



**REPORT ON
SOCIO-ECONOMIC CONDITIONS
OF
WOMEN WORKERS
IN
SELECTED
LIME MANUFACTURING UNITS
IN
SELECTED STATES
(1997)**

**LABOUR BUREAU
MINISTRY OF LABOUR
GOVERNMENT OF INDIA
CHANDIGARH/SHIMLA**

PREFACE

Since ancient times, women in India are making financial contributions for the betterment of their families. Their participation in economic activities has grown enormously after rapid industrialisation in the post independence era of the country. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand also given rise to a number of complex problems having a direct bearing on their Socio-economic Conditions. To solve the problems faced by the women workers engaged in various industries a sound planning based on accurate and reliable data bank is needed. Accordingly, the present scheme titled-“Socio-economic Conditions of Women Workers in Industry” was taken up by the Bureau, during 1975 – “The International Women’s Year”. Initially, the scheme was confined to the Organised sector only. However, keeping in view the utility of the data so generated, it was considered to be expedient to extend the scheme to the Un-organised Sector, as well. Building and Construction industry was the beginning in this field, followed by Handloom, Khadi, Beedi, Readymade Garments and Agarbathi industry. The present report relates to the Lime Manufacturing Industry.

I am thankful to the various departments of the Central Government, States including State Labour Departments for their Co-operation in the conduct of the study. I also extend my thanks to all the employers and workers of the sampled units who willingly furnished detailed information for the study.

A team of officers/officials whose names have been given at the end of the report have toiled through various stages of its preparation. The views expressed in this report are not necessarily those of the Ministry of Labour, Government of India.

5th February, 1999
Chandigarh/Shimla

S.R.S. GILL
DIRECTOR GENERAL

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Report on Lime Manufacturing Industry

HIGHLIGHTS OF THE STUDY

1. In ancient times the main use of Lime was confined only in building and construction industry and in recent times the Lime is being used in different manufacturing industries also.
(para 1.2.1)
2. Lime Manufacturing industry depends on raw material which is obtained from natural rock deposits in the Lime belt regions. Though the raw material for this industry is Lime stone, its secondary sources are the shells from the river beds, banks and coastal areas.
(para 1.2.2)
3. Due to eco-sensitive nature of this industry, a certificate of Non-Pollution has become necessary as applicable from state to state.
(para 1.2.3)
4. Individual household units not employing any hired worker/labour were excluded from the scope of the study.
(para 1.4.1)
5. As the Lime manufacturing units are evenly spread throughout India and keeping in view the scarce resources, only important centres/pockets of concentration in different states ensuring proper regional representation were covered for the study purpose.
(para 1.5.1)
6. Keeping in view the objective of the survey which was to highlight the socio-economic conditions of women workers engaged in Lime industry, two comprehensive schedules namely "Unit Level Questionnaire" and "Worker Level Questionnaire" were canvassed from the sampled establishment and selected women workers to seek information on related aspects.
(para 1.6.1)
7. The field work for the survey was conducted during 2.2.1997 to 21.3.1997.
(para 1.8.1)

8. In all the 74 units surveyed under the study in different pockets of 8 states, The women workers constituted about 41 percent of total labour force. In private sector women employment was found to be more (about 43 percent) as compared to the units belonging to K.V.I.B. group which had women employment of 34.45 percent. The state of Karnataka had the highest women employment.
(para 2.2.3)
- 8.A Average female employment in the Lime industry was 5.70 whereas average male employment was 8.23.
(para 2.2.4)
9. Lime Manufacturing industry is characterised by the predominance of temporary workers. The study revealed that in all the states surveyed, the proportion of temporary women workers in employment was about 69 percent.
(para 2.3.1)
10. Among all the states surveyed the proportion of scheduled caste women workers was higher than schedule caste men workers. The state of Rajasthan had significant level of scheduled caste women workers (60.47 percent).
(para 2.3.2)
11. An overwhelming number of female workers were found to be employed only as labourers.
(para 2.3.4)
12. More than 70 percent of the women workers in all the states surveyed were in the age group of 25-34 years and 35-44 years. Among the women workers employed in the Lime industry more than 88 percent were married.
(para 2.4.1)
13. There was predominance of illiterate female workers in Lime Manufacturing industry. In all the states combined the proportion of illiterate women workers was 81.52 percent. It is of interest that there was no illiterate sampled women worker in Kerala and no literate sampled women worker in Rajasthan.
(para 2.5.1)
14. 68.83 percent children of the women workers were attending schools. The proportion of female and male children attending school was 70.09 percent and 67.54 percent respectively. In Kerela all the female children were attending school.
(para 2.5.4)

15. In Madhya Pradesh and Uttar Pradesh cent percent women workers engaged with their present employer were having the length of service less than one year. The state of Karnataka and Kerala, majority of female workers (40.74 percent and 63.64 percent respectively) were engaged with their present employer for more than one year and less than five years. Also majority of male workers in these two states exhibited the same trend i.e. 54 percent in Karnataka and 51.06 percent in Kerala.
(para 2.6.1)
16. Women workers in Lime industry were local workers from nearby areas without migratory character. During the course of the study no incidence of migration among the sampled women workers was reported in the 6 states of Andhra Pradesh, Karnataka, Kerala, Madhya Pradesh, Rajasthan and Tamil Nadu. In Uttar Pradesh the percentage of migration was as high as 68.70.
(para 2.7.1)
17. Out of the 1031 workers employed in the sampled units of 7 states 55.38 percent were time rated and 44.62 percent were piece rated.
(para 3.3.2)
18. Most preferred wage period was 10 days for both male and female workers followed by daily wage period in all the states surveyed.
(para 3.4.2)
19. The most predominant occupation of women worker in the Lime industry was "Labourers". 98.82 percent of the female employment and 84.73 percent of male employment was engaged as labourers.
(para 3.5.1)
20. Female labourers found employed in all the states taken together and earning Rs.30.00 or more but less than Rs.60.00 per day formed the main group which accounted for 76.26 percent of the female workers. Only 1.44 percent female workers were falling in two average daily earning groups of Rs.90.00 to Rs.120.00 and Rs.120.00 to Rs.150.00. Similarly majority of male labourers also found employed in the surveyed units earned Rs.30.00 to Rs.60.00 per day.
(para 3.5.4)

21. Female labourers were earning minimum of Rs.15.00 and maximum of Rs.122.00 per day. Both these extremes of daily earnings were the cause effect of the minimum and maximum daily earnings of female workers in Tamil Nadu and Kerala respectively.
(para 3.5.7)
22. Sex wise comparison of minimum and maximum daily earnings for the workers engaged as labourers showed that in all states surveyed male workers had higher earnings than those of female workers. The minimum and maximum daily earnings for male workers were Rs.25.00 in Tamil Nadu and Rs.150.00 in Kerala respectively.
(para 3.5.8)
23. The difference of the average daily earnings between male and female workers was not due to the violation of Equal Remuneration Act, 1976 but it was due to some other factors such as : women were working for less hours, nature of job was very hard and women were considered less efficient and duties of male were harder than female workers.
(para 3.5.11)
24. Workers were not getting advantage of the various fringe benefits namely House Rent Allowance, Children Education Allowance, Medical Allowance, Maternity Benefit and leave with wages.
(para 3.6-A)
25. In all the 7 states covered under the survey it was found that there was no practice of imposing fines and deductions by the employers.
(para 3.6-B)
26. The average house-hold size of the families of 211 sampled women workers associated with Lime industry in all the 7 states taken together was 4.22 persons. Average number of earners in these households was 2.2.
(para 3.7.2)
27. Comparison of average monthly income of the house-hold in the 7 states revealed that the women workers in Kerala had the highest average monthly income of Rs.2851.43 while those in Tamil Nadu had the lowest average monthly income of Rs.1539.00. The average monthly income per sampled house-hold for all the states taken combined was 2272.61.
(para 3.7.4)

28. Out of the average monthly house-hold income from all sources combined in all the 7 states taken together, the major share of the income Rs.1632.84 (71.85 percent) was accrued from Lime Manufacturing industry.
(para 3.8.2)
29. In all the 7 states taken together only 1.42 percent of families of the female workers were under debt.
(para 3.9.2)
30. No labour legislation on Bonus was reported to be applicable to the Lime industry in all the 7 states. However, certain establishments were paying bonus to their workers both female as well as males voluntarily at no fixed rates. Only in the state of Rajasthan a few units paid bonus to their workers @ 8.33 percent of their wages.
(para 3.10.1)
31. Taking all the states together, majority of 55.45 percent sampled women workers contributed between 40 percent and 60 percent towards their family income.
(para 3.11.1)
32. The hours of work of all the workers employed in sampled units covered under 7 states were in accordance with the provision made to the effect in Factories Act, 1948.
(para 4.2.2)
33. None of the surveyed units had provided creche facilities for the use of the female workers.
(para 4.3.2)
34. Very few units had separate washing facility for women workers. Most of the units were having common washing facilities both for men and women workers. Latrine and Urinal facility was found to be inadequate irrespective of the fact whether it was common or separate for men and women workers.
(para 4.4.2)
35. The surveyed units in all the 7 states revealed the total absence of availability of medical facilities to women workers employed in Lime industry.
(para 4.5.2)
36. Only 4 units in Rajasthan and 1 unit in U.P. had introduced E.P.F. scheme for workers. In the remaining units of all the states there was absence of E.P.F. scheme.
(para 4.6.2)

37. None of the units had introduced Gratuity scheme for their workers.
(para 4.6.4)
38. The survey revealed in all the 7 states taken together only 28.91 percent families were living in houses provided by the employers.
(para 4.7.2)
39. The incidence of trade unionism in Lime industry was almost negligible.
(para 4.8.2)
40. The maintenance of various records and registers by the employers was not satisfactory in the seven states surveyed.
(para 4.9.1)



CHAPTER-I

SCOPE AND METHODOLOGY

1.1 GENESIS:

- 1.1.1 Since the advent of independence, India has taken long strides in the field of welfare, conditions of work, health, safety and social security of labour. This has been possible due to the process of Industrialisation and economic development initiated during the last five decades. It has now also been realised that women is an indispensable element of the work force. During the initial stages of independence women workers were generally engaged in unskilled jobs and there were noticeable wage differentials in the earnings of men and women workers. Due to increased participation of women workers and awareness of their rights it was demanded that equal wages should be provided to the women workers and consequently the Government of India enacted Equal Remuneration Act, 1976 which provided equal wages to men and women workers performing similar duties. This campaign for equality of women workers strengthened in the other countries and thus the year 1975 was observed as the International Women's Year. To commemorate the women's year it was decided by the Ministry of Labour, Government of India to study the socio-economic condition of women workers and Labour Bureau was assigned this responsibility. Consequently, Labour Bureau took up these studies and in the initial years the scheme was launched in the organised sector comprising Mining, Plantations and Factories. However, keeping in view the objectives served by these studies, the scheme was extended to the unorganised sector as well. The present study relates to the socio-economic condition of women workers in Lime Industry.

