		4. Inserting/Filament Setting	14	29	39.65	20.89
		5. Machine Packing	33	6	41.19	42.50
		6. Hand Packing	9	20	23.41	15.04
		7. Assembler	159	183	40.58	36.47
		8. Operator/Helper	39	43	30.99	31.33
		9. Supervisor	36	1	38.56	37.86
		10. Low & High watt attendant	50	15	37.46	43.58
		11. Checking	19	9	37.46	40.21
		12. Other Occupations	25	60	32.61	18.97
		All selected occupations	408	465	37.55	28.14
7	Manufacture of Radios and Television sets	1. Supervisor	64	13	73.76	78.00
		2. Helper	31	48	13.60	13.60
		3. Space Marking/Transformer winding	51	60	40.38	40.23
		4. Sr. Technician/Asst. Technician	333	45	44.56	38.14
		5. Wire man/girl/component Assembler	564	761	34.46	34.71
		6. Final testing/checking/Quality Inspector	126	60	39.66	39.29
		All selected occupations	1,169	987	39.98	36.54
8	Manufacture of Fountain Pens and Ball Pens	1. Supervisor	7	12	22.04	25.02
		2. Assembling/Fitting	139	242	16.65	16.27
		3. Packing/Labelling/Counting/Checking/Papering	6	25	16.34	16.58
		4. Operator	8	2	31.83	32.50
		5. Drilling/Buffing	—	11	—	19.93
		6. Moulder	19	15	20.75	21.33
		7. Helpers/General worker/Polisher/Sweeper/Trainee	93	293	14.25	13.94
		8. All selected occupations	272	600	16.89	15.50

3.8.3 It will be seen from Table 3.5 that in most of the occupations in which both men and women were employed, the average daily earnings of women worked out to be less than those of the corresponding men workers. The extent of difference in the earnings of men and women varied not only from industry to industry and from occupation to occupation but also from factory to factory within the same occupation. Industry-wise position regarding the relative earnings of men and women employed in occupations common to both of them is as under :

Preparation of Raw Leaf Tobacco (Stemming Redrying and other connected operations)

The average daily earnings of women employed as 'Machine Hall workers' worked out to be slightly less than those of the corresponding men workers.

Manufacture of Zarda and Cigarettes

In Cigarettes factories the average daily earnings of women engaged in Packing were lower than those of the corresponding men workers. However, the average daily earnings of women employed as 'Catchers/Feeders/Helpers/Bundlers' and 'Machine Operators' worked out to be slightly more than those of their male counterparts. In Zarda factories both men and women workers were employed mostly as 'General Workers' and in this occupation, women's average daily earnings were less than those of their male counterparts.

Manufacture of Fire Bricks (Brick Kilns)

Men and women workers in these factories were engaged as Helpers to Brick Moulders and as General Mazdoor. While the average daily earnings of men and women engaged as General Mazdoor were almost equal, the average earnings of women engaged as Helpers to Brick Moulders worked out to be less than those of the corresponding men workers.

Manufacture of Tiles

About half of the women workers in the sampled factories were engaged as Head Loaders/General Mazdoor/Carriers/Lifters whose average daily earnings worked out to be higher than those of their male counterparts. However, the average daily earnings of women employed as Clay Tank Workers, Trimmers/Finishers/Plasterers, Tile Polishers, Spade Workers, Tile Kiln workers and Pug Mill workers were less than those of their male counterparts. In the case of occupations like Plaining/Sorting/Die Oiler and Carrying/Drying, the average daily earnings of men and women were either exactly or nearly equal. However, the average daily earnings of women employed as Press Helpers worked out to be higher than those of the corresponding men workers. The occupations like Cleaning/Waste Remover/Sweeper were exclusively performed by women workers.

Stone Dressing and Stone Crushing

Both men and women workers were employed mostly as 'Labourers General Mazdoor' and 'Stone Carriers'. In both these occupations women's average daily

earnings were much less than those of the corresponding men workers.

Manufacture of Ordinary Electric Lamps and Miniature Lamps

In almost all the main occupations, viz., 'Mounting', 'Capping', 'Soldering/Sealing', 'Inserting/Filament Setting', 'Hand Packing' and 'Assembling', in which both men and women were employed, women's average daily earnings worked out to be much less as compared to those of the corresponding men workers. However, women workers employed as 'Operators/Helpers', 'Machine Packers' 'Low and High Watt Attendants' and 'Checkers' earned, on an average, higher remuneration than those of the corresponding male workers.

Manufacture of Radio and Television Sets

Most of the men and women workers in Radio and Television factories were engaged as 'Wiremen/Wire Girls/Component Assemblers' and in these occupations, the average daily earnings of men and women worked out to be almost the same. However, women employed as 'Senior Technicians/Assistant Technicians' were, on an average, getting much lesser remuneration than those of their male counterparts. In the remaining occupations, the average earnings of men and women were almost or exactly equal.

Manufacture of Fountain Pens and Ball Pens

There was not any wide difference between the average daily earnings of men and women in almost all the main occupations in which both were engaged. In occupations like 'Packing/Labeling/Counting/Checking/Papering', 'Operator', 'Moulder' and 'Supervisor', women's average daily earnings worked out to be slightly higher than those of the corresponding men workers whereas women employed as 'Assemblers/Fitters' and 'Helpers/General Workers, etc.' were, on an average, getting slightly less remuneration than those of the corresponding men workers.

3.8.4 Among the various industries studied, Brick Kilns and Raw Leaf Tobacco, Zarda and Stone factories revealed relatively low average daily earnings for women workers at the industry level. It may, however, be mentioned here that these overall industry-level average daily earnings are based on only selected occupations in which either women alone or both men and women were found engaged. Although the industry-level average daily earnings worked out to be quite high for the women workers engaged in Radio and Television and Electric and Miniature Lamps factories, which was mainly due to the fact that some corporate sector factories having exceptionally high wage rates were covered under these industry heads, these were lower than those of the corresponding men workers. The difference in the average daily earnings of men and women was also partly due to the lesser proportion of women in skilled and supervisory jobs and partly due to inter-factory variations both in wage rates and in proportion of men and women workers in various selected occupations.

APPENDIX

STATEMENT 3.1—Average minimum and maximum daily wage rates of men and women workers in various occupations in which women were employed in the sampled factories during the reference pay period

Sl. No.	Industrial Category	Occupations	Number of Workers covered		Average daily wage rates				
					Minimum		Maximum		
			Men	Women	Men	Women	Men	Women	
1	2	3	4	5	6	7	8	9	
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	<i>Time-Rated</i>							
		1. Mistry/Head Mistry	—	221	—	10.93	—	10.93	
		2. Table Checker	—	395	—	10.47	—	10.47	
		3. Graders/Strippers	—	12,552	—	10.30	—	10.30	
		4. Redrying Machine workers	154	225	10.86	10.85	10.86	10.85	
		5. Line girls	—	261	—	10.50	—	10.50	
2	Manufacture of Zarda and Cigarettes								
	(a) Cigarettes	<i>Time-Rated</i>							
		1. Packing	50	54	48.95	42.92	62.14	54.56	
		2. Catcher/Feeder/Helper/Bundler	54	16	34.20	34.20	39.30	35.35	
		3. Machine Operators	259	15	50.25	50.47	63.30	63.42	
	(b) Zarda	<i>Time-Rated</i>							
		1. Supervisor	—	5	—	7.60	—	7.60	
		2. General Mazdoor	304	939	13.95	10.58	13.95	10.58	
3	Manufacture of Fire Bricks (Brick Kilns)	<i>Time-Rated</i>							
		1. Helper/Patlawala	18	22	12.00	11.14	12.00	11.14	
		2. General Mazdoor	23	32	12.47	13.67	12.47	13.67	
		3. Brick Carrier/Loader/Unloader	—	26	—	7.08	—	8.54	
		4. Supervisor	—	1	—	10.00	—	10.00	
		<i>Piece-Rated</i>							
		1. General Mazdoor	—	42	—	7.57	—	11.70	
		2. Loader/Unloader/Brick Carrier	—	117	—	10.14	—	12.98	
		3. Helper to Patlawala	76	130	12.55	11.77	12.55	12.19	
		4. Brick Moulder	—	33	—	8.06	—	11.15	
4	Manufacture of Tiles	<i>Time-Rated</i>							
		1. Head Loader	2	55	21.76	21.79	21.76	21.79	
		2. Sorter	2	3	21.92	21.92	21.92	21.92	
		3. Plaining	4	4	8.00	8.00	15.00	14.00	
		4. Plastering	—	4	—	10.00	—	12.00	
		5. Trolley Carrier	—	5	—	21.92	—	21.92	
		6. Press Helper	—	10	—	22.07	—	22.07	
		7. Cleaning/Waste Removing/Sweeping	—	13	—	21.92	—	21.92	
		8. Carrying/Drying	13	37	21.92	21.92	21.92	21.92	
		9. Trimmer/Finisher	—	10	—	21.95	—	21.95	
		10. General Mazdoor/Labourer/Lifter	24	78	12.63	9.39	13.38	10.03	
		<i>Piece-Rated</i>							
		1. Trimmer	7	4	16.20	15.14	16.20	15.44	
		2. Clay Tank Worker	28	21	14.45	13.76	17.20	14.28	
		3. Pug Mill Worker	16	8	13.77	13.36	16.20	13.77	
		4. Tile/Slab Polisher	12	23	12.79	13.46	15.15	14.72	
		5. Kiln Tile Worker	5	3	16.20	15.59	18.43	15.59	
		6. Spade Worker	15	3	15.59	13.77	16.20	13.97	
		7. Carrier	—	1	—	15.79	—	15.79	
		8. Die Oiler	—	2	—	14.17	—	14.17	
		9. Press Helper	4	2	13.77	13.77	14.99	13.77	
		10. Helper	—	8	—	13.81	—	17.00	

STATEMENT 3.1—*concd.*

1	2	3	4	5	6	7	8	9
5	Stone Dressing and Stone Crushing	<i>Time-Rated</i>						
	1. Stone Carrier		10	33	15.00	10.55	15.00	10.55
	2. Metal Breaking		—	4	—	12.00	—	12.00
	3. Cleaner/Drier		—	12	—	12.00	—	12.00
	4. Sorter		—	4	—	12.00	—	12.00
	5. Mistry/Supervisor		1	3	10.00	10.00	10.00	10.00
	6. Labour/General Mazdoor		56	121	13.98	9.90	14.34	9.90
		<i>Piece-Rated</i>						
	1. Metal Making		—	32	—	13.00	—	15.00
	2. Labourer		17	41	8.76	8.29	14.59	16.29
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	<i>Time-Rated</i>						
	1. Mounting		4	48	38.55	20.59	39.80	22.56
	2. Capping		12	33	35.88	14.95	37.22	16.14
	3. Soldering/Sealing		8	18	29.85	10.65	23.14	12.00
	4. Inserting/Filament setting		14	29	36.34	21.45	40.56	22.38
	5. Machine Packing		33	6	38.34	37.91	41.45	38.68
	6. Hand Packing		9	20	23.91	14.76	24.87	15.79
	7. Assembler		159	183	32.92	32.92	41.36	41.36
	8. Operator/Helper		39	43	27.23	26.68	34.63	34.26
	9. Supervisor		36	1	35.57	36.05	40.07	36.05
	10. Low and High Watt Attendent		50	15	37.84	37.98	39.91	38.86
	11. Checking		19	9	38.01	38.01	38.23	38.91
	12. Other occupations		25	60	30.67	16.70	33.86	18.33
7	Manufacture of Radios and Television sets	<i>Time-Rated</i>						
	1. Supervisor		64	13	51.42	44.60	92.90	74.37
	2. Helper		31	48	13.60	13.60	13.64	13.64
	3. Space Marking/Transformer Winding		51	60	35.10	35.10	36.70	36.70
	4. Sr. Technician/Assistant Technician		333	45	30.16	31.20	65.33	51.57
	5. Wireman/Girl/Component Assembler		564	761	30.66	30.77	37.40	39.68
	6. Final testing/Checker/Quality Inspector		126	60	29.46	29.54	32.00	31.87
8	Manufacture of Fountain Pens and Ball Pens	<i>Time-Rated</i>						
	1. Supervisor		7	12	26.44	24.15	40.11	28.68
	2. Assembling/Fitting		139	242	16.31	16.15	18.29	17.84
	3. Drilling/Buffing		—	11	—	16.93	—	17.07
	4. Packing/Labelling/Counting/Papering/Checking		6	25	15.98	16.40	16.34	16.57
	5. Moulders		19	15	27.30	22.36	27.77	23.71
	6. Operators		8	2	41.75	41.75	41.75	41.75
	7. Helper/General Worker/Training/Polishing/Sweeper		93	293	15.09	14.45	15.09	14.47

CHAPTER IV

WORKING CONDITIONS AND WELFARE AMENITIES AVAILABLE TO WOMEN WORKERS VIS-A-VIS THE LABOUR LAWS

4.1 Introductory

4.1.1 Although the factory labour legislation or the rules made thereunder prescribe certain norms of working conditions and welfare measures for compliance by the individual units, the standard of facilities actually available to workers differs not only from industry to industry but also from factory to factory within the same industry. The earliest factory labour legislation owes its origin to the first Factory Commission set up in the year 1875 which later led to the passing of the first Factory Act in 1881. The Act was amended subsequently in 1891 and 1911. However, this factory legislation mainly aimed at the regulation of employment rather than laying down the minimum norms of working conditions and welfare facilities to be enjoyed by the factory labour. The first comprehensive factory labour legislation came only in 1948 when the existing Factory Act, 1948 was passed. Another Act called the Employees' State Insurance Act, 1948 was also passed during this year. These labour legislations not only provide for certain essential norms of working conditions and welfare services at work-place but also make provision of medical and health facilities to workers outside the work-place. However, during the intervening period starting from the passing of the first factory legislation in 1881 to the passing of existing Factory Act, a number of Commissions and Committees were appointed for looking into the problems relating to the working conditions of the labour employed in factories. The Factory Commission set up in 1908, the Industrial Commission of 1918, the Royal Commission on Labour appointed in 1929, the National Planning Committee appointed in 1937 and the Labour Investigation Committee 1944 were some of the important national-level bodies which, *inter alia*, highlighted, from time to time, the unsatisfactory conditions of work prevailing in factories.

4.1.2 The problems of women workers with regard to their working conditions and welfare facilities were also investigated from time to time by various Committees and Commissions. For instance, the Royal Commission on Labour in its report not only mentioned

about the inadequacy of the creches then existing but also about the difficulties which the women workers had to face in the factories having no such facility. The Commission, *inter alia*, had suggested to make the provision of creches a statutory obligation in all the factories employing 250 women workers or more. However, many other aspects relating to health and welfare of women workers could not be brought under the factory legislation till the existing Factory Act was passed in 1948. The existing Act makes comprehensive provision relating to the health and welfare of women workers. The Act, *inter alia*, provides for separate latrine and washing facilities for their use. Under the Act, a portion of the dining hall and service counter in canteens is to be partitioned off and reserved for women workers in proportion to their number. It also makes the provision of creches a statutory obligation in all factories employing ordinarily more than 30 women workers. Employment of women between 7 p.m. and 6 a.m. and in certain dangerous occupations is generally prohibited under the Act. Women are also not supposed to carry excessive and heavy loads. The E.S.I. Act, 1948 and the Maternity Benefit Act provide for the protection of health, welfare and wages of women during the maternity period.

4.1.3 Details of working conditions of women workers and the welfare facilities actually available to them in the sampled factories were collected during the course of the study. These data *vis-a-vis* the legislative provisions concerning women workers are discussed in the ensuing paras.

4.2 Shifts and normal hours of work

4.2.1 Except for the prohibition of night work for women, the hours of work prescribed under the Factories Act, 1948 are the same for both men and women workers. Maximum hours of work both for adult men and women workers have been fixed at 48 per week and 9 per day. Further, the periods of work are to be fixed in such a way that no male or female worker works for more than 5 hours at a stretch before he/she has been given a rest interval of at least half an hour. The maximum spread-over of work including rest intervals should not exceed 10½ hours on any day or 12 hours with the written permission of the concerned Chief Inspector of Factories. Like the Acts applicable to mines and plantations, the Factories Act, 1948 also prohibits the employment of women between 7 p.m. and 6 a.m. However, the rules under the Act authorise the State Government to vary these limits or exempt this restriction in case of women working in fish-curing and fish-canning factories.

TABLE 4.1—Distribution of the sampled factories by the number of work-shifts per day separately for men and women workers

Sl. No.	Industrial Category	No. of factories studied	No. of factories having										
			One Shift		Two Shifts		Three Shifts		Four Shifts		No fixed Number of Shifts		
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	24	15	16	3	5	4	3	2	—	—	—	—
2	Manufacture of Zarda and Cigarettes	24	20	22	1	2	1	—	2	—	—	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	18	14	15	—	—	—	—	1	—	—	3	3
4	Manufacture of Tiles	18	15	18	1	—	2	—	—	—	—	—	—
5	Stone Dressing and Stone Crushing	15	10	15	4	—	1	—	—	—	—	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	9	10	—	1	—	—	2	—	—	—	—
7	Manufacture of Radios and Television Sets	16	11	13	3	2	—	1	2	—	—	—	—
8	Manufacture of Fountain Pens and Balls Pens	12	10	11	—	1	—	—	2	—	—	—	—

4.2.2 Table 4.1 gives the distribution of sampled factories by the number of daily work-shifts separately for men and women workers. It would be seen from this table that most of the sampled factories had single-shift system for women workers. Women employment was distributed over two shifts in five Raw Leaf Tobacco factories, two Cigarette factories, one Electric Lamp factory, two Radio factories and in one Pen factory. Three-shift working for women was noticed in three Raw Leaf Tobacco factories and one Television factory. In none of the factories studied, women workers were employed in night shifts. However, in two out of the 24 Raw Leaf Tobacco factories and one out of the 15 Stone factories, women were found employed in shifts the timings of which went upto 10 p.m.

legal provisions. Actually, in Brick Kilns there were no fixed hours of work and the workers worked according to their convenience. The work of brick moulding was usually done early in the morning. In some cases, the work started even from 3 to 4 a.m. so that the moulded bricks had enough time to get dry in the sun. The work of loading and unloading the brick kiln was usually performed in the afternoon. Women workers, thus, usually worked from morning till dusk with a break of only one to two hours in the afternoon. The employers of three sampled Brick Kilns openly confessed that as there were no fixed hours of work, it was difficult to report about the number of work-shifts operating in their factories. Actually, the same practice was being followed in most of the other brick kilns also, although they were reluctant to report about the non-compliance of the statutory provisions regarding the shift hours fixed under the Factories Act, 1948.

4.2.3 It may be mentioned here that shift hours in Brick Kilns had been fixed only to comply with the

TABLE 4.2—Distribution of the sampled factories by normal daily hours of work

Sl. No.	Industrial Category	No. of factories studied	Distribution of sampled factories by normal hours of work										
			6 to 7 hours		More than 7 hours but upto 8 hours		More than 8 hours but upto 9 hours		More than 9 hours		No fixed working hours		
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying, and other connected operations)	24	—	—	20	20	4	4	—	—	—	—	—
2	Manufacture of Zarda and Cigarettes	24	2	2	22	22	—	—	—	—	—	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	18	—	—	14	14	1	1	—	—	—	3	3
4	Manufacture of Tiles	18	—	—	15	15	3	3	—	—	—	—	—
5	Stone Dressing and Stone Crushing	15	3	3	12	12	—	—	—	—	—	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	—	—	11	11	—	—	—	—	—	—	—
7	Manufacture of Radios and Television Sets	16	—	—	13	13	3	3	—	—	—	—	—
8	Manufacture of Fountain Pens and Ball Pens	12	—	—	11	11	1	1	—	—	—	—	—

TABLE 4.3—contd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
4	Manufacture of Tiles	18	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
5	Stone Dressing and Stone Crushing	15	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	3	1	—	—	—	—	—	—	—	—	—	—	1	1	—
7	Manufacture of Radios and Television sets	16	10	2	—	—	—	—	—	—	1	—	1	1	—	1	—
8	Manufacture of Fountain Pens and Ball Pens	12	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—

*Employing ordinarily more than 30 women workers.

4.4.2 Table 4.3 gives the number of sampled factories which were providing creches and those in which the facilities provided in creches did not conform to the standards prescribed under the Rules. It will be seen from the table that most of the sampled units other than Raw Leaf Tobacco, Zarda and Cigarettes and Radio and Television factories were employing less than 30 women workers and were, thus, not under statutory obligation to provide creche facility. All the eighteen sampled Tile factories were outside the scope of the legal provision relating to creches. Similarly, only three out of the 18 sampled Brick Kilns; one out of the 15 Stone factories; three out of the 11 Lamps factories; and 2 out of the 12 Pen factories were obliged to provide creches. However, creches were found to be non-existent even in some of those factories which were statutorily required to provide this facility. In all, 55 factories out of a total of 138 covered under the study were under a legal obligation to provide the creche facility. Of these, only 16 were found to have actually provided the facility. Although 11 Zarda and one Cigarette factories, three Brick Kilns, two Pen factories and one stone Crushing factory were obliged to provide creches, yet none of these had met their obligation. Only about half of the Raw Leaf Tobacco factories, one out of the three Lamps factories and two out of the 10 Radio and Television factories were complying with the law.

4.4.3 The main reasons reported by the managements for not providing the creche facility were as under :—

- (i) The industry being seasonal;
- (ii) Lack of space for creche building;
- (iii) Women workers do not bring their children, and
- (iv) The number of married women and eligible children being very low.

Employers of Brick Kilns and Stone and Tile factories maintained that the women workers worked in open and could keep their small children with them and hence the need for creches was not felt. In the case of seasonal factories which work for less than 180 days in a calendar year, the concerned Chief Inspector

of Factories can grant exemption regarding the provision of creches provided he is satisfied with the alternate arrangements made by the employer in this regard. Although Brick Kilns and Tiles and Zarda factories were seasonal yet some of them worked for more than 180 days in a calendar year. However, most of the Raw Leaf Tobacco factories worked for less than 180 days in a calendar year. The seasonal factories which were not maintaining creches had not obtained any exemption for not providing the facility.

4.4.4 Employers of some of the sampled factories reported that even if they provide the facility, women workers may not bring their babies to creches as they have to come for work from far off places. Some employers preferred to recruit unmarried or widowed women in their factories. Women employment in some sampled factories employing just less than 30 women workers was found to be more or less stationary for the last many years despite the reported increase in the male employment in those units. These were some of the subterfuges which the employers were reported using to evade the law concerning the provision of creches.

4.4.5 Columns 6 to 10 of Table 4.3 indicate the extent to which the creche buildings in the sampled factories did not conform to the standards prescribed under the rules. The creche building, as per the rules, should have sound construction with its walls and roofs of suitable materials. Further, the room is to be of the prescribed height and should be adequately lighted and ventilated. Each creche should have a suitable room for washing and also a latrine for the sole use of the children. The creche should also be furnished with adequate number of cots and cradles. Eight of the 13 creches in Raw Leaf Tobacco factories were functioning in sheds or hutments which were merely temporary structures. These sheds were also not adequately enclosed and thus did not provide effective protection from the vagaries of weather. A majority of the creches functioning in Raw Leaf Tobacco factories were wanting in sanitation and cleanliness and thus, gave very ugly look. In four of the 13 cases studied, the creches were not adequately lighted and ventilated. Four of these creches had no wash rooms and latrines for the children.

4.4.6 As per the rules, each child attending creche should be fed with at least a quarter litre of clean pure milk every day. For children above two years of age, an adequate supply of wholesome refreshment is to be made in addition to milk. Furthermore, an adequate supply of clean clothes, towels, soap, etc., is to be made available for each child while he/she is in the creche. Sufficient supply of suitable toys for the older children is also to be made in the creches. The study undertaken, however, revealed that the facilities provided in most of the creches were generally deficient in one item or the other. The quantity of milk being supplied to children was found deficient in six creches functioning in Raw Leaf Tobacco factories. There was no arrangement for the supply of refreshment to the older children in as many as seven of the total 16 creches studied in various sampled factories. The essential items like soap, towel, etc., for providing a wash to the children were non-existent in nine creches whereas clothes to the children were not being supplied in as many as 14 creches. Similarly, 10 out of the total 16 sampled units maintaining

creche had no arrangement for the supply of playing material. No facility of play-ground existed in as many as 11 creches.

4.4.7 It will be seen from column 17 of Table 4.3 that most of the creches did not have any trained staff for looking after the children. Either untrained 'Ayas' or the women workers engaged in production processes were assigned with the duties of Creche-in-Charge. The other creche staff, i.e., sweeper, etc., was also inadequate in two cases studied.

4.4.8 The extent of utilisation of creches functioning in the sampled factories was also studied. For this purpose, information regarding the total number of children below the age of 6 years belonging to the women workers employed in the sampled factories was also collected in course of the study. These data along with the corresponding information regarding the number of children actually attending creches have been analysed in Table 4.4.