1.2 CHARACTERISTICS OF LIME INDUSTRY:

- 1.2.1 The manufacturing of lime and its use is quite different as of today when compared with the ancient times. Earlier the main use of lime was confined only in building and construction industry. In recent years lime has been found to be used in different manufacturing industries like medicine manufacturing, tooth paste making, paper industry, sugar industry, cement industry, slate and chalk industry etc.
- 1.2.2 Lime industry like any other industry depends on raw material which is obtained from natural rock deposits available in the lime belt regions of the Northern and Eastern regions of India besides spread in Southern and Western India. Though the major supplier to this industry is the limestone, its secondary sources are the shells from the river beds, banks and the coastal areas. This being a very eco-sensitive industry has of late become a very controversial issue posing

for its problems of eco-imbalance and pollution hazard besides being considered unsafe and unhealthy for workers, more so for the women workers. The units engaged in manufacturing lime are not scarce to find for the basic reasons that it can be virtually set up even at a cottage/household level catering to nearby Khandsari units where lime is used for cleaning sugar cane syrup besides other application. This character of the industry almost reduces the period of operation making it more or less seasonal type or operating only when the season is dry and sugar cane is available and some building and white washing activities are in progress. The small units have shells for their raw material and continue to function as and when sufficient raw material is available or their product is in demand.

- 1.2.3 Now a days due to eco-sensitive nature of this industry, quarrying and lime manufacturing units are being discouraged and a certificate of Non Pollution is essential in addition to other safety norms as applicable from state to state.

1.3 **OBJECTIVES OF THE STUDY:**

- 1.3.1 The basic objectives in conducting the present study in selected Lime Industry Units all over India was to ascertain the socio-economic conditions of women workers engaged in these units. Therefore to have insight into these objectives we had collected the detailed data on the characteristics of women employment, wages and earnings and working conditions and welfare amenities provided to women workers vis-a-vis labour laws

1.4 **SCOPE AND COVERAGE:**

- 1.4.1 The scope of the present survey was confined to such units wherein some hired workers were employed. Individual households solely working with the help of their family members were excluded from the scope of the present survey.

- 1.4.2 Lime industry is scattered all over India but keeping in view the resources at our disposal it was decided to conduct the survey in selected pockets of concentration only. Accordingly, the survey was conducted in 8 states namely Andhra Pradesh, Karnataka, Kerala, Madhya Pradesh, Rajasthan, Tamil Nadu, Uttar Pradesh and Himachal Pradesh.

1.5 **METHODOLOGY AND SAMPLE SIZE:**

- 1.5.1 As the lime manufacturing units are evenly spread throughout India it was decided in the preliminary stages of the survey to write to all the state authorities and Khadi and Village Industries Board to supply the list of lime manufacturing units alongwith their employment levels.

After scrutinising the lists supplied by the State Governments and Khadi & Village Industries Board (KVIB), it was found that keeping in view the scarce resources at the disposal of Bureau it was not possible to cover all the States and therefore it was decided to cover only such important centres/pockets of concentration in different states ensuring proper regional representation.

- 1.5.2 Keeping in view the above aspect purposive sampling was used to identify the areas/pockets of concentration and therefore the following Centres were covered in different states for this industry.

Sl.No.	States	Centers covered/Pocket of concentration
1.	Andhra Pradesh	Guntur and Krishna Distt.
2.	Karnataka	Bijapur and Gulbarga
3.	Kerala	Alleppey, Quilon and Kottayam
4.	Madhya Pradesh	Satna and Katni
5.	Rajasthan	Jaipur, Pali, Jodhpur and Nagaur
6.	Tamil Nadu	Chennai, Kanchipuram and Tirunelveli
7.	U.P. and H.P.	Dehradoon and Paonta Sahib

- 1.5.3 Since the objective of the present survey was to ascertain the socio-economic conditions of women workers engaged in these units, a two pronged strategy was devised under which it was decided to contact the units/management to ascertain from the records employment of women workers, description of occupations employing women worker, wage rates and other welfare aspects of the women workers as provided in the various Labour Laws applicable. On the other hand, simultaneously, few women workers were also selected from the units for studying the demographic and related aspects of the women workers. The number of women worker selected for interview in a particular sampled unit varied according to the number of women workers employed therein. However keeping in view the resources at command, the maximum number of women to be studied was restricted to 3. The total sample size of women workers studied in a sampled unit was distributed over various occupations in proportion to the total number of women workers in each occupation. The required number of women workers in each occupation was selected by using circular systematic sampling technique. Table 1.1 depicts the details of sample units covered in each of the states as well as the number of women workers interviewed/studied.

1.6 **QUESTIONNAIRES CANVASSED:**

- 1.6.1 As already stated, the present survey aimed at highlighting the socio-economic conditions of women workers engaged in the lime industry for which no data base exist at present . Accordingly two comprehensive schedules were devised namely "UNIT LEVEL QUESTIONNAIRE" and "WORKER LEVEL QUESTIONNAIRE". Both these questionnaires were canvassed by the trained field personnel of the Bureau. The unit level questionnaire sought information on items like occupation-wise distribution of employment by sex and caste, description of occupations employing women, period of unemployment, employment status and length of service, method(s) of recruitment, distribution of women workers by age and marital status, wage rates and earnings, working conditions, welfare facilities available, trade unionism, maintenance of labour records and employers view on aspects relating to women workers. Information was collected separately for men and women to facilitate their comparative study. The worker level questionnaire on such aspects as demographic particulars, employment and working conditions, wages and earnings, indebtedness and housing conditions etc. was collected from the female workers. An attempt was also made to collect information on various social aspects of the family members. However due to widespread illiteracy and certain religious taboos these efforts were successful only partially.

1.7 **REFERENCE DATE AND REFERENCE PERIOD:**

- 1.7.1 Reference date for collection of data on items like employment, employment status and length of service, age and marital status of women workers, working conditions and welfare amenities, trade unionism etc. was taken as it was applicable on the date on which the sampled unit was visited by Field Officer. Data relating to wage rates and earnings were collected for one complete wage period immediately preceeding the date of visit. Information on such aspects like working conditions, welfare amenities, trade unionism etc. was collected only in respect of the workers who were employed in the factory premises or under the common work sheds.

1.8 **PERIOD OF STUDY:**

- 1.8.1 The field work for the survey was undertaken by the field staff of the Labour Bureau from 2-2-1997 to 21-3-1997.

1.9 DIFFICULTIES FACED:

1.9.1 During the conduct of the present survey our field staff faced a number of difficulties, some of them have been given below:-

- (a) It was observed that in most of the units there was no proper system of record maintenance like muster rolls, register of wages, register of advances and fines etc., consequently the rough records maintained by the units had to be relied upon.
- (b) Great difficulty was felt in eliciting information from the employer of small establishments due to their own apprehensions about the purpose of the survey.
- (c) While collecting information from the selected women workers it was experienced that sometime these women worker did not come out freely to part information in respect of family income, indebtedness etc.
- (d) Also high degree of casualisation of workers in small units some time created problems while working out the effective employment strength of particular unit.
- (e) In some of the states, our field staff had to face language problem while canvassing the schedule. However this problem was overcome by taking the assistance of local fellow employees.

1.10 LIMITATIONS OF THE SURVEY:

1.10.1 Though the present survey was designed to elicit the maximum information from the employers and the female workers through probing by the trained field staff, yet some limitation of the present survey have been noticed as listed below which could be kept in view while interpreting the result of the survey.

- (a) Although the data collected during the present survey relates to the centres/pockets of concentration as identified earlier, the name of the state to which the selected centres/pockets relates, have been used in the presentation of data. While analysing or interpreting the data contained in this report, this factor may be kept in mind.
- (b) In the units where no proper prescribed records of employment and wage rate were maintained, the information recorded was based on the rough records/diaries maintained by the employers. Nonetheless this aspect was thoroughly probed by our field staff by holding exhaustive discussions with the management and if possible with the workers also

Table 1.1

Details of the Sampled Units Covered for the Study

S. No.	Name of the State	Details of the sampled units covered for unit level questionnaires				No. of Women Workers covered for worker level questionnaires
		No. of Unit	Employment			
			Male	Female	Total	
1	2	3	4	5	6	7
1	Andhra Pradesh	9	104	96	200	27
2	Karnataka	8	50	54	104	24
3	Kerala	11	94	33	127	28
4	Madhya Pradesh	9	112	60	172	27
5	Rajasthan	15	106	86	192	42
6	Tamil Nadu	11	56	49	105	30
7	Uttar Pradesh	11	87	44	131	33
ALL		74	609	422	1031	211

CHAPTER -II

CHARACTERISTICS OF WOMEN EMPLOYMENT

2.1 INTRODUCTION:

2.1.1 The lime industry is generally considered unsafe and unhealthy for workers and more so for the women workers. As on today there is no data readily available which throws light on women employment in lime industry and its working conditions. Therefore the study of women workers in this milieu become more interesting.

2.1.2 During the course of the present survey the data on various facets of women employment like the percentage of women employment, status of women work-force, distribution of women worker by caste, occupation, place of work, age and marital status were collected. Also the detailed data on literacy levels of women workers and the literacy level of their children have also been attempted. The data relating to the period of engagements of women workers with their present employer as well as migratory aspects of women workers were also collected during the course of the study. All the above aspects of women employment have been discussed at length in the ensuing paragraphs.

2.2 EMPLOYMENT:

2.2.1 The present survey was conducted in the 8 states. The states of U.P. and H.P. were clubbed together to form a single group in view of the fact that only one unit was covered in Himachal Pradesh and thus it was not considered appropriate to present the result separately for this state and it was merged with the bordering and contiguous units covered in Uttar Pradesh. Thus the result presented in the subsequent presentation relate to only 7 group of states.

2.2.2 In all 74 units were covered for the present survey which included 17 units registered with the Khadi and Village Industries Board and the remaining 57 units surveyed belonged to the Private Sector. The highest number of units surveyed were 15 in Rajasthan whereas in Karnataka least number of units i.e. 8 units were surveyed.

2.2.3 A study of table 2.1 reveals that the women employment for all the seven states surveyed together accounted for about 41 percent of the total employment in this industry. In private sector women employment was seen to be more dominant (about 43 percent) as compared to the units belonging to K.V.I.B. group which had women employment of 34.45 percent. As regards the women employment in lime industry in the states surveyed it was observed that the Karnataka

had the highest women employment of about 52 percent followed by Andhra Pradesh (48 percent), Tamil Nadu (about 47 percent) and Rajasthan (about 45 percent). In the remaining three states the women employment was not that substantial. Kerala had the lowest proportion of women employment which was about 26 percent only. Thus it could be seen that in southern states of Karnataka, Andhra Pradesh and Tamil Nadu the proportion of female employment in general was high as compared to the Northern states of Madhya Pradesh, U.P. and Rajasthan.

- 2.2.4 A study of average men and women employment of the surveyed units revealed that all the seven states together had an average male employment of 8.23 as compared to average female employment of 5.70. The average women employment was found to be comparatively on lower side in all the surveyed states when compared with the male employment excepting the state of Karnataka which had high average women employment (6.75) as compared with average male employment (6.25).

2.3 OCCUPATIONAL CHARACTERISTICS:

- 2.3.1 The percentage distribution of workers according to sex and status of employment viz. Permanent, Temporary, Casual, Contract etc. has been presented in table 2.2. These data pertain to the period of visit to the sampled establishment. The classification of workers into permanent, temporary, casual etc. was done according to the standard definition laid down in the standing order framed under the Industrial Employment (Standing Order) Act, 1946. In the case of factories not covered under this Act, the classification was done in consultation with the concerned managements. It could be seen from table 2.2 that the proportion of women workers (for all the seven states put together) holding permanent status were quite meagre i.e. 13.74 percent only, whereas the proportion of women workers holding temporary status was highest, i.e. about 69 percent, the remaining 17 percent of women workers were holding contract status. Almost similar pattern was observed for men workers collectively in these seven states. Thus the majority of male and female workers employed in the Lime industry worked only in temporary capacity. The concept of employing casual workers in lime industry was not found in any of the states surveyed. Also in the state of Uttar Pradesh the proportion of women workers and men workers holding contract workers status was found to be highest i.e. 90.91 percent and 77.01 percent respectively.
- 2.3.2 Caste wise/Sex wise distribution of workers according to their place of work has been depicted in table 2.3. It could be seen from this table that for all the seven states surveyed the proportion of scheduled caste female workers was 24.64 percent as compared to 19.70 percent male workers. Similarly the proportion of Scheduled Tribe female

workers was only 7.11 percent in comparison to 6.08 percent male workers. The remaining proportion of 68.25 percent females and 74.22 percent male workers belonged to the castes other than Schedule Caste and Schedule Tribe. Amongst the states surveyed, Rajasthan was found to employ the highest proportion of female and male Scheduled Caste workers which was 60.47 percent and 58.49 percent respectively. This was closely followed by the proportion of female and male Scheduled Caste workers in Karnataka at 44.44 percent and 44.00 percent respectively. In the state of Andhra Pradesh none of the male and female workers employed in lime industry belonged to either of the Scheduled Caste and Scheduled Tribe.

2.3.3 As regards the place of work it was observed that the workers (male and female) employed in all the surveyed units in all the seven states were found to be working under the common sheds.

2.3.4 An attempt was made to study the occupational characteristics of male and female workers employed in the lime industry. The occupations reported in table 2.4 were taken from the actual records maintained by the management at the time of survey. It could be seen that in all the states surveyed most of the women workers were employed only as labourers. The only exception was in the state of Uttar Pradesh where 9.09 percent of women workers were working as "Screener" and 2.27 percent of women workers were working as "Chemists". This amply proves the fact that women employment was confined only to the occupation of labourers in lime industry and the other occupations like Supervisor, Maistry, Munshi, Bhattiman, Filler etc. were generally occupied by male workers. As regards the men workers more than ninety percent of the total male workers were also employed as labourers, however in the state of Uttar Pradesh, 66.66 percent of men workers were working as "Filler".

2.4 AGE & MARITAL STATUS:

2.4.1 Data regarding age and marital status was collected in respect of all the women workers employed in the sampled establishments in all the states. The information collected thus has been analysed and presented in table 2.5. It was observed that in all the states surveyed more than 70 percent of women workers belonged to the age group of 25-34 years and 35-44 years. Also the proportion of married women workers in these two age groups was as high as 75.27 percent. Among all the states surveyed the percentage of married women workers accounted for 88.15 percent of the total women workers employed in the sampled units. The incidence of unmarried women workers employed in this industry was quite low and ranged from 11.11 percent in Karnataka to 2.04 percent in Tamil Nadu. In the state of Kerala all the women workers employed were married. One child female worker was found to be employed in the states of Uttar

Pradesh. Also one adolescent female worker was found to be employed each in the states of Andhra Pradesh, Karnataka and Rajasthan.

2.5 EDUCATION:

2.5.1 The educational levels of the women workers were collected in the worker level schedule and thus the result presented in table 2.6 relates to the distribution of women workers employed by the level of education only for the sampled women workers. It could be seen that except the state of Kerala, illiterate women workers constituted the biggest chunk of labour force in the lime industry. The proportion of illiterate women workers in these states varied from 100 percent in Rajasthan to 83.33 percent in Karnataka. One of the primary reasons for this high rate of illiteracy could be that women workers were generally employed in unskilled manual operations where no level of education was generally required. In the state of Kerala where the literacy level is otherwise highest in the country, none of the sampled women worker was found to be illiterate. In this state as good as 60.71 percent of sampled women workers were either literate or educated upto primary standard. Also 10.72 percent of women workers were found to have studied below graduation level.

2.5.2 The data relating to the level of education of other family members of the sampled women workers for all the states has been presented in table 2.7. Keeping in view the high illiteracy rate observed amongst sampled women workers earlier in the six states of Andhra Pradesh, Karnataka, Madhya Pradesh, Rajasthan, Tamil Nadu & Uttar Pradesh, the illiteracy rate of their family members were also found to be quite high and varied between 82.53 percent in Uttar Pradesh to 60 percent in Madhya Pradesh. This reflected the low level of awakening among the sampled women workers employed in the lime industry. In the state of Kerala, the illiterate family members constituted only 7.84 percent and the remaining 92.16 percent of the family members were literate out of which 25.49 percent family members had studied upto Graduation and 2.94 percent family members had studied more than Graduation Level.

2.5.3 A close look at the pattern of literates in five states namely Andhra Pradesh, Karnataka, Madhya Pradesh, Rajasthan and Uttar Pradesh revealed that among the literates majority of them were found to be educated upto only primary level and with the increase in the levels of education the percentage of literates fell sharply which implied that the concept of literacy among the family members meant only to make them read and write. On the other hand this was not the case in the state of Kerala where the percentage of literates increased with the increase in education levels thereby showing the concept of awareness of literacy among the family members. In the state of Tamil Nadu

also the majority of literates were found to be educated upto Primary Standard.

- 2.5.4 Data regarding the percentage of children belonging to the sampled women workers attending the schools have been analysed in table 2.8. It could be seen that the percentage of children of the sampled workers in the age group 6-14 years found attending schools varied from 96.43 percent in Kerala to 44.74 percent in Andhra Pradesh. In the state of Kerala 100 percent female children were found attending the school. Also in the states of Kerala, Andhra Pradesh, Karnataka and Tamil Nadu female children out numbered the male children attending the school.

2.6 LENGTH OF SERVICE:

- 2.6.1 Information regarding the length of service of male and female workers with their present employer was also gathered during the course of the study. In some of the units the labour records to this effect were not properly maintained, in such cases the required information was gathered through personal enquiries from the management and the concerned workers. It could be seen from table 2.9 that cent percent of female workers found employed in the state of Madhya Pradesh and U.P. were having the length of service less than one year. Also in the state of Andhra Pradesh about 71 percent of the female workers had their length of service less than one year. In these three states almost similar pattern was exhibited by the male workers also. Incidentally in these three states in our earlier findings wherein it was observed that the majority of female and male workers employed were either found employed on contract basis or were employed on temporary basis. In the remaining four states surveyed Karnataka and Kerala had majority of female workers (40.74 percent and 63.64 percent respectively) where length of service with the present employer was for more than one year but less than five years. Similarly the majority of male workers in these two states (54 percent in Karnataka and 51.06 percent in Kerala) had also their length of service with their present employer for more than one year but less than five years. In the states of Rajasthan and Tamil Nadu about 42 percent and about 41 percent respectively of the female workers had worked with present employer for less than one year. The male workers in these two states had witnessed divergent trend whereas about 52 percent of male workers in the state of Rajasthan had less than one year of service with their present employer whereas in Tamil Nadu majority of males 39 percent had worked for more than five years with their present employer.

MIGRATION:

2.7.1

Workers generally move to different places in search of better employment avenues and higher wages. Various social and economic factors influence the migration. In order to understand the incidence of migration in the lime industry the information regarding migration was collected from the selected women workers. Table 2.10 presents the distribution of sampled women workers according to their migration. It was observed that in all the states except Uttar Pradesh none of the migrated women workers was found employed in the lime industry. Thus the incidence of migration in the states of Andhra Pradesh, Karnataka, Kerala, Madhya Pradesh, Rajasthan and Tamil Nadu was nil. However in the state of Uttar Pradesh the incidence of migration was quite high i.e. 68.70 percent. The main reasons given by them were change of occupation and motivated by friends & relatives.

Thus it could be concluded that the women workers in general employed in the Lime industry were local labourers from the nearby areas and were not the migrated labourers.



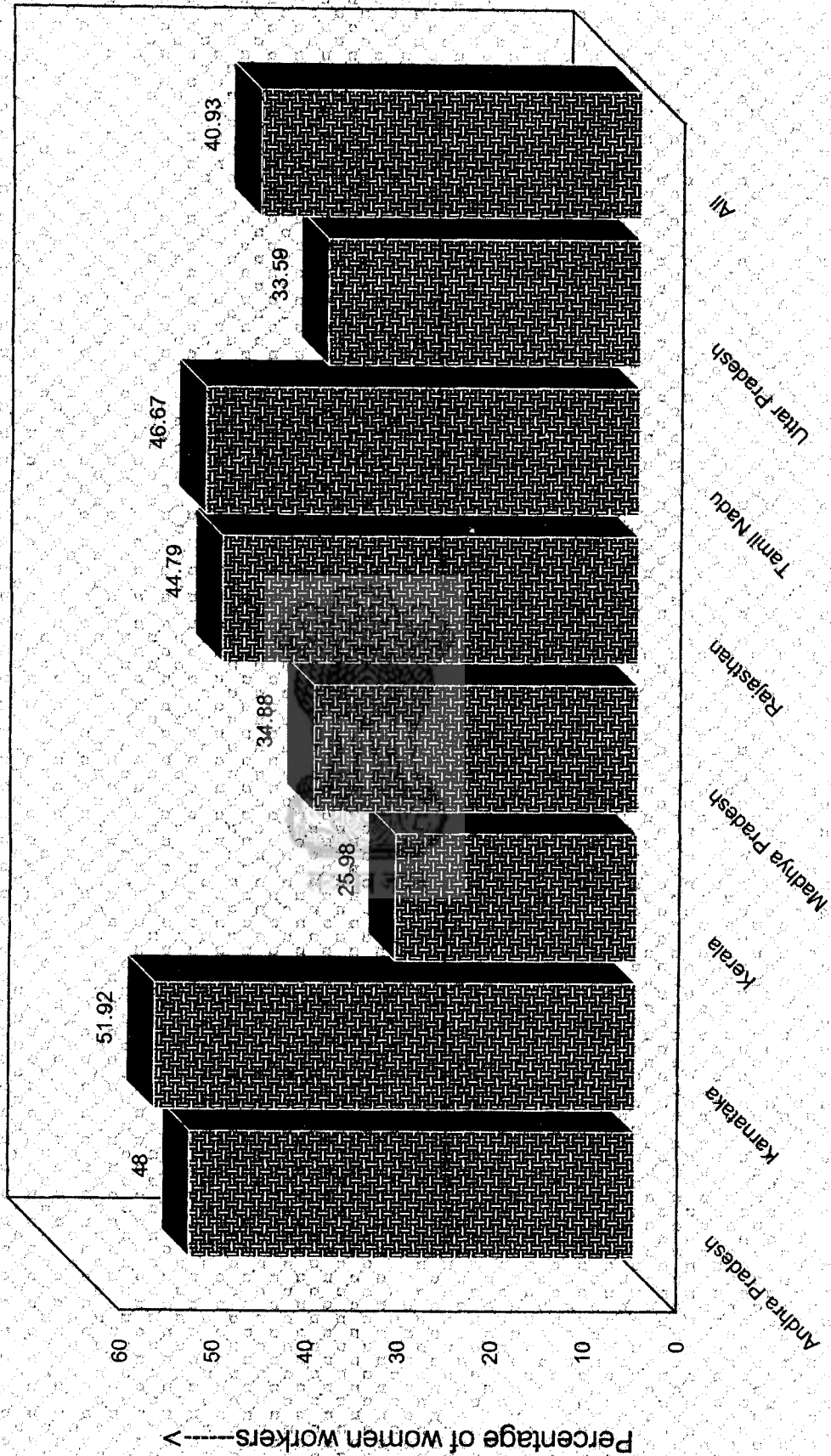
Table 2.1

Percentage of Women Employment in the Sampled Units as on the Date of Visit

(State wise / All the States Combined)