TABLE 4.4—Extent of utilisation of creches in the sampled factories

Sl. No.	Industrial Category	No. of factories providing creches	Total number of children below 6 years of the women workers employed in sampled factories providing creches	No. of children actually attending creches			Utilisation rate Col.7 — × 100 Col 4	Average daily attendance per sampled factory providing creche
				Less than 2 years	2 years and above	Total		
1	2	3	4	5	6	7	8	9
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	13	3,009	128	98	226	7.5	17
2	Manufacture of Zarda and Cigarettes	—	—	—	—	—	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	—	—	—	—	—	—	—
4	Manufacture of Tiles	—	—	—	—	—	—	—
5	Stone Dressing and Stone Crushing	—	—	—	—	—	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	1	8	3	5	8	100.0	8
7	Manufacture of Radios and Television Sets	2	242	15	30	45	18.6	23
8	Manufacture of Fountain Pens and Ball Pens	—	—	—	—	—	—	—

4.4.9 The utilisation rate of creches was found to be quite low especially for those functioning in Raw Leaf Tobacco factories wherein only 7.5 per cent of the total eligible children of the women workers were utilising the facility. Creches functioning in Radio and Television factories were also being utilised by less than one-fifth of the total eligible children.

4.4.10 The main reason adduced by the employers of Raw Leaf Tobacco factories for the low attendance of children in creches was that most of the women workers were from rural areas where joint family system was still prevalent and hence they were having their own satisfactory arrangements for looking after their children. In the case of Radio and Television factories which were located in big cities, the employers maintained that it was very difficult for women workers to bring their babies in heavily crowded buses and trains. However, the study revealed that factors like the lack of adequate facilities and improper care of children in creches and also the lack of initiative on the part of the employers to run creche in its true spirit also contributed to low rate of creche utilisation. In most of the cases the employers had put up creches merely to comply with

the legal provisions and were not much concerned either about the standard of facilities being provided or the attendance therein. In some of the cases, even the enforcement machinery had not stressed for making improvements in the functioning of sub-standard creches, whereas instances were not wanting where employers had not brought out any improvement in them even after pointing out the shortcomings by the enforcement staff.

4.5 Washing facilities

4.5.1 The Factories Act, 1948 makes it obligatory on the part of the employers to provide and maintain suitable washing facilities for men and women workers. Such facilities, which include soap and nail brushes or other suitable cleansing material, are to be provided at conveniently accessible places and kept in a clean and orderly fashion. In the case of women workers, separate washing facilities are to be provided with proper screens. The scale and extent of washing facilities to be provided are prescribed in the Rules framed by the State Governments.

TABLE 4.5—Extent of adequacy of separate washing facilities provided for women workers in the sampled factories

Sl. No.	Industrial Category	No. of factories studied	No. of factories providing separate washing facilities for women	No. of factories having inadequate number of washing facilities for women	No. of factories in which washing facilities were deficient		
					Not properly screened	No soap or other cleansing material	Inadequate water supply
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	24	21	13	13	17	—
2	Manufacture of Zarda and Cigarettes	24	19	9	17	16	—
3	Manufacture of Fire Bricks (Brick Kilns)	18	6	1	6	6	—
4	Manufacture of Tiles	18	14	—	11	10	—
5	Stone Dressing and Stone Crushing	15	8	—	5	8	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	7	—	3	1	—
7	Manufacture of Radios and Television Sets	16	9	—	3	1	—
8	Manufacture of Fountain Pens and Ball Pens	12	10	—	3	2	1

4.5.2 Table 4.5 gives details of separate washing facilities reported to have been provided for women workers in the sampled factories. It would be seen from the table that some sampled factories were not having separate washing facility for the women workers. Out of a total of 138 factories studied, 44 had no separate washing arrangements for women workers. About two-thirds of the sampled Brick Kilns and about two-fifths of the Stone and Radio and Television factories had not provided separate washing facility for women. The facility was also non-existent

in some Raw Leaf Tobacco, Tiles, Zarda, Pen and in small Electric Lamps factories. In the sampled Brick Kilns and Tiles and Stone factories, the washing arrangements were mostly in the shape of handpumps whereas in Raw Leaf Tobacco factories, these were generally in the form of water stored in receptacles. In many factories, the number of existing separate washing arrangements for women was not sufficient. Out of a total of 94 sampled factories providing the separate facility, as many as 23 units had insufficient number of separate washing arrangements for women. In

as many as 61 cases, mostly in Brick Kilns and Raw Leaf Tobacco, Zarda, Tiles and Stone factories, the separate washing facility for women was either not screened or had no provision of cleansing material such as soap, towel, etc.

4.6 Latrine and urinal facilities

4.6.1 Under the Factories Act, 1948, every factory has to make adequate arrangements of latrines and

urinals of the prescribed type separately for men and women workers. Such facilities are to be conveniently situated and accessible to workers at all times while they are in the factory. Every latrine is required to be under cover and so partitioned off as to secure privacy and have a proper door and fastenings. Sweepers are to be employed to keep latrines, urinals and washing places clean. Standards of construction and the scale of latrine accommodation to be provided for men and women workers are contained in Rules framed by the concerned State Governments.

TABLE 4.6—Extent of the adequacy of separate latrine facility provided for women workers in the sampled factories

Sl. No.	Industrial Category	No. of factories studied	No. of factories having separate latrine facility for women	No. of factories in which latrines were not			
				No. of factories having inadequate number of latrines for women	Properly screened	In sanitary condition	Having adequate water supply
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming Redrying and other connected operations)	24	23	8	4	8	3
2	Manufacture of Zarda and Cigarettes	24	20	7	4	10	—
3	Manufacture of Fire Bricks (Brick Kilns)	18	5	2	3	5	3
4	Manufacture of Tiles	18	16	1	4	11	—
5	Stone Dressing and Stone Crushing	15	9	6	3	4	2
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	8	4	1	2	2
7	Manufacture of Radios and Television sets	16	14	2	—	3	—
8	Manufacture of Fountain Pens and Ball Pens	12	11	1	1	1	1

4.6.2 Table 4.6 gives the extent of adequacy of separate latrine facility provided for women workers in the sampled factories. It would be seen from this table that the separate latrine facility for women had not been provided in about three-fourths of the sampled Brick Kilns and two-fifths of Stone factories. These factories being located in rural areas, the workers were defecating in open fields. However, in the case of remaining industries covered under the study most of the sampled factories were having separate latrine arrangements for women. In many sampled factories, the number of separate latrines existing for women was insufficient. In as many as 31 cases, mostly in Raw Leaf Tobacco, Zarda, Stone and Electric Lamp factories, the number of separate latrines provided for women was inadequate. In most of the Zarda, Tiles and Stone factories having separate latrine arrangements for women, the facility existed in the form of dry type latrines whereas the Brick Kilns had dry type bore holes. The latrines were not properly screened in some sampled Brick Kilns, Raw Leaf Tobacco, Zarda, Tiles and Stone factories. In some Brick Kilns and Stone and Tiles factories, only temporary structures had been provided with no doors, etc. Separate latrines for women were not in sanitary condition in a large number of Raw Leaf Tobacco, Zarda, Tiles and Stone factories and in Brick Kilns.

The supply of water at these places was also inadequate in some sampled factories. However, the separate arrangements made for women were well maintained in some of the sampled Electric Lamp, Radio and Television and Pen factories. The facility needed improvement especially in Brick Kilns and in Raw Leaf Tobacco, Zarda, Tiles and Stone factories.

4.7 Maternity benefit

4.7.1 The maternity benefit to women workers employed in factories is generally provided under the Employees' State Insurance Act, 1948. However, in the case of factories not covered under this Act women get the benefit under the Maternity Benefit Act. The E.S.I. Act provides for periodical payments, in case of confinement or miscarriage and sickness arising out of pregnancy, confinement, premature birth of a child or mis-carriage, to an insured woman worker who is qualified for such benefit under the Act. An insured woman worker is eligible to claim the benefit under the Act for confinement, etc., in a benefit period if during the corresponding contribution period, weekly contributions in respect of her were payable for not less than thirteen weeks. The benefit is payable for all days on which the woman worker does not work for remuneration during a period of twelve

weeks of which not more than six are to precede the expected date of confinement. Besides, the benefit is admissible in the case of sickness arising out of pregnancy, confinement, etc., for an additional period not exceeding one month. The daily rate of maternity benefit under the Act is twice the standard benefit rate corresponding to the average daily wages of the concerned woman worker during the corresponding contribution period.

4.7.2 Similarly, the Maternity Benefit Act, 1961 provides for payment of maternity benefit to women workers at the rate of average daily wage for the period of actual absence before and after confinement. The maximum period for which a woman worker is entitled to maternity benefit is twelve weeks, i.e., 6 weeks upto and including the day of delivery and six weeks immediately following that day. In addition, a woman worker is entitled to a medical bonus of rupees twenty five, if no prenatal and post-natal treatment is provided by the employer free of charge. As under the E.S.I. Act, additional leave with wages at the maternity benefit rate for a maximum period of one month is admissible in the case of illness arising out of pregnancy, delivery, etc. The qualifying condition to receive these benefits is that the woman worker must have actually worked in an establishment of the employer, from whom she claims the benefit, for a period of not less than 160 days in the twelve months immediately preceding the date of her expected delivery.

4.7.3 Most of the sampled Radio, Television, Cigarettes, Tiles, Electric and Miniature Lamps and Pen factories and about half of the sampled Stone factories were covered by the Employees' State Insurance Scheme. Some sampled factories located in rural areas were, however, covered under the Maternity Benefit Act. In one factory each engaged in the manufacture of Tiles, Radio, Television and Cigarettes payments were reported to have been made during the reference year 1983-84 to some women workers under the Maternity Benefit Act. However, women workers employed in seasonal industries like Brick Kilns and Zarda factories and some of the sampled Stone factories were not getting any maternity benefit either under the Employees' State Insurance Scheme or under the Maternity Benefit Act. In some of these cases, the employers claimed that they reimburse a part or whole of the maternity expenses incurred by women

workers. But no such amount was either paid or any such claim was preferred by any woman worker during the reference period.

4.7.4 Raw Leaf Tobacco factories which work for about 3 to 4 months in a year were not covered under the Maternity Benefit Act. However, there was an agreement under which a female worker who had worked for not less than thirty days in the previous working season was entitled for maternity leave during the current season. The study revealed that only a few employers were actually implementing this agreement. Some of them even reported their unawareness about such an agreement. The women workers also being ignorant could not be benefited because of this provision. Of the total 24 sampled Raw Leaf Tobacco factories employing 13,697 women workers, only eight women workers in one sampled unit were reported to have been paid wages for the maternity leave under this agreement.

4.7.5 The maternity benefits remained out of the reach of most of the casual women workers and also of those engaged in the seasonal factories. Unless and until, these workers are brought under the purview of the Employees' State Insurance Scheme or the Maternity Benefit Act and qualifying condition for eligibility is relaxed for these workers, they will continue to be out of the reach of the maternity benefit. Other difficulties reported by some of the sampled women workers were the delay in making payments of maternity benefits, inadequate pre-natal and post-natal medical facilities, etc. Some of them who got promotions during the benefit period maintained that the average wages they got for the maternity period under the E.S.I. Scheme were very low.

4.8 Separate facilities for women in canteens

4.8.1. The Factories Act, 1948 and the Rules made thereunder lay down that the occupier of every factory wherein more than two hundred and fifty workers are ordinarily employed shall provide and maintain in or near the factory an adequate canteen according to the standards prescribed in the Rules. For women workers, a portion of the dining hall and service counter of the canteen are to be partitioned off and reserved for them in proportion to their number. The Rules also make provision of separate washing places for women in canteens which are to be screened to secure privacy.

TABLE 4.7—Number of factories having separate facilities for women in canteens

Sl. No.	Industrial Category	Total number of factories studied	No. of factories* under statutory obligation to provide canteens	No. of factories actually providing canteen	No. of factories having separate arrangements for women in canteen		
					Seating only	Service counter only	Both seating and service counter
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	24	12	7	3	1	2
2	Manufacture of Zarda and Cigarettes	24	1	1	1	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	18	—	—	—	—	—
4	Manufacture of Tiles	18	—	—	—	—	—
5	Stone Dressing and Stone Crushing	15	—	—	—	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	2	2	—	—	1
7	Manufacture of Radios and Television sets	16	4	4	1	—	1
8	Manufacture of Fountain Pens and Ball Pens	12	2	1	—	—	1

*Employing ordinarily more than 250 workers.

4.8.2 The extent to which the factory owners were complying with the legal provisions relating to separate facilities for women in canteens is given in Table 4.7. It would be seen from the table that separate seating or service facilities for women had not been provided in some canteens functioning in the sampled factories. Only 21 factories out of a total of 138 sampled factories were under a statutory obligation to provide the facility of canteen for the use of workers and of these, 15 factories were actually providing the facility. None of the Brick Kilns and Tiles and Stone factories were statutorily required to provide the canteen facility. Out of the 15 canteens functioning in the various sampled factories, only five had separate seating arrangements as well as separate service counters for women. In such other five canteens they had only separate seating arrangements for women with no separate service facility for them whereas in one other case only separate service counter for them had been provided with no separate seating arrangements. Separate washing facilities for women in canteens were completely non-existent.