No.	Name of the State	Total Employment	Women Employment	Percentage of Women to total Employment
1	2	3	4	5
1	Andhra Pradesh	200	96	48.00
2	Karnataka	104	54	51.92
3	Kerala	127	33	25.98
4	Madhya Pradesh	172	60	34.88
5	Rajasthan	192	86	44.79
6	Tamil Nadu	105	49	46.67
7	Uttar Pradesh	131	44	33.59
ALL		1031	422	40.93

Percentage Distribution of Women Workers in Sampled Units
(State-wise/All States Combined)



{ For reference see table 2.1 }

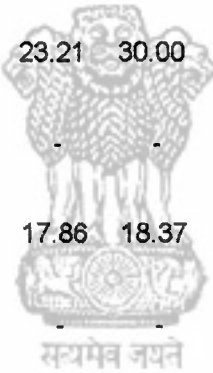
Table 2.2

Sex/Employment Status Wise Percentage Distribution of Workers in Different States
(State wise/All the States Combined)

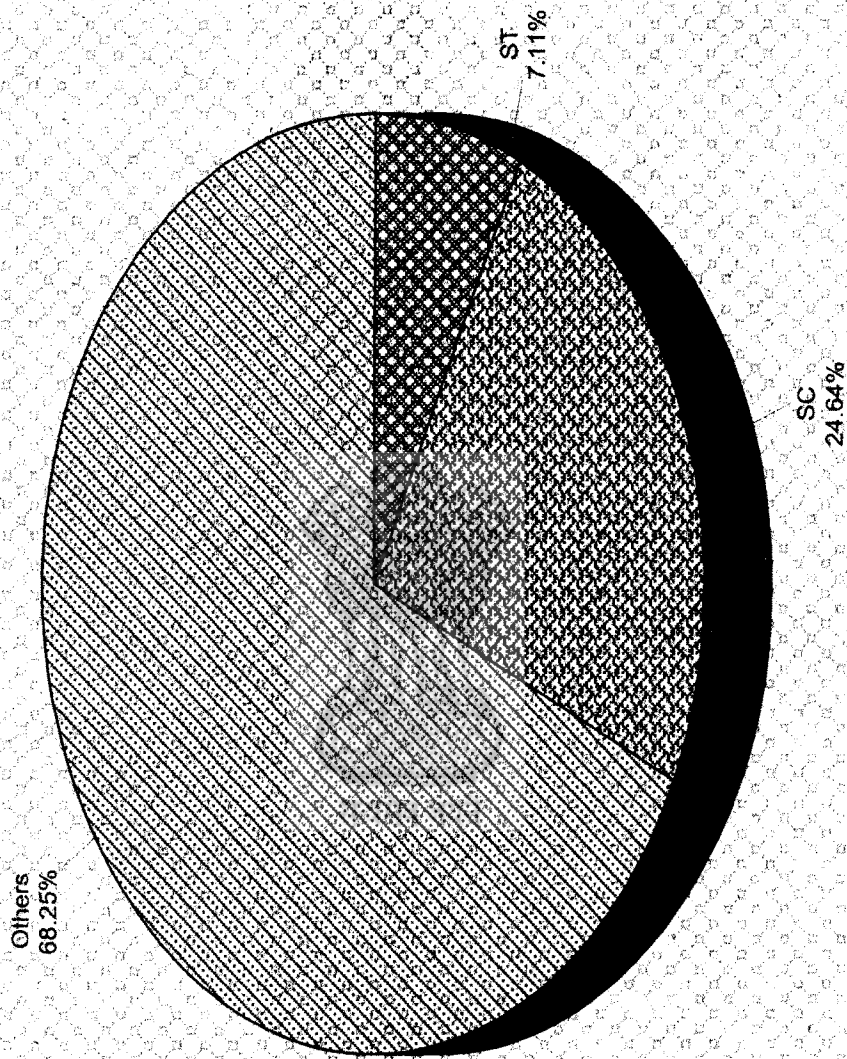
S. No.	Name of the State	Percentage distribution of workers by Employment Status												
		Permanent		Temporary		Casual		Contract		Others (Specify)			TOTAL	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	Andhra Pradesh	0.96	-	86.54	81.25	-	-	12.50	18.75	-	-	52.00	48.00	
2	Karnataka	10.00	11.11	72.00	77.78	-	-	18.00	11.11	-	-	48.08	51.92	
3	Kerala	30.85	9.09	69.15	90.91	-	-	-	-	-	-	74.02	25.98	
4	Madhya Pradesh	0.89	-	94.64	93.33	-	-	4.47	6.67	-	-	65.12	34.88	
5	Rajasthan	31.13	40.70	68.87	59.30	-	-	-	-	-	-	55.21	44.79	
6	Tamil Nadu	25.00	22.45	73.21	67.35	-	-	1.79	10.20	-	-	53.33	46.67	
7	Uttar Pradesh	20.69	6.82	2.30	2.27	-	-	77.01	90.91	-	-	66.41	33.59	
ALL		16.58	13.74	67.82	68.96	-	-	15.60	17.30	-	-	59.07	40.93	

Table 2.3

**Percentage Distribution of Workers in the Sampled Units by Caste and Place of Work
(State wise/All the States Combined)**

S.No	Name of the State	Working under the Common Work Sheds						TOTAL		
		Scheduled Castes		Scheduled Tribes		Others				
		Male	Female	Male	Female	Male	Female	Male	Female	Total
1	2	3	4	5	6	7	8	9	10	11
1	Andhra Pradesh	-	-	-	-	100.00	100.00	52.00	48.00	100.00
2	Karnataka	44.00	44.44	2.00	5.56	54.00	50.00	48.08	51.92	100.00
3	Kerala	3.19	6.06	-	-	96.81	93.94	74.02	25.98	100.00
4	Madhya Pradesh	-	-	23.21	30.00	76.79	70.00	65.12	34.88	100.00
5	Rajasthan	58.49	60.47	-	-	41.51	39.53	55.21	44.79	100.00
6	Tamil Nadu	30.36	38.77	17.86	18.37	51.78	42.86	53.33	46.67	100.00
7	Uttar Pradesh	18.39	15.91	-	-	81.61	84.09	66.41	33.59	100.00
<div><div></div><div>सत्यमेव जयते</div></div>										
ALL		19.70	24.64	6.08	7.11	74.22	68.25	59.07	40.93	100.00

Percentage Distribution of Female Workers in the Sampled Units by Castes (All States Combined)



{ For reference see table 2.3 }

Table Z.4

Percentage Distribution of Workers by Occupations

(State wise / All the States Combined)

S.No	Name of the State	OCCUPATIONS													
		Manager		Supervisor		Maistry		Labour		Bhathimen		Filler		Munshi	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2														
1	Andhra Pradesh	-	-	2.88	-	0.96	-	92.31	100.00	-	-	-	-	-	-
2	Karnataka	-	-	2.00	-	2.00	-	96.00	100.00	-	-	-	-	-	-
3	Kerala	-	-	-	-	6.38	-	93.62	100.00	-	-	-	-	-	-
4	Madhya Pradesh	-	-	-	-	-	-	99.11	100.00	-	-	-	-	0.89	-
5	Rajasthan	-	-	0.94	-	-	-	99.06	100.00	-	-	-	-	-	-
6	Tamil Nadu	-	-	-	-	1.79	-	89.28	100.00	3.57	-	-	-	-	-
7	Uttar Pradesh	1.15	-	-	-	-	-	20.69	88.64	-	-	66.66	-	2.30	-
All		0.16	-	0.82	-	1.48	-	94.73	98.81	0.33	-	9.52	-	0.49	-

Table 2.4 (Concld)

S.No	Name of the State	OCCUPATIONS																Total	
		Screener		Hexa-Operator		Driver		Cartman		Chemist		Watchman							
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
1	2	17	18	19	20	21	22	23	24	25	26	27	28	29	30				
1	Andhra Pradesh	-	-	-	-	-	-	-	-	-	-	3.85	-	52.00	48.00				
2	Karnataka	-	-	-	-	-	-	-	-	-	-	-	-	48.08	51.92				
3	Kerala	-	-	-	-	-	-	-	-	-	-	-	-	74.02	25.98				
4	Madhya Pradesh	-	-	-	-	-	-	-	-	-	-	-	-	65.12	34.88				
5	Rajasthan	-	-	-	-	-	-	-	-	-	-	-	-	55.21	44.79				
6	Tamil Nadu	-	-	-	-	-	-	3.57	-	-	-	1.79	-	53.33	46.67				
7	Uttar Pradesh	-	9.09	2.30	-	6.90	-	-	-	-	2.27	-	-	66.41	33.59				
ALL		-	0.95	0.33	-	0.99	-	0.33	-	-	0.24	0.82	-	59.07	40.93				

Percentage Distribution of Women Workers Employed in the Sampled Units by Age and Marital Status
(State wise / All the States Combined)

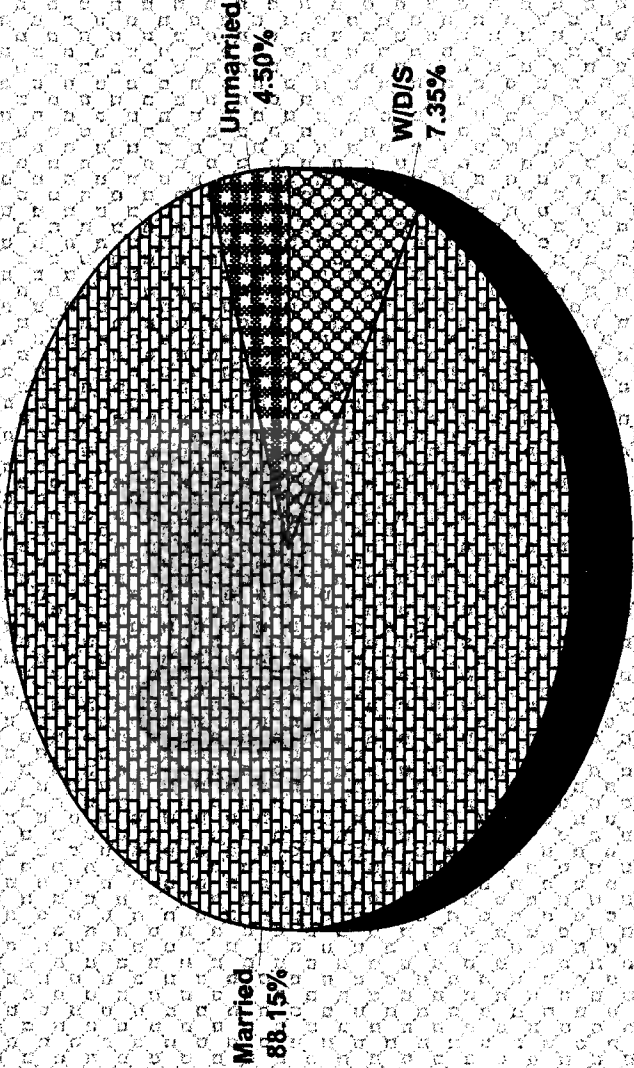
S. No.	Name of the State	Marital Status	No. of women workers employed in the Sampled units and their percentage share	No. of women workers by broad age groups						
				Adolescent	18-24 years	25-34 years	35-44 years	45-54 years	55 & above	
				5	6	7	8	9	10	
1	2	3	4							
1	Andhra Pradesh	U M	4 (4.17)	25.00	75.00	-	-	-	-	-
		M	91 (94.79)	-	9.89	37.36	35.17	17.58	-	-
		W/D/S	1 (1.04)	-	-	-	100.00	-	-	-
		TOTAL	96 (100.00)	1.04	12.50	35.42	34.37	16.67	-	-
2	Karnataka	U M	6 (11.11)	16.67	66.66	-	16.67	-	-	-
		M	45 (83.33)	-	15.55	48.89	26.67	6.67	2.22	-
		W/D/S	3 (5.56)	-	-	33.33	-	33.33	33.34	-
		TOTAL	54 (100.00)	1.85	20.37	42.59	24.07	7.41	3.71	-
3	Kerala	U M	-	-	-	-	-	-	-	-
		M	33 (100.00)	-	-	24.24	45.46	27.27	3.03	-
		W/D/S	-	-	-	-	-	-	-	-
		TOTAL	33 (100.00)	-	-	24.24	45.46	27.27	3.03	-
4	Madhya Pradesh	U M	2 (3.33)	-	100.00	-	-	-	-	-
		M	50 (83.33)	-	12.00	36.00	38.00	14.00	-	-
		W/D/S	8 (13.34)	-	-	-	87.50	12.50	-	-
		TOTAL	60 (100.00)	-	20	30.00	43.34	13.33	-	-

Table 2.5(Concld)

S. No.	Name of the State	Marital Status	No. of women workers employed in the Sampled units and their percentage share	No. of women workers by broad age groups						
				Adolescent	18-24 years	25-34 years	35-44 years	45-54 years	55 & above	
				5	6	7	8	9	10	
1	2	3	4							
5	Rajasthan	UM	3(3.49)	33.33	66.67	-	-	-	-	-
		M	76(88.37)	-	11.84	53.95	30.26	2.63	1.32	
		W/D/S	7 (8.14)	-	-	-	14.29	85.71	-	
		TOTAL	86 (100.00)	1.16	12.79	47.68	27.91	9.30	1.16	
6	Tamil Nadu	UM	1 (2.04)	-	100.00	-	-	-	-	-
		M	42 (85.71)	-	7.14	23.81	38.10	26.19	4.76	
		W/D/S	6 (12.25)	-	-	16.67	50.00	16.67	16.66	
		TOTAL	49 (100.00)	-	8.16	22.45	38.78	24.49	6.12	
7	Uttar Pradesh	UM	3 (6.82)	33.33	66.67	-	-	-	-	-
		M	35 (79.54)	-	-	45.71	40.00	11.43	2.86	
		W/D/S	6 (13.64)	-	-	33.33	33.33	16.67	16.67	
		TOTAL	44 (100.00)	2.27	4.55	40.91	36.36	11.36	4.55	
	ALL	UM	19 (4.50)	21.05	73.69	-	5.26	-	-	-
		M	372 (88.15)	-	9.14	40.05	35.22	13.98	1.61	
		W/D/S	31 (7.35)	-	-	12.90	45.16	32.26	9.68	
		TOTAL	422 (100.00)	0.95	11.37	36.26	34.60	14.69	2.13	

UM-Un-married, M-Married, W/D/S-Widowed/Divorced/Separated

**Percentage Distribution of Female Workers in the Sampled Units
by Marital Status (All States Combined)**



W=Widowed
D=Divorced
S=Separated

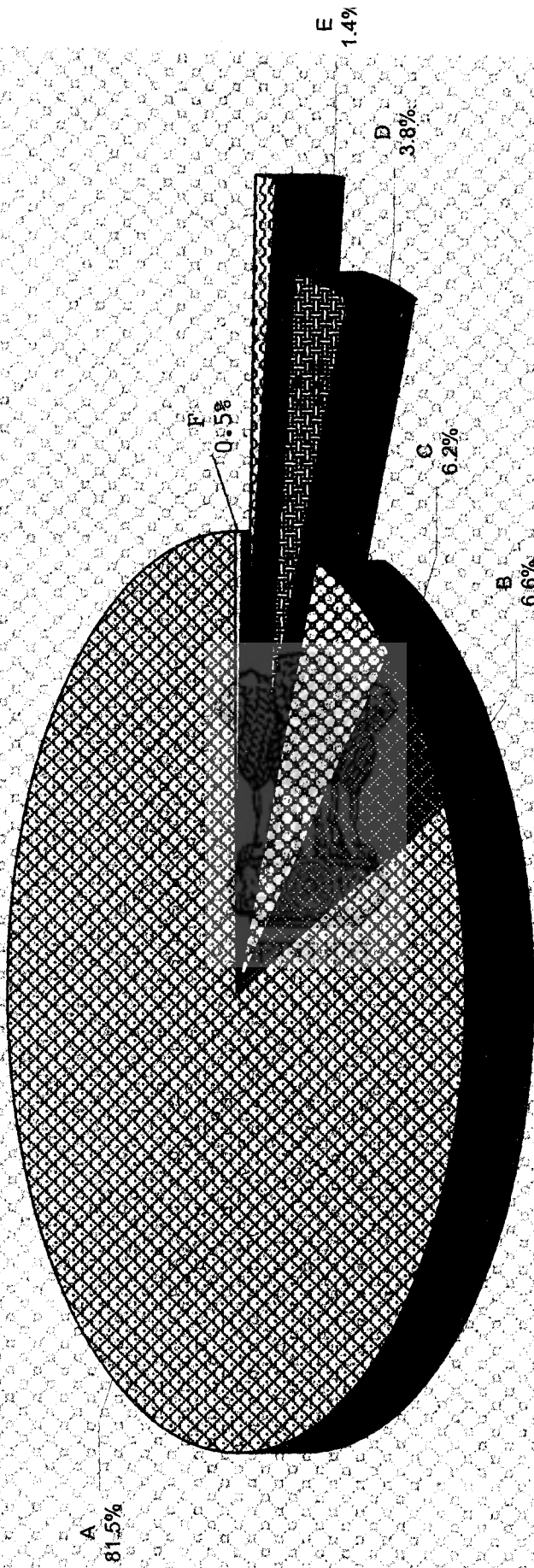
Table 2.6

**Percentage Distribution of Women Workers Employed in the Sampled Units
by Levels of Education**

(State wise / All the States Combined)

S.No.	Name of the State	No. of Sampled Workers	Levels of Education					
			Illiterates	literate but below primary	Primary Standard	Middle Standard	Matric and above but below Graduate	Gradu-ate and above
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	27	96.30	3.70	-	-	-	-
2	Karnataka	24	83.33	12.50	4.17	-	-	-
3	Kerala	28	-	28.57	32.14	28.57	10.72	-
4	Madhya Pradesh	27	92.59	7.41	-	-	-	-
5	Rajasthan	42	100.00	-	-	-	-	-
6	Tamil Nadu	30	93.33	-	6.67	-	-	-
7	Uttar Pradesh	33	93.94	-	3.03	-	-	3.03
ALL			81.52	6.64	6.16	3.79	1.42	0.47

percentage Distribution of Sampled Women Workers in the Sampled Units by Levels of Education (All States Combined)



A = Illiterate, B = Below Primary,
C = Primary Std., D = Middle Std.,
E = Below Graduate, F = Graduate and above.

Table 2.7**Percentage Distribution of Other Members of the Sampled Women Workers'****Households by their Levels of Education****(State wise / All the States Combined)**

Name of the State	Total number of household members	Levels of Education					
		Illiterate	Literates but below primary	Primary Standard	Middle Standard	Matric and above but below Graduate	Graduate and above
2	3	4	5	6	7	8	9
Andhra Pradesh	86	74.42	17.44	3.49	3.49	1.16	-
Karnataka	77	59.74	27.27	7.79	3.90	1.30	-
Kerala	102	7.84	19.61	19.61	24.51	25.49	2.94
Madhya Pradesh	85	60.00	22.35	12.94	4.71	-	-
Rajasthan	140	65.71	24.29	4.29	3.57	2.14	-
Tamil Nadu	87	63.22	9.19	19.54	3.45	3.45	1.15
Uttar Pradesh	103	82.53	9.71	1.94	1.94	3.88	-
ALL	680	58.97	18.68	9.56	6.62	5.59	0.58

Table 2.8

Percentage of Children Belonging to the Sampled Women Workers Attending School

(State wise / All the States Combined)

S.No.	Name of the State	Total No. of Children in the age group of 6-14 years			Percentage of Children Attending School		
		Boys	Girls	Total	Boys	Girls	Total
1	2	3	4	5	6	7	8
1	Andhra Pradesh	16	22	38	31.25	54.55	44.74
2	Karnataka	15	16	31	86.67	87.50	87.10
3	Kerala	13	15	28	92.31	100.00	96.43
4	Madhya Pradesh	18	14	32	88.89	85.71	87.50
5	Rajasthan	26	20	46	73.08	70.00	71.74
6	Tamil Nadu	8	19	27	37.50	57.89	51.85
7	Uttar Pradesh	18	11	29	50.00	36.36	44.83
ALL		114	117	231	67.54	70.09	68.83

Table 2.9

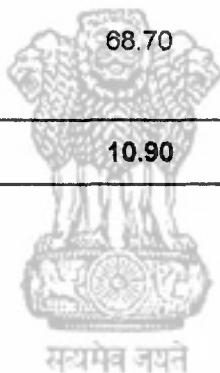
Percentage Distribution of Male and Female Workers by Length of Service with their Present Employer
(States wise / All the States Combined)