4.9 Other Welfare amenities

A. Rest Shelters

4.9.1 The Factories Act, 1948 or the Rules made thereunder lay down that in every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or lunch rooms of prescribed standards with provision for drinking water should be provided and maintained for the use of workers. However, it is not obligatory on the part of the employers to make separate arrangements in this regard for women workers. The study revealed that out of a total of 29 sampled factories obliged to provide rest shelters, 14 factories had provided separate

facility for their women employees either by providing separate rest shelters or by making separate seating arrangements for them in the rest rooms meant for both men and women workers. In the case of Brick Kilns and some Stone and Tiles factories located in rural areas, the management maintained that workers went out to their nearby houses for taking meals and hence, the need for rest shelters was not being felt. However, this was not true for the factories located in cities and urban areas where the women workers had to come from long distances. In the absence of any canteen or any separate rest shelter, the women workers were taking meals in their work rooms.

B. Medical facilities

4.9.2 As stated in para 4.7.3, most of the sampled Radio, Television, Cigarettes, Pen, Electric and Miniature Lamps and Tiles factories and about half of the sampled Stone factories were covered by the Employees' State Insurance Scheme and the workers employed therein were getting the medical facilities through the E.S.I. Hospitals/Dispensaries. However, this scheme was not applicable to workers employed in the seasonal industries like Brick Kilns and Raw Leaf Tobacco and Zarda factories. In some of these cases, the employers claimed that they had a liaison with the private practitioners in the nearby city or town and whenever necessary, the workers were referred to these doctors and the medical expenses incurred by the workers were partly or fully reimbursed to them. Sometimes, these doctors also visited the factories. However, the existence of this facility was not corroborated in some cases by the sampled women workers. In a few cases, however, some ordinary medicines for common diseases like fever, headache, cold, etc., had been kept with the clerical staff of

the factory's office which were made available to the workers. Although a majority of the sampled women workers were satisfied with the medical facilities available in the ESI Hospitals/Dispensaries yet some of them complained that sometimes the medicines prescribed by the doctors were not available in the dispensaries and hence they had to purchase them from the market. Some of them reported that neither the doctors paid adequate attention nor the medicines of good quality were supplied to them.

4.9.3 The Factories Act, 1948 provides that in each factory a first-aid box or a cup-board equipped with the prescribed contents should be maintained so as to be readily accessible during all working hours. In factories employing ordinarily more than 500 workers, an ambulance room of the prescribed size having the prescribed equipment and the facilities and in the

charge of such medical and nursing staff as provided under the rules, is to be maintained during the working hours of the factory. The study revealed that most of the factories had provided first-aid boxes. It will be seen from Table 4.8 that out of a total of 138 factories studied, only ten factories (four Brick Kilns, three Raw Leaf Tobacco, Two Electric Lamps and one Tiles factories) had not complied with this statutory obligation. In eleven sampled units, the contents of the first-aid boxes were found to be incomplete. The study further revealed that 12 sampled factories (nine Raw Leaf Tobacco and one each of Electric Lamp, Radio and Television factories) were under a statutory obligation to provide ambulance room but only six of them (four Raw Leaf Tobacco factories and one each of Electric Lamp and Radio factories) had actually complied with the provision of law. One Electric Lamp factory had provided ambulance room voluntarily.

TABLE 4.8—Details of the medical facilities existing at work-place

Sl. No.	Industrial Category	Total No. of factories studied	No. of factories having first aid box	No. of factories in which deficiencies were found in first aid box	No. of factories under statutory obligation to provide Ambulance room/Dispensary	No. of factories actually providing Ambulance room/Dispensary
1	2	3	4	5	6	7
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	24	21	2	9	4
2	Manufacture of Zarda and Cigarettes . . .	24	24	—	—	—
3	Manufacture of Fire Bricks (Brick Kilns) . . .	18	14	1	—	—
4	Manufacture of Tiles	18	17	3	—	—
5	Stone Dressing and Stone Crushing . . .	15	15	1	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	9	2	1	2
7	Manufacture of Radios and Television sets . . .	16	16	1	2	1
8	Manufacture of Fountain Pens and Ball Pens	12	12	1	—	—

TABLE 4.9—The extent of recreational facilities provided to workers in the sampled factories

Sl. No.	Industrial Category	No. of factories studied	No. of factories providing recreational facilities in one form or the other		No. of units providing/arranging					
			For men and women	For women only	Recreation Centres/Clubs	Indoor games facilities	Out door games facilities	Radio sets/T.V. and Film shows	Newspapers periodicals, etc.	
										4
1	2	3	4	5	6	7	8	9	10	
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	24	—	—	—	—	—	—	—	—
2	Manufacture of Zarda and Cigarettes	24	2	—	—	1	—	1	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	18	—	—	—	—	—	—	—	—
4	Manufacture of Tiles	18	2	—	—	1	—	1	—	—
5	Stone Dressing and Stone Crushing	15	—	—	—	—	—	—	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	—	—	—	—	—	—	—	—
7	Manufacture of Radios and Television sets	16	2	—	1	2	1	2	—	—
8	Manufacture of Fountain Pens and Ball Pens	12	—	—	—	—	—	—	—	—

C. Recreational facilities

4.9.4 The factory owners are not under a statutory obligation to provide recreational amenities for their employees. However, six factories out of a total of 138 factories studied had provided recreational facilities on a voluntary basis. Table 4.9 reveals that the recreational facilities were being provided mostly in the form of in-door and out-door games, radio and television sets and film shows. However,

none of these six units had provided separate recreational facilities for their women employees. Due to their dual responsibility of employment and time consuming household work, the women workers did not show any interest in participating in in-door and out-door games. However, in factories having no recreational facilities, some women workers expressed the need of providing such facilities in the form of newspapers, books, radios, video shows, etc.

CHAPTER V

SOCIO-DEMOGRAPHIC CHARACTERISTICS

5.1 Introductory

5.1.1 In order to study the problems of women workers in their proper perspective, data in respect of their socio-demographic characteristics and economic and living conditions were also collected during the present study. This chapter provides an analysis of data relating to their socio-demographic characteristics like age, marital status, literacy and education, work-life and leisure time, trade unionism and awareness of

beneficial legal provisions, etc., whereas data relating to their economic and living conditions have been discussed in the next chapter.

5.2 Age distribution

5.2.1 Data regarding age were collected in respect of all the women workers employed in the sampled factories. The information collected has been analysed industry-wise in Table 5.1.

TABLE 5.1 -Percentage distribution of women workers in the sampled factories by age groups

Sl. No.	Industrial Category	Total number of women workers in the sampled factories*	Percentage distribution of women workers by age groups (in completed years)						
			Children	Adolescents	18—24	25—34	35—44	45—54	55 and above
1	2	3	4	5	6	7	8	9	10
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	8,266	—	0.1	8.1	29.5	45.9	14.9	1.5
2	Manufacture of Zarda and Cigarettes	851	—	—	8.1	22.3	34.1	28.7	6.8
3	Manufacture of Fire Bricks (Brick Kilns)	389	1.8	5.2	23.1	42.7	21.6	4.1	1.5
4	Manufacture of Tiles	327	—	3.4	13.8	22.9	26.3	26.6	7.0
5	Stone Dressing and Stone Crushing	251	—	0.8	26.7	43.0	19.5	8.4	1.6
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	554	—	—	11.7	30.0	46.6	10.1	1.6
7	Manufacture of Radios and Television sets	1,219	—	—	27.6	44.1	22.4	5.9	—
8	Manufacture of Fountain Pens and Ball Pens	602	—	—	78.2	13.8	6.3	1.7	—

*These figures relate to the dates on which the sampled factories were visited and, thus, may not necessarily tally with those given in Table 2.1.

5.2.2 It would be seen from Table 5.1 that the proportion of women workers in the age group '45 years and above' was relatively high in the sampled 'Zarda and Cigarettes' and 'Tile' factories, being 35.5 per cent and 33.6 per cent, respectively. In the case of remaining industries studied as high as 84 to 98 per cent of women workers in the selected factories were below the age of 45 years. In 'Radio and Television' and 'Pen' factories where the managements generally preferred to employ unmarried girls, an overwhelming majority of women workers were below the age of 34 years. Seven female children (1.8 per cent) were found to be employed in 'Brick Kilns' on the reference date. In the remaining industries no employment of female child labour was reported. Female adolescents were, however, found to be engaged in some of the industries covered. About 5.2 per cent of female employment in the sampled 'Brick Kilns' and 3.4 per cent in the 'Tile' factories consisted of adolescents. A

few female adolescent workers were also reported to be working in 'Raw Leaf Tobacco' and 'Stone' factories.

5.2.3 The proportion of workers in the age group 18—24 years broadly indicates the extent of recruitment made in the recent past. It will be seen from Table 5.1 that the proportion of women workers in this age group was exceptionally high in the sampled 'Pen' factories. This was mainly due to the fact that the labour turnover for women workers was very high in these factories.

5.3 Marital status

5.3.1 Data relating to current marital status, which were also collected for all the women workers employed in the sampled factories, have been analysed in Table 5.2.

TABLE 5.2—Percentage distribution of women workers in the sampled factories by marital status

Sl No	Industrial Category	Total number of women workers in the sampled factories*	Percentage distribution of women workers by marital status		
			Never Married	Married	Widowed, Separated, or Divorced
1	2	3	4	5	6
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	8,266	3.6	92.6	3.8
2	Manufacture of Zarda and Cigarettes	851	6.8	76.7	16.5
3	Manufacture of Fire Bricks (Brick Kilns)	389	16.5	79.4	4.1
4	Manufacture of Tiles	327	16.5	74.3	9.2
5	Stone Dressing and Stone Crushing	251	18.3	77.7	4.0
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	554	16.6	75.8	7.6
7	Manufacture of Radios and Television sets	1,219	37.8	59.9	2.3
8	Manufacture of Fountain Pens and Ball Pens	602	83.5	15.8	0.7

*These figures relate to the dates on which the sampled factories were visited and, thus, may not necessarily tally with those given in Table 2.1

5.3.2 The proportion of married women was very low, viz., 15.8 per cent, in the sampled 'Pen' factories. This was due to the fact that an overwhelming majority of the women workers, viz., 78.2 per cent in these factories were in the age group of 18—24 years. In the remaining industries studied, the proportion of married women varied between 60 and 93 per cent. The percentage of married women was the highest in the sampled 'Raw Leaf Tobacco' factories where they formed 92.6 per cent of the total women employment. The proportion of widowed, separated and divorced women workers was the highest (16.5 per cent) in the factories covered under the industry group 'Manufacture of Zarda and Cigarettes', whereas they formed about 1 to 9 per cent of the total women workers in the remaining industries covered under the study.

the job after their marriage and/or the birth of the first child. Out of a total of 109 unmarried and newly-married sampled women workers studied in the various industries, 58 women reported that they would continue with the job after marriage and/or birth of the first child. Only ten sampled women workers expressed their desire to leave their present jobs after marriage and/or the birth of the first child, whereas the remaining 41 were undecided over the issue. The study further revealed that women workers had generally taken up employment in factories either to improve the standard of living of their families or to supplement their meagre family income rather than to achieve any personal independence or status for themselves.

5.4 Literacy and education

5.3.3 Unmarried and newly-married sampled women workers were asked whether they would continue with

5.4.1 Data relating to literacy and education collected in respect of the sampled women workers in the worker-level questionnaire are presented in Table 5.3.

TABLE 5.3—Percentage distribution of sampled women workers by literacy standard

Sl No	Industrial Category	Total number of sampled women workers studied in the sampled factories	Percentage distribution of sampled women workers by literacy standard						Percentage of women having technical education
			Illiterate	Literate but below primary standard	Primary but below middle standard	Middle but below matric standard	Matric and above but below graduate	Graduate and above	
1	2	3	4	5	6	7	8	9	10
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	169	83.5	7.1	4.7	4.7	—	—	—
2	Manufacture of Zarda and Cigarettes	104	80.8	5.8	10.6	1.9	0.9	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	68	98.5	1.5	—	—	—	—	—
4	Manufacture of Tiles	61	63.9	19.7	11.5	4.9	—	—	—
5	Stone Dressing and Stone Crushing	47	95.7	4.3	—	—	—	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	45	24.4	8.9	15.6	17.8	33.3	—	—
7	Manufacture of Radios and Television sets	85	7.1	1.2	1.2	17.6	64.6	7.1	1.2
8	Manufacture of Fountain Pens and Ball Pens	47	10.6	4.3	38.3	21.3	25.5	—	—

5.4.2 It would be seen from Table 5.3 that the literacy standard was at the lowest ebb among the women workers studied in 'Brick Kilns' and 'Stone' factories. As much as 98.5 per cent of the sampled women workers in the 'Brick Kilns' and 95.7 per cent in the 'Stone' factories were illiterate. The position regarding literacy among the sampled women workers was also far from satisfactory in 'Raw Leaf Tobacco', 'Zarda and Cigarettes' and 'Tile' factories where the percentage of illiterates was as much as 83.5, 80.8 and 63.9, respectively. This was so because the women workers in all the aforesaid factories were mainly employed in unskilled manual occupations where no level of education was generally required. However, in 'Electric and Miniature Lamps', 'Radio and Television' and 'Pen' industries, where generally educated persons were employed, an overwhelming majority of the women workers were literate. Literates formed as high as 93 per

cent of the sampled women workers in the 'Radio and Television' factories; about 89 per cent in 'Pen' factories and 76 per cent in the 'Lamps' factories. In the sampled 'Radio and Television' factories, as much as 65 per cent of the women workers covered were either matriculates or possessed even slightly higher educational standards.