S.No.	Name of the State	Total No. of Workers				Distribution of Male & Female Workers by Period of Engagement with their Present Employer											
						Less than 6 months		6 months but less than One Year		One Year but less than 2 years		2 Years but less than 5 years		5 years but less than 10 years		10 Years and above	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Andhra Pradesh	104	96	61.54	60.42	22.11	10.42	-	-	12.50	27.08	3.85	2.08	-	-		
2	Karnataka	50	54	12.00	25.93	2.00	3.70	34.00	18.52	20.00	22.22	30.00	29.63	2.00	-		
3	Kerala	94	33	1.06	3.03	1.07	-	3.19	15.15	47.87	48.49	29.79	27.27	17.02	6.06		
4	Madhya Pradesh	112	60	99.11	100.00	-	-	-	-	0.89	-	-	-	-	-		
5	Rajasthan	106	86	33.02	20.93	18.87	20.93	3.77	3.49	21.70	27.91	16.04	25.58	6.60	1.16		
6	Tamil Nadu	56	49	23.21	34.69	5.36	6.12	7.14	4.08	25.00	20.41	8.93	12.25	30.36	22.45		
7	Uttar Pradesh	87	44	78.16	93.18	3.44	6.82	5.75	-	5.75	-	4.60	-	2.30	-		
ALL		609	422	48.93	49.53	8.37	8.53	5.42	4.74	18.23	20.85	11.99	13.03	7.06	3.32		

Table 2.10

Percentage Distribution of Sampled Women Workers According to their Migration
(State Wise / All the States Combined)

S.No.	Name of the state	Percentage of migrated workers	Total No. of sampled women workers
1	2	3	4
1	Andhra Pradesh	-	27
2	Karnataka	-	24
3	Kerala	-	28
4	Madhya Pradesh	-	27
5	Rajasthan	-	42
6	Tamil Nadu	-	30
7	Uttar Pradesh	68.70	33
ALL		10.90	211



CHAPTER - III

WAGES & EARNINGS

3.1 INTRODUCTION:

3.1.1 In order to have proper study of the socio-economic conditions of women workers we should have insight into their earnings and number of hours put in by them. It was seen in our earlier presentations that majority of women workers employed in lime industry were illiterate and their periods of employment were in most of the cases less than one year. Also majority of the female workers worked on temporary basis as labourers. The above characteristics do resemble with the characteristics of the work force of the unorganised sector. In the unorganised sector there have been instances where women workers are exploited and even prevalence of low wages as compared to their male counterparts have been noticed. This discrimination 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 preconceived notion that women workers cannot be regarded as efficient as men workers. However with the enactment of Equal Remuneration Act, 1976 disparities between the earnings of the male and female workers have been narrowed down considerably. The Equal Remuneration Act, 1976 makes it obligatory on the part of 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.

3.1.2 During the course of the survey data were collected to have an in-depth view of some of the characteristics of the existing wage structure in the industry, system of payment, periodicity of wage payments in different states etc. The information so collected has been analysed in the ensuing paragraphs.

3.2 MINIMUM RATES OF WAGES:

3.2.1 The study revealed that none of 7 states of Andhra Pradesh, Karnataka, Kerala, Rajasthan, Tamil Nadu, Uttar Pradesh/Himachal Pradesh, declared the employment in Lime Manufacturing industry as Scheduled Employment and hence no Minimum Rates of Wages were fixed for the workers associated with this industry. However, the rates of Minimum Wages were fixed only in the state of Madhya Pradesh

and that too for the unskilled labour associated with this industry @ Rs.49/- per day.

3.3 **SYSTEM OF WAGE PAYMENTS:**

- 3.3.1 During the course of the study, data on the systems of wage payments to the male and female workers were collected and on analysing the same, as depicted in Table 3.1, it has been found that both time-rated as well as piece-rated system of wage payments to the workers were in vogue in Lime Manufacturing industry.
- 3.3.2 Out of the 1031 workers employed in the sampled units in all the 7 states, 55.38 percent were time-rated and 44.62 percent were piece-rated. Further out of 422 female workers employed in the sampled units, 61.37 percent were time-rated and 38.63 percent piece-rated whereas out of 609 male workers 51.23 percent were time-rated and 48.77 percent were piece-rated.
- 3.3.3 While comparing the strength of female workers, as per systems of wage payments amongst the different states, it was found that Madhya Pradesh had the highest percentage (93.33 percent) of time-rated female workers, whereas Uttar Pradesh had the lowest of 9.09 percent time-rated female workers. In between Rajasthan had 93.02 percent, Karnataka 81.48 percent, Tamil Nadu 65.31 percent, Kerala 48.48 percent and Andhra Pradesh 28.12 percent of time-rated female workers. On the other hand the highest proportion of piece-rated women workers was found in the state of Uttar Pradesh (90.91 percent) and lowest in the state of Madhya Pradesh (6.67 percent).

3.4 **PERIODICITY OF WAGE PAYMENT:**

- 3.4.1 The Payment of Wages Act, 1936, Sec.4, stipulates that no wage period fixed for the employees shall exceed one month. In all the 7 states covered under the study, different wage periods namely daily, after three days, 10 days, fortnightly and monthly were found to be prevalent. State- wise/sex-wise data on this aspect have been studied and is given in Table 3.2.
- 3.4.2 Of the 609 male workers and 422 female workers employed in the sampled units it was found that the most preferred wage period was 10 days for both male and female workers followed by daily and monthly wage periods.
- 3.4.3 The periodicity of wage payments when seen in the context of all the seven states surveyed revealed prevalence of different wage periods. While majority of male and female workers in the states of Andhra Pradesh, Kerala and Tamil Nadu, the most preferred wage period was on daily basis whereas for male & female workers in the states of

Karnataka and Madhya Pradesh the most preferred wage period was 10 days. The remaining two states exhibited still different wage periods for male and female workers i.e. in the state of Uttar Pradesh the most preferred wage period was fortnightly whereas in the state of Rajasthan the most preferred wage period was on Monthly basis. Thus on the whole it could be concluded that the male and female workers in the Lime industry had quite distinct wage periods.

- 3.4.4 Further comparison of data in terms of periodicities of wage payments revealed that 76.79 percent was the maximum and 4.00 percent was the minimum proportion of male workers in the states of Tamil Nadu and Karnataka respectively who were getting their wages on daily basis. Similarly maximum and minimum proportion of male workers who were getting their wages after 10 days, and on monthly basis was 99.11 percent and 15.09 percent (Madhya Pradesh and Rajasthan) and 84.91 percent and 0.89 percent (Rajasthan and Madhya Pradesh) respectively. Whereas this maximum and minimum proportion for female workers getting wages after 10 days was 100.00 percent and 13.95 percent (Madhya Pradesh and Rajasthan) and 86.05 percent and 9.09 percent (Rajasthan and U.P.) respectively. The workers who got their wages after 3 days were found in the state of Kerala only and the proportion of these workers was 29.79 percent for male workers and 33.33 percent for that of female workers. So far as workers who were getting their wages on fortnightly basis were found in the state of U.P./H.P. only and proportion of male workers was 77.01 percent and that of female workers it was 90.91 percent. In the state of Kerala no worker was found in the sampled units to be getting his/her wages on monthly basis.

सत्यमेव जयते

3.5 WAGE RATES AND EARNINGS:

- 3.5.1 Out of total employment of 1031 workers in the sampled units, the number of female workers was 422 which constituted 40.93 percent of the total employment. Further when this female employment distributed occupation-wise, it was found that 98.82 percent of the female employment in Lime Manufacturing industry was engaged as labourers whereas the corresponding figures for males indicated that 84.73 percent of male workers were engaged as labourers. While discussing the various aspects of their earnings in the ensuing paragraphs, we have therefore confined our analysis of the trends relating to "labour occupation" only among female workers.
- 3.5.2 Sex-wise and Occupation-wise distribution of workers, employed in the sampled Lime Manufacturing units, in terms of various groups of average daily earnings has been prescribed in Table 3.3. The daily earnings of a piece-rated worker have been calculated by dividing his/her total earnings by the number of days worked by him/her during the wage-period under reference.

- 3.5.3 From Table 3.3 comparisons can be made for the following two points:
- (i) Comparison of average daily earnings between the 7 states, according to different groups of earnings; and
 - (ii) Comparison of daily earnings within each state.
- 3.5.4 Female LABOURERS working in all the 7 states taken together and earning Rs.30.00 or more but less than Rs.60.00 per day formed the main group which accounted for 76.26 percent of the female workers. This group was followed by those women workers who were earning less than Rs.30.00 per day and constituted 16.07 percent of the total female worker. Further this group was succeeded by those who were earning between Rs.60.00 and Rs.90.00 per day and they were 6.23 percent of the total female workers. Only 0.96 percent were earning between Rs.90.00 and Rs.120.00 and 0.48 percent were earning between Rs.120.00 and Rs.150.00. Similarly the male workers working as labourers in all the seven states surveyed revealed that majority of them had their daily earning in the group of Rs.30.00 or more but less than Rs.60.00 per day.
- 3.5.5 While comparing the average daily earnings of female LABOURERS state wise, it was found that those who were earning between Rs.30.00 and Rs.60.00 were the maximum 97.67 percent in Rajasthan followed by Madhya Pradesh accounting for 93.33 percent and Tamil Nadu having 91.84 percent. In Andhra Pradesh this proportion was 56.25 percent and the minimum percentage in this group was in the state of Kerala i.e. 45.46 percent. The proportion of female LABOURERS who were earning less than Rs.30.00 per day was 33.33 percent in the states of Andhra Pradesh and Uttar Pradesh followed by Karnataka in which this proportion was 29.63 percent and lowest proportion of 2.33 percent in Rajasthan. In the state of Kerala 36.36 percent of women labourers were earning between Rs.60.00 and Rs.90.00 per day. In Andhra Pradesh this proportion was 10.42 percent followed by Madhya Pradesh with 6.67 percent.
- 3.5.6 Sex-wise minimum and maximum daily earnings of labour force engaged in Lime Manufacturing industry in each occupation have been presented in Table 3.4.
- 3.5.7 It may be seen therefrom the female LABOURERS in 7 states taken together, the minimum daily earnings were Rs.15.00 and Maximum daily earnings were Rs.122.00.
- 3.5.8 Sex-wise comparison of minimum and maximum daily earnings for the workers engaged as labourers revealed that in all the states surveyed male workers had higher earnings as compared to female

workers. The minimum and maximum earnings of female labourers ranged from Rs.15.00 in Tamil Nadu to a maximum of Rs.122.00 in Kerala whereas the corresponding figures for male workers were Rs.25.00 in Tamil Nadu and Rs.150.00 in Kerala respectively. One of the reason for the low daily earnings was perhaps less working hours for women workers.

3.5.9 The average daily earnings of female and male workers associated with the sampled units in the Lime Manufacturing industry are also worked out separately for each occupation. These earnings have been depicted in Table 3.5.

3.5.10 It may be seen from the Table 3.5 that almost all the female workers were working as LABOURERS (417 workers) in all the 7 states taken together. The only exception was one female worker working as CHEMIST and 4 working as SCREENER in the state of Uttar Pradesh. Other occupations were opened only for male workers. However, out of 609 male workers, 516 male workers were found to be working as LABOURERS. Thus 'LABOURERS' was the only occupation in which both male as well as female workers were found to be working.

3.5.11 The average daily earnings for LABOURERS in all the 7 states taken together, revealed that these were Rs.58.54 for male LABOURERS and Rs.40.73 for female LABOURERS. For this difference in the average daily earnings of male and female workers a couple of factors were attributed such as :

- (i) Women were working for less hours,
- (ii) Nature of job was very hard and women were considered less efficient by the different employers/managements and ;
- (iii) Duties of men were harder than those of women.