5.4.3 The extent to which children belonging to the sampled women workers were attending schools was also studied. For this, data regarding the total number of children in the age group of 6—14 years and of those attending schools were collected in the worker-level questionnaire. Table 5.4 shows the extent to which the existing educational facilities were being availed of by the children of the sampled women workers.

TABLE 5.4 —Percentage of children in the age-group of 6—14 years belonging to the sampled women workers actually attending school

Sl No	Industrial Category	Total number of children in the age group 6—14 years			Number of children (6—14 years) actually attending school		
		Boys	Girls	Total	Boys	Girls	Total
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	73	75	148	61 (83.6)	59 (78.7)	120 (81.1)
2	Manufacture of Zarda and Cigarettes	40	35	75	40 (100.0)	28 (80.0)	68 (90.7)
3	Manufacture of Fire Bricks (Brick Kilns)	28	24	52	15 (53.6)	9 (37.5)	24 (46.2)
4	Manufacture of Tiles	38	57	95	31 (81.6)	41 (71.9)	72 (75.8)
5	Stone Dressing and Stone Crushing	24	11	35	15 (62.5)	7 (63.6)	22 (62.9)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	13	12	25	12 (92.3)	12 (100.0)	24 (96.0)
7	Manufacture of Radios and Television sets	21	17	38	19 (90.5)	17 (100.0)	36 (94.7)
8	Manufacture of Fountain Pens and Ball Pens	5	7	12	4 (80.0)	7 (100.0)	11 (91.7)

NOTE : Figures in Brackets indicate percentage to total number of children in the age group 6—14 years.

5.4.4 It will be seen from Table 5.4 that the position about the children attending schools was far from satisfactory in 'Brick Kilns' and 'Stone' factories. More than half of the children of the sampled women workers in the 'Brick' factories and more than one-third in the 'Stone' factories were not attending school. This was mainly due to the fact that these industries were of seasonal nature and the work force employed herein was of migratory character. The migrant workers employed on a seasonal basis were not keen to put their children in schools for a short period. In some cases the schools were located far off from the residential areas of the women workers. The rate of enrolment was relatively less for girls in some sampled factories. This was due to the indifferent attitude of parents towards the education of their daughters. Some

girls had to perform various household chores or were required to look after the younger ones while their parents were at work.

5.5 Work-life and leisure time

Data collected during the course of the study revealed that the sampled women workers, especially those with family responsibilities were generally overburdened with their dual responsibility of family and employment. Apart from the work in factories, they had to attend to various household jobs. On an average, a sampled woman worker had to spend approximately 2 to 4 hours in attending various household chores. In big cities, where workers were residing far from their places of work, they had to spend a lot of time in to

and for journey with the result that they were left with very little leisure time. Average leisure time available per day to a sampled woman worker was found to vary between one and two hours.

5.6 Trade Unionism among women workers

5.6.1 Sex-wise details collected regarding the extent of trade unionism among the workers employed in the various selected factories have been analysed in Table 5.5.

TABLE 5.5—Sex-wise percentage distribution of workers in the sampled factories by membership of trade unions

Sl. No.	Industrial Category	Number of factories studied	Number of units having trade unions	Total* number of production and related workers in factories studied			Percentage of workers who were members of trade unions to the total production and related workers in the sampled factories studied			Sex-wise percentage distribution of total membership		
				Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	12
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	24	8	1,302 (10.0)	11,673 (90.0)	12,975 (100.0)	47.2	59.9	58.6	8.1	91.9	100.0
2	Manufacture of Zarda and Cigarettes	24	5	1,584 (60.4)	1,037 (39.6)	2,621 (100.0)	56.2	25.7	44.1	77.0	23.0	100.0
3	Manufacture of Fire Bricks (Brick Kilns)	18	—	507 (55.5)	406 (44.5)	913 (100.0)	—	—	—	—	—	—
4	Manufacture of Tiles	18	11	661 (68.2)	308 (31.8)	969 (100.0)	82.9	61.7	75.5	74.0	26.0	100.0
5	Stone Dressing and Stone Crushing	15	2	240 (48.7)	253 (51.3)	493 (100.0)	9.2	13.4	11.4	39.3	60.7	100.0
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	11	6	1,189 (71.6)	471 (28.4)	1,660 (100.0)	98.2	86.0	94.7	74.2	25.8	100.0
7	Manufacture of Radios and Television sets	16	6	2,560 (72.7)	961 (27.3)	3,521 (100.0)	56.6	68.1	59.7	68.9	31.1	100.0
8	Manufacture of Fountain Pens and Ball Pens	12	2	420 (41.8)	585 (58.2)	1,005 (100.0)	54.8	56.9	56.0	40.9	59.1	100.0

NOTE : Figures in brackets in columns 5 to 7 show sex-wise percentage distribution of total number of production and related workers.

*The information relates to all the sampled factories including those having no trade unions. Since these figures pertain to the date on which the sampled factory was visited, hence these may not necessarily tally with the employment data presented in other tables.

5.6.2 It would be seen from Table 5.5 that the workers employed in the sampled 'Brick Kilns' were not unionised at all. Not even a single male or female worker employed in the sampled units was reported to be the member of any trade union. The extent of trade unionism among the workers was also not satisfactory in the sampled 'Stone' factories where only 13 per cent of the total women workers were found to be the members of trade unions. In the remaining industries studied the proportion of women workers who were members of trade unions varied from 25.7 per cent in 'Zarda and Cigarettes' factories to 86.0 per cent in 'Lamps' factories. Workers engaged in most of the small factories were not reported to be unionised. Women workers were not organised to the same extent as the corresponding men workers in 'Zarda and Cigarettes', 'Tiles' and 'Lamps' factories. The difference was significant in the case of 'Zarda and Cigarettes' and 'Tiles' factories in which the proportion of women trade union members was only 26 and 62 per cent, respectively as against much higher percentages of 56 and 83 for the corresponding men workers.

5.6.3 A comparative study of figures in columns 6 and 12 of Table 5.5 would reveal that for industries

like the manufacture of 'Zarda and Cigarettes', 'Tiles' and 'Lamps', the proportion of women membership to total trade union membership was less than their share in the total employment. Even among those women workers who were members of trade unions, only a few understood the role of trade union. Most of them did not take any active part in the trade union activities. Only five selected women workers in 'Raw Leaf Tobacco' factories and one in 'Tiles' factories were found holding executive jobs in the working of trade unions. No sampled woman worker in the remaining selected factories was found holding either a post of an office-bearer or any other responsible position at the decision and policymaking levels of the trade unions. Women workers were generally not alive to their interests. They regarded their employment as nothing more than a source of supplementing their family income and were contented with whatever conditions of employment they got from their employers.

5.7 Awareness of beneficial legal provisions

5.7.1 Details regarding women workers' awareness of the beneficial provisions contained in the various labour laws as collected in the worker-level questionnaire have been analysed in Table 5.6.

TABLE 5.6—Distribution of women workers by degree of awareness of the beneficial legal provisions

Sl No	Industrial Category	Number of Women workers studied	Distribution of women workers by awareness of legal provisions concerning women contained in								
			The Factories Act, 1948			The Maternity Benefit Act/ ESI Act			The Equal Remuneration Act 1976		
			Fully aware	Partially aware	Not aware	Fully aware	Partially aware	Not aware	Fully aware	Partially aware	Not aware
1	2	3	4	5	6	7	8	9	10	11	12
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	169	1 (0.6)	14 (8.3)	154 (91.1)	1 (0.6)	12 (7.1)	156 (92.3)	1 (0.6)	12 (7.1)	156 (92.3)
2	Manufacture of Zarda and Cigarettes	104	3 (2.9)	12 (11.5)	89 (85.6)	3 (2.9)	13 (12.5)	83 (81.6)	3 (2.9)	12 (11.5)	83 (85.6)
3	Manufacture of Fire Bricks (Brick Kilns)	68	—	—	68 (100.0)	—	—	68 (100.0)	—	—	68 (100.0)
4	Manufacture of Tiles	61	—	3 (4.9)	58 (95.1)	—	3 (4.9)	58 (95.1)	—	3 (4.9)	58 (95.1)
5	Stone Dressing and Stone Crushing	47	—	—	47 (100.0)	—	—	47 (100.0)	—	—	47 (100.0)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	45	11 (24.4)	16 (35.6)	18 (40.0)	11 (24.4)	17 (37.8)	17 (37.8)	12 (26.7)	14 (31.1)	19 (42.2)
7	Manufacture of Radios and Television sets	85	27 (31.8)	30 (35.3)	28 (32.9)	27 (31.8)	33 (38.8)	25 (29.4)	30 (35.3)	27 (31.8)	28 (32.9)
8	Manufacture of Fountain Pens and Ball Pens	47	5 (10.6)	21 (44.7)	21 (44.7)	5 (10.6)	22 (46.8)	20 (42.6)	4 (8.5)	21 (44.7)	22 (46.8)

NOTE : Figures in brackets indicate percentages to total number of women workers studied.

5.7.2 It would be seen from Table 5.6 that no selected woman worker in the sampled 'Brick Kilns' and 'Stone' factories was aware of the beneficial provisions contained in the important labour acts like the Factories Act, 1948, the Maternity Benefit Act/ESI Act and the Equal Remuneration Act, 1976. In 'Tiles' factories also, 58 out of a total of 61 women workers studied were completely ignorant about these provisions. In 'Raw Leaf Tobacco' and 'Zarda and Cigarettes' factories also, as much as 91 to 92 per cent

and 85 to 86 per cent, respectively of the sampled women workers had no knowledge of the beneficial legal provisions mainly due to their illiteracy. The position was, however, much better in 'Lamps', 'Radio Television' and 'Pen' factories in which a large number of women workers were literate and educated. Hence in these factories, the beneficial legal provisions were fully or partially known to a majority of the sampled women workers.

CHAPTER VI

ECONOMIC AND LIVING CONDITIONS

6.1 Introductory

6.1.1 With a view to studying the economic and living conditions of women workers' families, data on items like occupational pattern of other members of the family, total family income and general housing condition was also collected in the worker-level questionnaire. Information collected regarding the housing condition covered items like the type of structure, ownership and provision of amenities like kitchen, bathroom, latrine and water supply, etc. As the worker-level questionnaire was canvassed for only certain

selected women workers in a sampled factory, the information compiled on the basis of these questionnaires provide only a broad picture of economic and housing conditions of women workers' families.

6.2 Average earning strength and broad occupational structure of households

6.2.1 Table 6.1 gives information on average household size, average number of earners per household and the broad occupational pattern of members of the sampled households.

TABLE 6.1—Average household size, average number of earners per family and the percentage distribution of other family members by broad occupations

Sl. No.	Industrial Category	Total number of sampled women workers' families studied	Average household size	Average number of earners per household	Average percentage of earners to total members	Average percentage of earners other than women workers employed in					Total
						Factories	Manual non-agricultural wage employment (other than factories)	Non-manual non-agricultural wage employment (other than factories)	Agricultural employment	Other occupations including self-employment	
1	2	3	4	5	6	7	8	9	10	11	12
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	169	4.0 (682)	2.2 (379)	55.6	27.1 (57)	22.9 (48)	4.3 (9)	21.9 (46)	23.8 (50)	100.0 (210)
2	Manufacture of Zarda and Cigarettes	104	4.3 (451)	2.3 (240)	53.2	41.2 (56)	5.9 (8)	14.7 (20)	21.3 (29)	16.9 (23)	100.0 (136)
3	Manufacture of Fire Bricks (Brick Kilns)	68	4.2 (285)	2.5 (167)	58.6	77.8 (77)	13.2 (13)	1.0 (1)	4.0 (4)	4.0 (4)	100.0 (99)
4	Manufacture of Tiles	61	5.2 (320)	2.6 (161)	50.3	33.0 (33)	30.0 (30)	4.0 (4)	16.0 (16)	17.0 (17)	100.0 (100)
5	Stone Dressing and Stone Crushing	47	5.2 (246)	2.7 (126)	51.2	51.9 (41)	16.5 (13)	6.3 (5)	11.4 (9)	13.9 (11)	100.0 (79)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	45	5.7 (256)	2.3 (104)	40.6	44.1 (26)	11.9 (7)	28.8 (17)	—	15.2 (9)	100.0 (59)
7	Manufacture of Radios and Television sets	85	5.0 (424)	2.3 (192)	45.3	41.1 (44)	4.7 (5)	42.1 (45)	—	12.1 (13)	100.0 (107)
8	Manufacture of Fountain Pens and Ball Pens	47	5.1 (241)	2.3 (107)	44.4	45.0 (27)	16.7 (10)	23.3 (14)	—	15.0 (9)	100.0 (60)

NOTE :—Figures in brackets indicate absolute figures.