However, the average daily earnings in this occupation for male workers in different states were Rs.117.64 the highest in Kerala and followed by Rs.51.95 in Karnataka, Rs.50.00 in Madhya Pradesh, Rs.49.62 in Andhra Pradesh, Rs.45.24 in Uttar Pradesh, Rs.40.92 in Tamil Nadu and Rs.39.65 the lowest in Rajasthan. Similarly these earnings for female workers were found at Rs.67.89 the highest in Kerala followed by Rs.49.49 in Madhya Pradesh, Rs.44.25 in Andhra Pradesh, Rs.37.30 in Tamil Nadu, Rs. 34.75 in Rajasthan, Rs.34.02 in Uttar Pradesh and Rs.33.25 the lowest in Karnataka state.

3.6(A) **OTHER FRINGE BENEFITS:**

The study revealed that the workers engaged in Lime Manufacturing in the states of Andhra Pradesh, Karnataka, Kerala, Madhya Pradesh, Rajasthan, Tamil Nadu, Uttar Pradesh/Himachal Pradesh were not getting advantage of the various fringe benefits namely House Rent

Allowance, Children Education Allowance, Medical Allowance, Maternity Benefit and Leave with Wages etc.

3.6(B) **FINES AND DEDUCTIONS:**

In all the 7 states covered under the survey it was found that there was no practice of imposing fines and deductions by the employers.

3.7 **AVERAGE EARNING STRENGTH AND AVERAGE FAMILY INCOME OF THE SAMPLED HOUSE HOLDS:**

- 3.7.1 During the course of the field survey, information regarding various aspects of broad activity status of the other family members, residing with the sampled women workers, alongwith the total house-hold income was also collected. The objective behind the collection of this information was to have a clear picture of the economic conditions and hence the level of living of the sampled women workers. For this purpose, the worker level questionnaires were made use of. The data so collected have been analysed and presented in Table 3.6 & 3.7.
- 3.7.2 It may be seen from Table 3.6 that in all the 7 states in which survey was conducted, the average household size of the families of 211 sampled women workers was 4.22. Average number of earners in these households worked out to be 2.2. And the proportion of children among the non-earners was 82.65 percent. The inter state variation revealed that among the 7 states surveyed when analysed from the angle of average family size, and average number of earners per household, the state of Kerala with average household size of 4.6 persons and 2.4 average number of earning persons per household was at the top. The state of Tamil Nadu with average household size of 3.9 was at the bottom and it had 2.17 average number of earners per household. In between these 2 states of Kerala and Tamil Nadu, in accordance with average household size of 4.3 persons, 4.21 persons, 4.19 persons, 4.15 persons and 4.10 persons featured the states of Rajasthan, Karnataka, Andhra Pradesh, Madhya Pradesh and Uttar Pradesh respectively.
- 3.7.3 An insight into the average number of earners per household, revealed that Kerala was at the top with 2.40 average earning persons followed by Andhra Pradesh with 2.37 average earning persons. In succession came the states of Tamil Nadu, Uttar Pradesh, Karnataka and Madhya Pradesh with average number of earning persons at 2.17, 2.10, 2.08 and 2.00 respectively. Rajasthan was at the bottom with 1.98 average number of earning persons. While Andhra Pradesh had the highest 89.80 percent of children among the non-earners. It was followed by the states of Uttar Pradesh, Rajasthan, Madhya Pradesh, Tamil Nadu and Karnataka with 89.39 percent, 84.85 percent, 84.48 percent, 61.50 percent and 60.78 percent of children among the non-earners

respectively. Kerala was having the lowest 55.56 percent children among the non-earners.

3.7.4

Information regarding the total family income of the sampled women workers as earned from different sources was also collected for ONE COMPLETE CALENDAR MONTH IMMEDIATELY PRECEEDING THE DATE OF VISIT and has been presented in table 3.7. Families of the sampled women workers have been classified into six categories according to their monthly household income. The average monthly family income of the household of the sampled women workers in all the 7 states taken together worked out to be Rs.2272.61. The majority of the households i.e. 29.38 percent were having their monthly income of Rs.2000.00 to Rs.2499.00. It was followed by the family income class of Rs.1500.00 to Rs.1999.00 at 20.85 percent and family income class of Rs.3000.00 and above at 18.96 percent of households. Whereas 14.22 percent households fell in the income class of Rs.1000.00 to Rs.1499.00 and 10.43 percent were in the income class of Rs.2500.00 to Rs.2999.00. The lowest income class of upto Rs.999.00 per month was having 6.16 percent families, the minimum proportion of all the sampled households.

The average monthly family income was the highest at Rs.2851.43 in the state of Kerala followed by Madhya Pradesh with Rs.2637.96, Andhra Pradesh with Rs.2543.52, Karnataka with Rs.2114.17 and Rajasthan with Rs.2071.60. The average monthly income was found to be lowest at Rs.1539.00 in the state of Tamil Nadu. Incidentally in these two states of Kerala and Tamil Nadu which had reported highest and lowest average monthly incomes, it was seen earlier that maximum daily earnings for male/female labourers was reported highest in Kerala whereas the minimum daily earnings for both male and female workers were noticed in the state of Tamil Nadu.

3.8

AVERAGE MONTHLY HOUSEHOLD INCOME BY SOURCES:

3.8.1

Average monthly income per household of a sampled women worker, as earned from different sources in all the 7 states has been presented in Table 3.8. It was observed that the earnings from Lime Manufacturing industry constituted the biggest chunk of the total income of the household of the sampled woman worker.

3.8.2

It was found that average household income from all sources combined in all the 7 states taken together worked out to be Rs.2272.61 and the major share of the income Rs.1632.84 (71.85 percent) was from the Lime Manufacturing industry, followed by income from other industry Rs.179.38 (7.89 percent) and Agriculture Rs.172.28 (7.58 percent). Average monthly household income of Rs.172.28 (7.58 percent) came from Agriculture Labour and share of

Non-Agricultural Labour was Rs.57.11 (2.51 percent). The minimum average monthly income of Rs.4.74 (0.21 percent) was from cultivation.

- 3.8.3 While comparing average monthly income per household state-wise, it was observed that the average monthly income per household was higher in the states of Kerala, Madhya Pradesh, Andhra Pradesh and Uttar Pradesh and the same was lower in the states of Karnataka, Rajasthan and Tamil Nadu than that of the average monthly income of Rs.2272.61 per household of a sampled female worker's family in all the 7 states taken together.

3.9 **INDEBTEDNESS:**

- 3.9.1 Information on this aspect of female workers' social status was hard to be revealed because the workers were hesitant to part with this information relating to their personal and social life. The available data on indebtedness have been presented in Table 3.9.

- 3.9.2 A glance at the Table 3.9 reveals that of all the 211 sampled women workers only 1.42 percent in all the 7 States taken together had contracted loan at the time of the present study. This reflected the low incidence of indebtedness among the women workers employed in the Lime industry. The indebted families belonged to the States of Karnataka, Rajasthan and Uttar Pradesh and their proportion was 4.17 percent, 2.38 percent and 3.03 percent. In all the cases loans were raised to meet social /family obligations.

- 3.9.3 Further, in all the 7 states taken together, the average loan per indebted family worked out to be Rs.5500.00 of which about 81 percent was still to be paid, while in the state of Karnataka these figures were Rs.10,000.00 and 100.00 percent whereas the same were Rs.5000.00 and 50.00 percent in the State of Rajasthan and in the State of Uttar Pradesh these figures worked out to be Rs.1500.00 and 53.33 percent respectively.

3.10 **BONUS:**

- 3.10.1 No labour legislation on Bonus was reported to be applicable to the Lime Manufacturing industry in all the 7 states. However, certain establishments were paying bonus to their workers both females as well as males voluntarily at no fixed rates. Only a few units paid bonus to their workers @ 8.33 percent of the wages.

- 3.10.2 Taking all the seven states together only 10.43 percent female workers and 8.87 percent male workers were found to be getting bonus. In the state of Karnataka 12.00 percent males and 9.62 percent females were getting bonus. Further 12.26 percent males and 3.65 percent females

in Rajasthan and 26.44 percent males and 17.56 percent females in Uttar Pradesh were getting bonus.

3.11 **SHARE OF SAMPLED WOMEN WORKERS TOWARDS FAMILY INCOME:**

- 3.11.1 The contribution of sampled women workers towards family income in terms of percentage shares, has been depicted in Table 3.10. Taking all the states together, it was found that of the 211 sampled women workers a majority of 55.45 percent women contributed between 40 percent and 60 percent towards their family income. This group was followed by 29.86 percent of sampled female workers that contributed between 20 percent and 40 percent of the family income. The smallest group had the size of 0.47 percent who contributed less than 10 percent towards their family income.



Table 3.1

Sex Wise Percentage Distribution of Workers Employed in the Sampled Units
by Systems of Wage Payment

(State Wise/All the States Combined)

S. No.	Name of the State	Systems of Wage Payment						All Workers		
		Time Rated			Piece Rated			Male	Female	Total
		Male	Female	Total	Male	Female	Total			
1	2	3	4	5	6	7	8	9	10	11
1	Andhra Pradesh	13.46	28.12	20.50	86.54	71.88	79.50	52.00	48.00	100.0
2	Karnataka	66.00	81.48	74.04	34.00	18.52	25.96	48.08	51.92	100.0
3	Kerala	7.45	48.48	18.11	92.55	51.52	81.89	74.02	25.98	100.0
4	Madhya Pradesh	95.54	93.33	94.77	4.46	6.67	5.23	65.12	34.88	100.0
5	Rajasthan	100.00	93.02	96.88	-	6.98	3.12	55.21	44.79	100.0
6	Tamil Nadu	44.64	65.31	54.29	55.36	34.69	45.71	53.33	46.67	100.0
7	Uttar Pradesh	22.99	9.09	18.32	77.01	90.91	81.68	66.41	33.59	100.0
ALL		51.23	61.37	55.38	48.77	38.63	44.62	59.07	40.93	100.0