6.2.2 It would be seen from Table 6.1 that the average household size of the sampled women workers' families varied between 4.0 and 5.7 in the industries studied. The average household size worked out to be the highest (5.7) for families of the selected women workers employed in the 'Electric and Miniature Lamps' factories and the lowest (4.0) in the case of 'Raw Leaf Tobacco' factories. The average proportion of earners to total members in the sampled households studied in various industries varied between about 41 and 59 per cent. The average proportion of earners worked out to be the highest in the case of 'Brick Kilns' where the employment was generally on a family basis and almost all the adult members of the family were employed in the same brick kiln. The average proportion of earners was higher for the families of women workers who were traditionally employed as unskilled manual workers in the industries located in rural or semi-urban areas, i.e., 'Brick Kilns' and 'Raw Leaf Tobacco', 'Zarda', 'Tiles' and 'Stone' factories.

6.2.3 It will be seen from Col. 7 of Table 6.1 that on an average, about 27 to 78 per cent of the earners, other than women workers belonging to the sampled households covered in the selected industries were also employed in factories. The percentage worked out to be the highest (77.8) for the sampled households studied in the 'Brick Kilns' followed by the 'Stone' factories (51.9) because the employment in these industries was on a family basis and most of the earning members of a family were employed in the same unit. Slightly less than one-third of the earners

of the sampled households studied in the 'Tiles' factories and about one-fourth in the case of 'Raw Leaf Tobacco' factories were employed in non-agricultural manual jobs in establishments other than factories such as, cokes, construction labourers, drivers, loaders and unloaders and other transport workers. The proportion of such workers was, however, low in the case of households studied in the remaining industries. The employment in non-manual non-agricultural jobs in offices and other organisations other than factories was observed mainly in the case of the sampled households studied in the industries located in cities and urban areas, i.e., 'Cigarettes', 'Electric and Miniature Lamps', 'Radio and Television' and 'Pen' factories. The households covered in agro-based industries like 'Raw Leaf Tobacco' and 'Zarda' factories revealed relatively higher proportion of earners engaged in agricultural employment as compared to the households studied in the remaining industries. No sampled household studied in 'Lamps', 'Radio and Television' and 'Pen' factories was engaged in agricultural jobs. Some members of the women workers' families in all the industries studied were reported to be self-employed workers.

6.3 Average family income

6.3.1 Information regarding the total monthly family income of the sampled households from all sources was collected in the worker-level questionnaire. Table 6.2 gives industry-wise position regarding the average monthly income per sampled household as revealed by the study.

TABLE 6.2—Average monthly family income of the sampled households

Sl. No.	Industrial Category	Total number of sampled households studied	Total average monthly household income (Rs.)
1	2	3	4
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	169	581
2	Manufacture of Zarda and Cigarettes	104	830
3	Manufacture of Fire Bricks (Brick Kilns)	68	749
4	Manufacture of Tiles	61	719
5	Stone Dressing and Stone Crushing	47	732
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	45	1,393
7	Manufacture of Radios and Television sets	85	1,972
8	Manufacture of Fountain Pens and Ball Pens	47	1,167

6.3.2 It will be seen from Table 6.2 that the average monthly family income was the lowest (Rs. 581) for the households of the sampled women workers studied in the 'Raw Leaf Tobacco' factories. This was due to the fact that wage rates in this industry were very low and workers got employment in the industry for only 3 to 4 months in a year. During rest of the period, they had to seek agricultural and non-agricultural employment elsewhere. The average monthly family income also worked out to be relatively low in the case of

households studied in the 'Brick Kilns', 'Zarda and Cigarettes', 'Tiles' and 'Stone' factories, being Rs. 749, Rs. 830, Rs. 719 and Rs. 732, respectively. However, the households of those sampled women workers who were employed in 'Electric and Miniature Lamps', 'Radio and Television' and 'Pen' factories were better off than those studied in other industries. The households studied in 'Radio and Television' factories revealed the highest average family income, being Rs. 1,972 per month.

6.4 Housing conditions

6.4.1 Data regarding the condition of houses in which the sampled women workers' families were residing were collected during the course of the study.

6.4.2 Table 6.3 gives the distribution of sampled houses according to ownership and type of structure.

The type of structure of houses was classified into three broad categories, viz., 'Pucca', 'Semi-Pucca' and 'Kutchha'. A house was regarded as 'Pucca' if its walls and roof were built of concrete or stone, cement and bricks and 'Kutchha' if walls were of mud and roof of thatched grass or country tiles. A house having a part of its structure as 'Pucca' and the remaining 'Kutchha' was taken as 'Semi-Pucca'.

TABLE 6.3—Total number of dwellings studied and their ownership-wise distribution by type of structure

Sl. No.	Industrial Category	Total number of dwellings studied		
		Owned	Rented	Provided by the management
1	2	3	4	5
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	113 (66.9)	56 (33.1)	—
2	Manufacture of Zarda and Cigarettes	64 (61.6)	15 (14.4)	25 (24.0)
3	Manufacture of Fire Bricks (Brick Kilns)	14 (20.6)	—	54 (79.4)
4	Manufacture of Tiles	35 (57.4)	20 (32.8)	6 (9.8)
5	Stone Dressing and Stone Crushing	27 (57.4)	3 (6.4)	17 (36.2)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	24 (53.3)	21 (46.7)	—
7	Manufacture of Radios and Television Sets	38 (44.7)	44 (51.8)	3 (3.5)
8	Manufacture of Fountain Pens and Ball Pens	22 (46.8)	25 (53.2)	—

Sl. No.	Industrial Category	Distribution of dwellings by ownership and type of structure								
		Owned houses			Rented houses			Houses provided by the management		
		kucha	pucca	semi-pucca	kucha	pucca	semi-pucca	kucha	pucca	semi-pucca
1	2	6	7	8	9	10	11	12	13	14
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	57 (50.4)	36 (31.9)	20 (17.7)	44 (78.6)	5 (8.9)	7 (12.5)	—	—	—
2	Manufacture of Zarda and Cigarettes	45 (70.3)	14 (21.9)	5 (7.8)	15 (100.0)	—	—	5 (20.0)	14 (56.0)	6 (24.0)
3	Manufacture of Fire Bricks (Brick Kilns)	12 (85.8)	1 (7.1)	1 (7.1)	—	—	—	41 (75.9)	10 (18.5)	3 (5.6)
4	Manufacture of Tiles	5 (14.3)	26 (74.3)	4 (11.4)	6 (30.0)	8 (40.0)	6 (30.0)	—	—	6 (100.0)
5	Stone Dressing and Stone Crushing	22 (81.5)	3 (11.1)	2 (7.4)	3 (100.0)	—	—	13 (76.5)	3 (17.6)	1 (5.9)
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	4 (16.7)	14 (58.3)	6 (25.0)	5 (23.8)	13 (61.9)	3 (14.3)	—	—	—
7	Manufacture of Radios and Television Sets	4 (10.5)	32 (84.2)	2 (5.3)	4 (9.1)	34 (77.3)	6 (13.6)	—	3 (100.0)	—
8	Manufacture of Fountain Pens and Ball Pens	4 (18.2)	17 (77.3)	1 (4.5)	8 (32.0)	16 (64.0)	1 (4.0)	—	—	—

NOTE : Figures in brackets indicate percentages to total number of dwellings studied.

6.4.3 It would be seen from columns 3 to 5 of Table 6.3 that about four-fifths of the sampled women workers covered in the selected Brick Kilns were residing in the housing accommodation provided by the employers. As already stated in para 2.3.4, the workers in brick kilns were mostly the migrant labour brought from other areas. They were found residing in small temporary hutments which had been erected by them around the brick kilns out of the material supplied by the employers. In most of these cases the condition of the temporary hutments was highly unsatisfactory because of the poor roofing material supplied by the employers. Slightly more than one-third of the sampled women workers in the 'Stone' factories and about one-fourth in the 'Zarda' factories had also been provided houses by the employers. In the remaining industries covered, almost all the sampled women workers were residing in 'owned' or 'rented' houses. Only a few sampled women workers in 'Tiles' and 'Radio and Television' factories had been provided houses by the employers whereas in the 'Raw Leaf Tobacco', 'Electric and Miniature Lamps' and 'Pen' factories, no sampled woman worker was found residing in the allotted houses. In the 'Raw Leaf Tobacco', 'Zarda', 'Tiles' and 'Stone' factories, which were mostly located in semi-urban areas, a majority of the sampled women workers were found residing in 'owned' houses. However, in 'Radio and Television' and 'Pen' factories, slightly greater number of the sampled families were

residing in the 'rented' dwellings than in the 'owned' houses.

6.4.4 Columns 6 to 11 of Table 6.3 reveal that a majority of the owned or rented dwellings studied in 'Brick Kilns', 'Raw Leaf Tobacco', 'Zarda' and 'Stone' factories were 'Kutchas'. However, the sampled women workers employed in 'Electric and Miniature Lamps', 'Radio and Television' and 'Pen' factories were found residing in pucca 'owned' or 'rented' houses in a large majority of the cases studied. In 'Tile' factories also, an overwhelming majority of the sampled 'owned' dwellings were 'pucca' and under the 'rented' category, the number of 'pucca' houses was also more than those of the 'kutchas' houses. As stated earlier, the workers employed in 'Brick Kilns' were mostly residing in small temporary hutments constructed with the material supplied by the employers. Pucca houses in the brick kilns had been provided to only a few permanent women workers by their employers. Similarly, most of the houses allotted to the sampled women workers employed in the 'Stone' factories were kutchas. However, some women workers working in 'Zarda' factories were found residing in the pucca houses provided by their employers.

6.4.5 Details collected regarding the provision of facilities like kitchen, bath-room and latrine, etc., for the houses of the sampled women workers are given in Table 6.4.

TABLE 6.4—Number of sampled dwellings having separate kitchen, bathroom and latrine facilities

Sl. No.	Industrial Category	Number of dwellings studied		Number of dwellings having separate kitchen, bathroom and latrine facilities					
				Owned or Rented			Allotted by the management		
				Owned or Rented	Allotted by management	Kitchen	Bathroom	Latrine	Kitchen
1	2	3	4	5	6	7	8	9	10
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	169	--	61 (36.1)	34 (20.1)	22 (13.0)	--	--	--
2	Manufacture of Zarda and Cigarettes	79	25	35 (44.3)	20 (25.3)	10 (12.7)	--	--	--
3	Manufacture of Fire Bricks (Brick Kilns)	14	54	2 (14.3)	1 (7.1)	--	3 (5.6)	--	--
4	Manufacture of Tiles	55	6	40 (72.7)	32 (58.2)	28 (50.9)	1 (16.7)	--	--
5	Stone Dressing and Stone Crushing	30	17	3 (10.0)	1 (3.3)	1 (3.3)	--	--	--
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	45	--	34 (75.6)	23 (51.1)	25 (55.6)	--	--	--
7	Manufacture of Radios and Television sets	82	3	61 (74.4)	60 (73.2)	57 (69.5)	3 (100.0)	3 (100.0)	2 (66.7)
8	Manufacture of Fountain Pens and Ball Pens	47	--	24 (51.1)	22 (46.8)	18 (38.3)	--	--	--

NOTE : Figures in brackets indicate percentages to total number of dwellings studied.

6.4.6 The facility of a separate kitchen, bathroom or a latrine was non-existent in a large number of cases studied. It will be seen from columns 5 to 7 of Table 6.4 that in the case of 'Brick Kilns' and 'Stone' factories, only a few women workers' houses studied were found having the facility of a separate kitchen. A majority of the owned or rented houses of the women workers studied in 'Raw Leaf Tobacco' and 'Zarda and Cigarettes' factories had also no facility of a separate kitchen. However, in the case of remaining industries studied, the proportion of sampled dwellings having this facility was relatively higher. About half of the women workers studied in 'Pen' factories and about three-fourths in 'Tiles', 'Electric and Miniature Lamps' and 'Radio and Television' factories were reported to be residing in the 'owned' or 'rented' houses having the facility of a separate kitchen. The facility

of a separate bathroom or a latrine was also found non-existent in most of the cases studied in 'Brick Kilns' and 'Raw Leaf Tobacco', 'Zarda' and 'Stone' factories. These facilities also did not exist in a majority of the houses covered in 'Pen' factories. The position was, however, better in the case of 'Tiles', 'Electric and Miniature Lamps' and 'Radio and Television' factories wherein a majority of the sampled women workers, dwellings were reported having the facility of a separate bathroom or a latrine. As regards the houses provided by the employers, these facilities were non-existent in all the cases studied in Brick Kilns and Zarda, Tiles and Stone factories.

6.4.7 Details collected regarding the predominant source of water supply available to the sampled houses have been analysed in Table 6.5.

TABLE 6.5—Distribution of the sampled dwellings by predominant source of water supply

Sl. No.	Industrial Category	Number of dwellings studied	Distribution of dwellings by predominant source of water supply				
			Tap	Well	Handpump	Tank/River	Other Sources
1	2	3	4	5	6	7	8
1	Preparation of Raw Leaf Tobacco (Stemming, Redrying and other connected operations)	169	95 (56.2)	52 (30.8)	3 (1.8)	12 (7.1)	7 (4.1)
2	Manufacture of Zarda and Cigarettes	104	88 (84.6)	13 (12.5)	3 (2.9)	—	—
3	Manufacture of Fire Bricks (Brick Kilns)	68	35 (51.5)	26 (38.2)	—	2 (2.9)	5 (7.4)
4	Manufacture of Tiles	61	27 (44.3)	32 (52.4)	—	2 (3.3)	—
5	Stone Dressing and Stone Crushing	47	27 (57.4)	17 (36.2)	3 (6.4)	—	—
6	Manufacture of Ordinary Electric Lamps and Miniature Lamps	45	35 (77.8)	5 (11.1)	5 (11.1)	—	—
7	Manufacture of Radios and Television sets	85	81 (95.2)	2 (2.4)	2 (2.4)	—	—
8	Manufacture of Fountain Pens and Ball Pens	47	46 (97.9)	—	1 (2.1)	—	—

NOTE : Figures in brackets indicate percentages to total number of dwellings studied.

6.4.8 Most of the sampled households did not have an independent source of water supply and thus, had to depend upon the common source of water supply available outside their houses. It would be seen from Table 6.5 that taps formed the main source of water supply for most of the sampled households covered in 'Zarda and Cigarettes', 'Electric and Miniature Lamps', 'Radio and Television' and 'Pen' factories. However, for the households covered in 'Brick Kilns' and 'Raw Leaf Tobacco', 'Tiles' and 'Stone' factories, both taps

and wells formed the important sources of water supply. A small proportion of the sampled households were using water from hand pumps. The use of water from tanks, rivers, lakes, etc., was also reported by a few households studied in 'Brick Kilns', 'Raw Leaf Tobacco' and 'Tiles' factories. The water facility available to some of the households studied in 'Brick Kilns' and 'Raw Leaf Tobacco' and 'Tiles' factories was found to be highly unsatisfactory.

ANNEXURE—I

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND REHABILITATION
DEPARTMENT OF LABOUR
LABOUR BUREAU
SHIMLA—171004

CONFIDENTIAL

SURVEY OF SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS

(Unit-level questionnaire)

BLOCK-I

IDENTIFICATION PARTICULARS

1. Name and address of the unit : _____

2. Description of Industry and items produced : _____
3. Industry Code.
(as per N.I.C., 1970) _____
4. Sector : _____
 Public/Private
5. Stratum _____

BLOCK-II

PARTICULARS OF FIELD WORK

Officer	Name	Date of			Signature of F.O./S.O.	No. of additional sheets enclosed
		canvassing/ supervision	Receipt from field officer	Despatch to Head quarters		
Field Officer						
Supervising Officer						

BLOCK-III A

EMPLOYMENT

Sex	Total number of persons on rolls* of the factory as on							
	31-12-1980			31-12-1984				Total
	Time-rated	Piece-rated	Total	Time-rated		Piece-rated		
				Direct workers	Contract labour	Direct workers	Contract labour	
1	2	3	4	5	6	7	8	9
Men								
Women								
Male adolescents								
Female adolescents								
Male Children								
Female Children								
Total								

*All production and non-production.

BLOCK-III B

Distribution of total persons on rolls on 31-12-1980 and 31-12-1984 classified by level of skill and occupation*

Level of skill	Name of occupation*	31-12-1980			31-12-1984		Adolescents		Total
		Men£	Women£	Total£	Men	Women	children		
							male	female	
1	2	3	4	5	6	7	8	9	10
1. Professional, Technical and related personnel									
2. Administrative, Executive and managerial personnel									
3. Clerical and related workers									
4. Production and related workers :									
(i) Supervisory									
(ii) Skilled									
(ii) Semi-skilled									
(iv) Unskilled									
5. Watch and ward staff and other non-production workers									
6. Contract Workers									
Total—All employees									

*Information is to be given separately for each occupation (both production and non-production), including those having no women employment. Occupations performed by contract labour should be shown separately.

BLOCK-III C

EMPLOYMENT DURING LAST FIVE YEARS

Year	Total persons** on rolls (as on 31st December) each year			Distribution of women employment by main occupations [⊙]							Reasons for decline in women's employment (year-wise)
				*	*	*	*	*	*	*	
	Men	Women	Total								
1	2	3	4	5	6	7	8	9	10	11	12
31-12-80											
31-12-81											
31-12-82											
31-12-83											
31-12-84											

*Write here the name of occupation.
 ⊙Including adolescents & Children.
 **All production and non-production workers.

BLOCK-III D

DESCRIPTION OF OCCUPATIONS EMPLOYING WOMEN

1. Give description of jobs performed by men and women workers under each occupation employing women :

Sl. No.	Occupation	Jobs performed by	
		Men	Women
1	2	3	4
1			
2			
3			
4			
5			
6			
7			
8			
9			

2. If casual workers are also engaged then mention the jobs performed by them.

Sl. No.	Occupation	No. of casual workers			Jobs performed by	
		Men	Women	Total	Men	Women
1	2	3	4	5	6	7
1						
2						
3						

BLOCK-IV

RECRUITMENT AND WASTAGES

1. Distribution of persons recruited during 1984 by level of skill and method of recruitment through Employment Exchanges/open advertisement/direct

Level of skill	No. of persons recruited			Main method of recruitment	
	Men	Women	Total	Men	Women
1	2	3	4	5	6
(i) Professional, Technical and Skilled					
(ii) Administrative & Clerical					
(iii) Semi-skilled					
(iv) Unskilled					

2. Labour wastages during 1984 (Calendar year)

Level of skill	Number of persons									
	Resigned or left on their own		Retired or died		Terminated		Retrenched		Total wastages	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11
(i) Professional, Technical & Skilled										
(ii) Administrative and Clerical										
(iii) Semi-skilled										
(iv) Unskilled										

3. Distribution of wastages of women by wages last drawn (during calendar year 1984).

Daily wages last drawn (in Rs. 0.00)	Number of women		Age at the time of leaving the factory	Number of women	
	Resigned or left on their own	Retrenched or Terminated		Resigned or left on their own	Retrenched or Terminated
1	2	3	1	2	3
Less than Rs. 5.00			18—19 years		
Rs. 5.00—9.99			20—24 years		
Rs. 10.00—14.99			25—34 years		
Rs. 15.00 and above			35 and above		

4. Distribution of wastages of women by broad age groups (during calendar year 1984).

BLOCK-V DISTRIBUTION OF ALL WOMEN WORKERS BY AGE (in completed years) AS ON THE REPORTING DATE

Children	Adolescents	18—24	25—34	35—44	45—54	55 and above	Total
1	2	3	4	5	6	7	8

BLOCK-VI DISTRIBUTION OF ALL WOMEN WORKERS BY MARITAL STATUS (AS ON THE REPORTING DATE)

Never married	Married	Widowed, Separated or Divorced	Total
1	2	3	4

BLOCK-VII

LENGTH OF SERVICE AND EMPLOYMENT STATUS OF WOMEN WORKERS

A. Distribution of women workers by length of service and distribution of total workers by employment status (as on 31-12-1984).

Category of workers	Distribution of women workers by length of service							Distribution of total workers by employment status given in Col. 1		
	Upto 6 months	More than 6 months but less than 1 year	1 year but under 5 years	5 years but under 10 years	10 years but under 15 years	15 years and more	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11
Permanent										
Temporary										
Casual										
Contract Labour										
Other (Specify)										

B. Rules being followed in making temporary persons permanent (separate notes for men and women).

BLOCK-VIII

WAGES AND EARNINGS

1. Mention the method of determining and fixation of wage rates of men and women workers. Name of the agreement, settlement, award, Wage Board, in this regard (A copy of the latest agreement/award, or its summary and giving occupation-wise wage-rates, etc., may please be attached) :
2. Earnings during one complete last pay period occurring during the month of.....1984, i.e. week/fortnight/month ending_____

Name of occupation* (Information to be given separately for each occupation)	Periodicity of wage payment	No. of Workers shown in the pay roll in the occupation		No. of days worked by all the workers		No. of days paid for in respect of all the workers**		Total earnings of all the workers in each occupation (In Rs. 0.00)	
		Men	Women	Men	Women	Men	Women	Men	Wmen
1	2	3	4	5	6	7	8	9	10

*Above information is to be given only for those occupations in which women alone or both men and women were employed. Occupations employing only men should be excluded.

**These will include paid holidays and the days of leave with wages, etc. in addition to the no. of mandays actually worked shown in columns 5 and 6.

3. Whether there is any difference between the periodicity of wage payment for men and women engaged in the same occupation. If so, give details :

BLOCK-IX

ABSENTEEISM* DURING THE QUARTER ENDING.....

Month	Time-rated/piece-rated	No. of working days	Total no. of mandays worked		Total no. of mandays absent**	
			Men	Women	Men	Women
1	2	3	4	5	6	7

* Information to be given only for permanent and temporary production workers. Casual, badli, contract labour, etc., should be excluded.

**Absence is defined as failure of a worker to report for work when he/she is scheduled to work. Periods of all kinds of leave, whether with or without wages, such as maternity leave etc., is to be included in 'mandays absent.' Absence due to strike, lock-out and lay-off is to be excluded.

BLOCK-X

1. SHIFTS AND HOURS OF WORK

Category of workers	Total no. of shifts	Timings/employment	Timings/employment for each shift (To be mentioned as from... hrs. to... hrs)			
			1st shift	2nd shift	3rd shift	4th shift
1	2	3	4	5	6	7
<i>Common to Male & Females :</i>			Timings			
			Males			
			Females			
			Total			
<i>Males only :</i>			Timings			
			Males			
<i>Females only:</i>			Timings			
			Females			

2. If the unit is not complying with statutory provisions concerning shifts and hours of work, then give reasons therefor.

BLOCK-XI

1. Is the unit covered under the ESIC/Maternity Benefit Act.....
2. If covered under the M.B. Act then give the following information for the year 1984-85.

No. of women who claimed maternity Benefit	No. of women who were paid maternity benefit	Difficulties in availing of the benefit
1	2	3

3. Expenditure on women workers on account of separate welfare measures meant exclusively for women during the year 1984-85.†

Total wage bill for the year 1984-85†	Expenditure (in Rs.) exclusively on women workers on				
	Maternity benefit paid under the M.B. Act.	Creche*	Separate toilets*	Other welfare measures meant exclusively for women	Total expenditure (total cols. 2 to 5)
1	2	3	4	5	6

† Financial or calendar year 1984 as may be convenient for the employer.

*Including amount spent on construction of creche building/latrines etc., purchase of equipment and running expenditure.

BLOCK-XII A—WAGE RATES—FOR EACH OCCUPATION EMPLOYING WOMEN DURING THE COMPLETE PAY PERIOD OCCURRING IN THE MONTH OF.....

For the pay period ending.....
(time-rated)
For the pay period ending.....
(piece-rated)

Sl. No.	Name of occupation	Sex*	Scales ^① code	Number of persons employed during the reference period	Basic or consolidated wages/earnings per day :		Dearness allowance payable per day		Other allowances (specify)	If there is some difference between the rates of wages, etc., of men and women workers, then indicate reasons for the same
					Minimum	Maximum	On minimum basic wage (col. 6)	on maximum basic wage (Col. 7)		
1	2	3	4	5	6	7	8	9	10	11

Time-rated Workers

Piece-rated Workers

*Men-1, Women-2, ^①Time-scale—1, No time-scale-2. + Give basic wage rates only if D.A. is paid separately.

BLOCK -XII B : Date when the Equal Remuneration Act was brought into force : _____

BLOCK-XIII WELFARE AND WORKING CONDITIONS

1. CRECHE

Sl. No.	Since when working	Type of structure	Whether conforms to standard of construction, if not why	Whether properly		Floor area (in sq. mts.).	Furniture, cots and cradles, etc., (Give quantity item-wise)
				lighted/ventilated	White-washed and maintained cleanly		
1	2	3	4	5	6	7	8

Sl. No.	Items of playing material	Play ground fenced/non-fenced	Items prescribed under Rules but not existing	Latrines & Wash Rooms		
				Whether existing	Source of water supply and its adequacy	Items like soap, towel, etc., existing
1	9	10	11	12	13	14

5. Training facilities

Sl. No.	Trade/occupation in which training is imparted	Categories of workers entitled to receive training		Place and period of training	Number of workers who received training during the last three years 1981-84		No. of trained workers who are employed in the unit.	
		Men	Women		Men	Women	Men	Women
1	2	3	4	5	6	7	8	9

6. Trade Unions

Particulars of Trade Unions of which workers are members.

Name of Union	Whether registered	Name of Central Organisation to which affiliated	Total number of production and related workers in the factory (as on date of visit)		No. of production and related workers who are members of the union		
			Men	Women	Men	Women	Total
1	2	3	4	5	6	7	8

7. Is there any woman welfare officer in the unit ? Yes/No

8. Details of the jobs being performed by women in the unit involving :-

	Details of jobs	Number of Workers employed on the jobs		
		Men	Women	Total
(a) Work in operations prohibited under the Factories Act				
(b) Movement or carrying of material weighing more than that provided under the Act.				

9. (a) Age at which workers are generally superannuated : Men Women

(b) If there is any difference in the retirement age of men and women, then give reasons :

BLOCK-XIV

EMPLOYER'S VIEWS

A—Recruitment, Employment and Promotion Prospects

1. Occupations in which preference is given at the time of recruitment
to : Name of occupations
- (a) Women workers _____
- (b) Men workers _____
2. Reasons for not employing women in certain main occupations.

Sl. No.	Occupation	Reasons for not employing women
1		
2		
3		
4		

3. Details of discrimination, if any, being made while recruiting men and women for the same or a similar nature of work (Field Officer's views)

(a) Occupations (not employing women at present) in which women can usefully be employed, after imparting the necessary training :

(b) Details of training required for employing women in each occupation mentioned in item (a) above :

4. If the unit falls under the stratum "Low percentage of women workers" then reasons therefor together with the difficulties experienced in recruiting more women workers :

5. Comparative performance of men and women workers in each main occupation employing women workers.

Occupations	Whether Women Workers are more productive or less productive or as productive as men workers	Reasons
1	2	3

6. (a) Details of any regular channel/line of promotion for women from unskilled to semi-skilled, skilled and supervisory jobs :

(b) Details of promotions of women workers made during 1984.

Sl. No.	Previous occupation		No. of women workers promoted	Occupation to which promoted		Criteria and method adopted for promotion
	Name	Wage rate		Name	Wage rate	
1	2	3	4	5	6	7

B. WELFARE AMENITIES AND THE EFFECT OF THE LEGISLATIVE MEASURES

1. Keeping in view the deficiencies observed, record employer's suggestions for bringing improvements in :—

(a) Wage rates and Working conditions :

(b) Welfare amenities :

(i) Creche

(ii) Separate latrines, urinals, washing facilities, rest shelters, etc.

(iii) Medical facilities

(iv) Recreational facilities, and

(v) Other facilities

2. Does the unit feel any financial burden of separate welfare provisions for women ? If yes, whether this is an obstacle in their employment ?

3. Employer's views on the prospects of their employment during night shifts. If women workers are already working during night shifts then whether transport or other facility has been provided.
 4. Details of legal provisions which may be relaxed for increasing their employment.
 5. Views on making a provision for allowing her to take long leave in lump-sum or in instalments without causing any break in her service to enable her to fulfil certain family obligations.
-

BLOCK-XV **VIEWS OF THE FIELD STAFF ON PECULIAR ASPECTS OF WOMEN WORKERS, EMPLOYED IN THE FACTORY**

BLOCK-XVI

REMARKS BY FIELD OFFICER

BLOCK-XVII

COMMENTS BY SUPERVISING OFFICER

ANNEXURE—II

GOVERNMENT OF INDIA
MINISTRY OF LABOUR
LABOUR BUREAU
SHIMLA-171004

SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS IN FACTORIES

Worker-Level Questionnaire

BLOCK-I

IDENTIFICATION PARTICULARS

1. Name & address of the unit : _____

2. Name of Woman Worker: _____
3. Description of Industry and Industry Code (as per NIC, 1970) _____

BLOCK-II

PARTICULARS OF FIELD WORK

Officer	Name	Date of			Signature	No. of additional sheets enclosed
		Canvassing/ supervision	Receipt from F.O.	Despatch to Headquarters		
1	2	3	4	5	6	7
Field Officer						
Supervising Officer						

BLOCK-III

PERSONAL PARTICULARS

1. (a) Age _____
 (b) Native Place (Village/town/Distt./State) : _____

 (c) If migrated, then mention
 (i) Place from where migrated last : (Village/town/Distt./State) _____

 (ii) Reasons for migration : _____
 (iii) Year of Migration : _____
 (iv) Occupation before migration : _____
2. (a) Caste : _____ SC/ST/Other
 (b) Highest educational standard attained : _____
 (c) Technical education : _____
 (d) Marital Status : _____

 Unmarried/Married/Divorced/Separated/Widowed.
3. (i) If not married/newly married, whether intends to continue in the job after
 (a) marriage : _____
 (b) birth of the child : _____
 (ii) If she wants to leave the job, then give reasons therefor : _____

4. Main occupations in which the woman worker's mother and daughters are/were engaged :

Occupation

Mother	1st daughter	2nd daughter	3rd daughter

5. Demographic and other particulars of other family members.

	Other family members residing with woman worker							Total No. of members.
(i) Relation with the sampled woman worker								
(ii) Exact Occupation of member								
Occupational Code*								

*Employment in factory : 1, Manual non-agricultural employment (other than factory)—2, Non-manual non-agricultural employment (other than factory)—3, Agricultural labour : 4, Self cultivation; 5, Self employed; 6 Other Occupations—7.

6. Total monthly income of the family from all sources : _____

7. (a) Time devoted to daily household work : _____
(Timing and total time)

(b) Duration of daily leisure time available : _____

BLOCK-IV

WORKING CONDITIONS

1. Details of employment.

Present post held	Job description	Employment status	Piece-rated/ time-rated	Whether getting annual incre- ment Yes/No	Details of last increment drawn	
					Year	Amount of increment
1	2	3	4	5	6	7

2. If employed earlier in any other establishment, office etc., then gave following details for each such employment.

Establishment in which engaged/or self employed	Occupation	Period		Reasons for leaving service
		From	To	
1	2	3	4	5

3. Type of employment and promotions received

Since when working (month and Year)		Promotions received			
In the sampled Unit	On the present post	Name of occupation to which promoted	Date of Promotion	Daily wages	
				Before promotion	After promotion
1	2	3	4	5	6

4. (a) If engaged in carrying loads, then mention maximum weight she generally carries : _____
- (b) Details of dangerous occupations if engaged (see list) _____
- (c) Whether transferred to lighter job during pregnancy, or after child birth, if so details thereof : _____

BLOCK-V

WELFARE FACILITIES

1. Awareness of the beneficial legal provisions relating to Women Workers (delete which is not applicable).

- (a) The Factories Act, 1948 Fully/Partially/No
- (b) The Maternity Benefit Act/E.S.I. Act Fully/Partially/No
- (c) The Equal Remuneration Act, 1976 Fully/Partially/No

2. (a) Total number of children

Boys Girls Total

(i) Below 6 years

(ii) 6—14 years

Boys Girls Total

(b) Number of children attending school (0—14 years)

(c) Reasons for not attending school :

Boys :

Girls :

3. Whether desires any long leave for child care or other family obligations? If so, details thereof : _____

4. Details of training received through employer or otherwise : _____

5. Whether training desired in a suitable trade for improving promotion prospects and other facilities and aid necessary during training period _____

BLOCK-VI

HOUSING CONDITIONS

Owned/rented/provided by management	Kucha/Pucca or Semi-pucca and its general condition	Whether having separate			Source of water supply and its distance	Distance of house from work place (in Km).
		Kitchen	Bath	Latrine		
1	2	3	4	5	6	7

BLOCK-VII

TRADE UNIONISM

If member of any trade union or other worker's welfare organisation

Name of trade Union	Central affiliation	Status held by woman worker	Reasons for joining	If not a member, then give reasons thereof
1	2	3	4	5

ANNEXURE—III
GOVERNMENT OF INDIA
MINISTRY OF LABOUR
LABOUR BUREAU
SHIMLA-171004

Survey of Socio-economic Conditions of Women Workers in Industry

Zero questionnaire

(For Factories not employing women workers)

BLOCK-I

IDENTIFICATION PARTICULARS

1. Name and address of the Unit : _____
2. Description of industry : _____
3. Industry code (as per NIC 1970) : _____
4. Sector : _____ Public/Private

BLOCK-II

PARTICULARS OF FIELD WORK

Officer	Name	Date of			Signature	No. of additional sheets enclosed
		Canvassing/supervision	Receipt from F.O.	Despatch to Headquarters		
1	2	3	4	5	6	7
Field Officer						
Supervising Officer						

BLOCK-III

REASONS FOR NOT EMPLOYING WOMEN WORKERS

1. Total employment as on the date of visit :

Men	Adolescents	Children	Total

2. Occupation-wise employment in this factory as on the date of visit in occupations employing women in other factories under the same industry-group.

Sl. No.	Occupations employing women in other factories	Male employment as on the date of visit	Occupation-wise reasons for not employing women workers
1	2	3	4

3. Employers' views on the difficulties in employing women in occupations listed under col. 2 above and means for overcoming them.

4. Were women employed in any occupation earlier in the factory ? If so, give details :—

Date on which women employment existed last in the factory	Occupation-wise employment on the date mentioned in Col. 1				
	Occupation	Men	Women	Total	Reasons for not employing women now.
1	2	3	4	5	6

BLOCK-IV

REMARKS BY FIELD OFFICER

BLOCK-V

REMARKS BY SUPERVISING OFFICER

ERRATA

Sl. No.	Chapter	Page	Para/item/Table	Col/Line	For	Read
1	2	3	4	5	6	7
1	Preface	—	—	—	Dated	Dated 21st May, 1987
2	Main conclusions	V	18	1st	fortnightl	fortnightly
3	Do.	Do.	21	10th line from above	i	in
4	I	2	1.3.2	16th line from above	th	the
5	I	2	1.3.4	2nd line from above	factors	factories
6	I	3	1.4.5	Para number	1.4.4	1.4.5
7	I	4	1.4.8	6th line from below	or	for
8	II	11	2.3.6	3rd line from above	consisted	consisted of
9	II	11	2.3.6	9th line from above	corried	carried
10	II	12	2.3.9	4th line from above	rent	cent
11	II	14	Table 2.4	Col. 19 against Sl No. 4	91.4 (not clear)	91.4
12	II	16	Footnote to Table 2.5	—	No	NOTE :
13	II	22	2.10.1	11th line from above	employed	employing
14	II	24	2.13.1	8th line from above	esgaged	engaged
15	III	27	Table 3.2	Col. 12 against Sl No. 5	6.0 (not clear)	6.0
16	III	28	3.4.2	2nd line from above	were	wage
17	III	29	3.5.3 under sub heading "Manufacture of Tiles"	1st line from above	Wages in these factories were mostly regulated	Wages fixed under the Minimum Wages Act were
18	III	33	3.8.3 under sub heading "Manufacture of Zarda and Cigarettes"	4th line from above	arnings	earnings
19	IV	38	Table 4.3	Heading to Cols. 11 to 18	Deficient	Deficient in
20	IV	38	Table 4.3	Col. 18	1	18
21	IV	38	Table 4.3	Col. 18 against Sl. No. 1	blank	2
22	IV	39	4.4.2	8th line from below	Zorda	Zarda
23	IV	41	4.4.10	third line from below	in is	in its
24	IV	42	4.6.2	fourth line from above	able	table
25	V	50	5.5	first line from above	for	fro
26	V	50	5.5	Do.	thef	they
27	V	51	5.6.3	seventh	unions.	unions,
28	V	51	Table 5.6	Col. 12 against Sl. No. 1	Not clear	92.3
29	V	51	Table 5.6	Col. 11 against Sl. No. 2	Not clear	12
30	V	51	Table 5.6	Col. 12 against Sl. No. 2	Not clear	89
31	VI	56	6.4.6	fifth line from below	workers,	workers'
32	VI	56	6.4.6	4th line from below	rf	of
33	Annexure I	58	Foot Note to Block III B	1st line	wome	women
34	Annexure II	69	Block-IV item 2	first line	gave	give