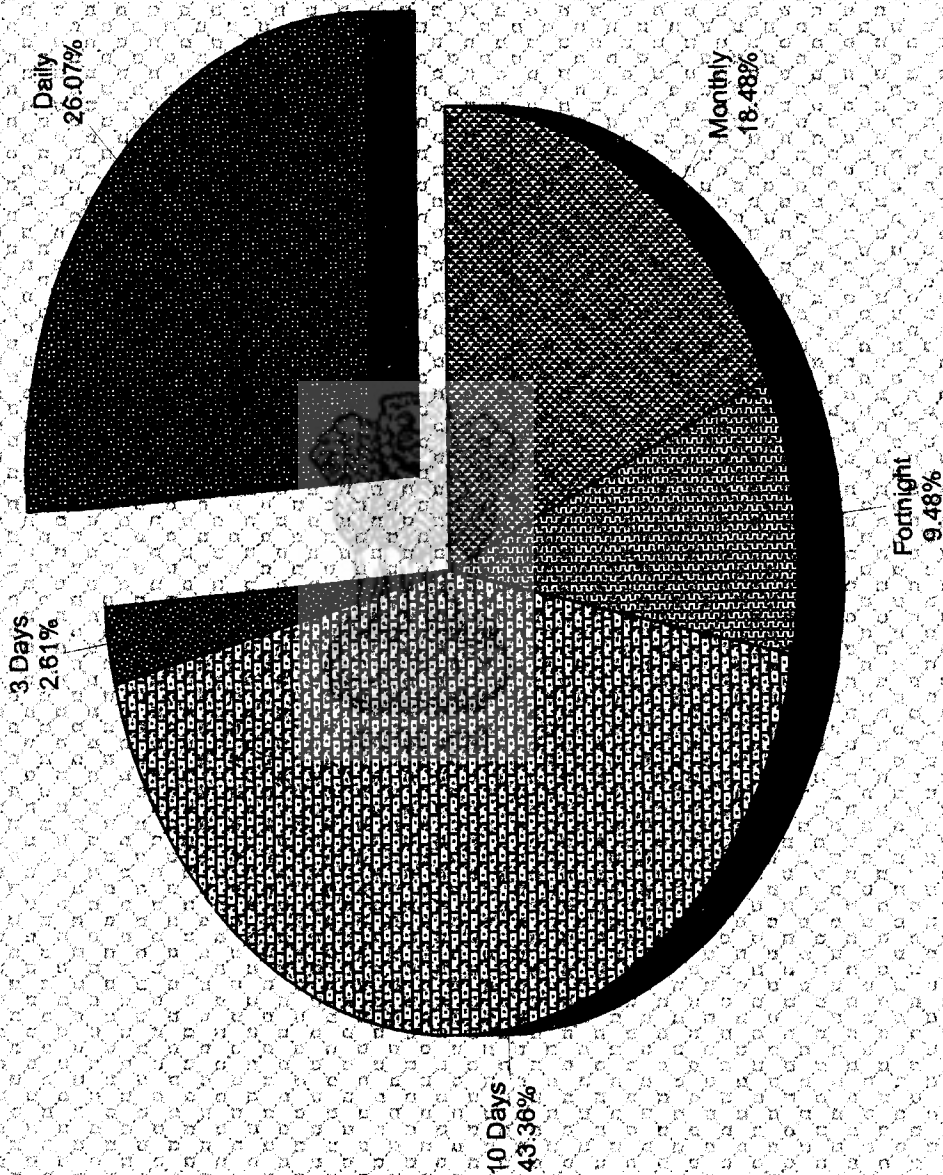
Table 3.2

Sex-Wise Percentage Distribution of Workers Employed in the Sampled Units by Periodicity of Wage Payment

(State Wise / All the States Combined)

Name of the State	Sex	No. of workers employed	Percentage of Male & Female workers by periodicity of wage payment				
			Daily	3 Days	10 Days	Fortnight	Month
2	3	4	5	6	7	8	9
Andhra Pradesh	M	104	69.23	-	24.04	-	6.73
	F	96	57.29	-	42.71	-	-
Karnataka	M	50	4.00	-	94.00	-	2.00
	F	54	11.11	-	88.89	-	-
Kerala	M	94	46.81	29.79	23.40	-	-
	F	33	39.40	33.33	27.27	-	-
Madhya Pradesh	M	112	-	-	99.11	-	0.89
	F	60	-	-	100.00	-	-
Rajasthan	M	106	-	-	15.09	-	84.91
	F	86	-	-	13.95	-	86.05
Tamil Nadu	M	56	76.79	-	19.64	-	3.57
	F	49	73.47	-	26.53	-	-
Uttar Pradesh	M	87	-	-	-	77.01	22.99
	F	44	-	-	-	90.91	9.09
ALL	M	609	26.44	4.60	38.09	11.00	19.87
	F	422	26.07	2.61	43.36	9.48	18.48

Percentage Distribution of Women Workers Employed in the Sampled Units by Periodicity of Wage Payment. (All States Combined)



{ For reference see Tables 3.2 }

Table 3.3

Occupation Wise / Sex Wise Percentage Distribution of Workers by Average Daily Earnings.
(State wise / All the States Combined)

S.No.	Name of the State	Occupations	Sex	Place of work	Percentage Distribution of Workers by their Average Daily Earnings						
					Less than Rs.30/-	Rs.30/- or More but Less than Rs.60/-	Rs.60/- or More but Less than Rs.90/-	Rs.90/- or More but Less than Rs.120/-	Rs.120/- or More but Less than Rs.150/-	Rs.150/- or More but Less than Rs.180/-	Rs.180/- or More
1	2	3	4	5	6	7	8	9	10	11	12
1	Andhra Pradesh	Supervisor	M	Workshed	-	33.33	66.67	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-
		Maistry	M	Workshed	-	-	100.00	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-
		Labour	M	Workshed	-	82.29	12.50	-	5.21	-	-
			F	Workshed	33.33	56.25	10.42	-	-	-	-
2	Karnataka	Watchman	M	Workshed	25.00	25.00	-	50.00	-	-	-
			F	Workshed	-	-	-	-	-	-	-
		Supervisor	M	Workshed	-	100.00	-	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-
		Maistry	M	Workshed	-	100.00	-	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-
		Labour	M	Workshed	-	64.58	35.42	-	-	-	-
			F	Workshed	29.63	70.37	-	-	-	-	-

Table 3.3 (Contd.)

S.No.	Name of the State	Occupations	Sex	Place of work	Percentage Distribution of Workers by their Average Daily Earnings							
					Less than Rs.30/-	Rs.30/- or More but Less than Rs.60/-	Rs.60/- or More but Less than Rs.90/-	Rs.90/- or More but Less than Rs.120/-	Rs.120/- or More but Less than Rs.150/-	Rs.150/- or More but Less than Rs.180/-	Rs.180/- or More	
1	2	3	4	5	6	7	8	9	10	11	12	
3	Kerala	Maistry	M	Workshed	-	-	-	-	-	100.00	-	
			F	Workshed	-	-	-	-	-	-	-	
		Labour	M	Workshed	-	-	32.96	6.82	48.86	11.36	-	
			F	Workshed	-	45.46	36.36	12.12	6.06	-	-	
4	Madhya Pradesh	Labour	M	Workshed	-	95.50	4.50	-	-	-	-	
			F	Workshed	-	93.33	6.67	-	-	-	-	
		Munshi	M	Workshed	-	-	100.00	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
5	Rajasthan	Supervisor	M	Workshed	-	100.00	-	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Labour	M	Workshed	-	80.95	19.05	-	-	-	-	
			F	Workshed	2.33	97.67	-	-	-	-	-	
6	Tamil Nadu	Maistry	M	Workshed	-	-	100.00	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Labour	M	Workshed	6.00	86.00	8.00	-	-	-	-	

Table 3.3 (Contd.)

S.No.	Name of the State	Occupations	Sex	Place of work	Percentage Distribution of Workers by their Average Daily Earnings							
					Less than Rs.30/-	Rs.30/- or More but Less than Rs.60/-	Rs.60/- or More but Less than Rs.90/-	Rs.90/- or More but Less than Rs.120/-	Rs.120/- or More but Less than Rs.150/-	Rs.150/- or More		
					Rs.180/- or More							
1	2	3	4	5	6	7	8	9	10	11	12	
7	Uttar Pradesh	Bhatiman	M	Workshed	-	100.00	-	-	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-	-
		Cartman	M	Workshed	-	50.00	50.00	-	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-	-
		Watchman	M	Workshed	100.00	-	-	-	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-	-
		Manager	M	Workshed	-	-	-	-	-	100.00	-	-
			F	Workshed	-	-	-	-	-	-	-	-
		Labour	M	Workshed	-	100.00	-	-	-	-	-	-
			F	Workshed	33.33	66.67	-	-	-	-	-	-
		Filler	M	Workshed	-	100.00	-	-	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-	-
		Munshi	M	Workshed	-	100.00	-	-	-	-	-	-
			F	Workshed	-	-	-	-	-	-	-	-
		Screenner	M	Workshed	-	-	-	-	-	-	-	-
			F	Workshed	-	100.00	-	-	-	-	-	-

Table 3.3 (Contd.)

S.No.	Name of the State	Occupations	Sex	Place of work	Percentage Distribution of Workers by their Average Daily Earnings							
					Less than Rs.30/-	Rs.30/-or More but Less than Rs.60/-	Rs.60/-or More but Less than Rs.90/-	Rs.90/-or More but Less than Rs.120/-	Rs.120/-or More but Less than Rs.150/-	Rs.150/-or More but Less than Rs.180/-	Rs.180/-or More	
1	2	3	4	5	6	7	8	9	10	11	12	
		Hexa-opt.	M	Workshed	-	100.00	-	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Driver	M	Workshed	-	100.00	-	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Chemist	M	Workshed	-	-	-	-	-	-	-	
			F	Workshed	-	100.00	-	-	-	-	-	
	ALL	Manager	M	Workshed	-	-	-	-	100.00	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Supervisor	M	Workshed	-	60.00	40.00	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Maistry	M	Workshed	-	22.22	11.11	-	-	66.67	-	
			F	Workshed	-	-	-	-	-	-	-	
		Labour	M	Workshed	0.58	70.16	16.86	1.16	9.30	1.94	-	
			F	Workshed	16.07	76.26	6.23	0.96	0.48	-	-	
		Bhatiman	M	Workshed	-	100.00	-	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	

Table 3.3 (Concd.)

S.No.	Name of the State	Occupations	Sex	Place of work	Percentage Distribution of Workers by their Average Daily Earnings							
					Less than Rs.30/-	Rs.30/-or More but Less than Rs.60/-	Rs60/- or More but Less than Rs.90/-	Rs.90/- or More but Less than Rs.120/-	Rs.120/- or More but Less than Rs.150/-	Rs.150/- or More but Less than Rs.180/-	Rs.180/- or More	
1	2	3	4	5	6	7	8	9	10	11	12	
		Filler	M	Workshed	-	100.00	-	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Munshi	M	Workshed	-	66.67	33.33	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Screeener	M	Workshed	-	-	-	-	-	-	-	
			F	Workshed	-	100.00	-	-	-	-	-	
		Hexa-opt.	M	Workshed	-	100.00	-	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Driver	M	Workshed	-	100.00	-	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Cartman	M	Workshed	-	50.00	50.00	-	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	
		Chemist	M	Workshed	-	-	-	-	-	-	-	
			F	Workshed	-	100.00	-	-	-	-	-	
		Watchman	M	Workshed	40.00	20.00	-	40.00	-	-	-	
			F	Workshed	-	-	-	-	-	-	-	

Table 3.4

Sex Wise / Occupation Wise Minimum and Maximum Daily Earnings

(State wise / All States combined)

S.No.	Name of the State	Occupations	Sex	Place of Work	Daily Earnings (Rs.)	
					Minimum	Maximum
1	2	3	4	5	6	7
1	Andhra Pradesh	Supervisor	M	Workshed	57.69	76.92
			F	Workshed	-	-
		Maistry	M	Workshed	70.00	70.00
			F	Workshed	-	-
		Labour	M	Workshed	45.83	120.00
			F	Workshed	25.00	60.00
		Watchman	M	Workshed	25.81	96.77
			F	Workshed	-	-
2	Karnataka	Supervisor	M	Workshed	38.46	38.46
			F	Workshed	-	-
		Maistry	M	Workshed	45.00	45.00
			F	Workshed	-	-
		Labour	M	Workshed	30.00	70.00
			F	Workshed	20.00	50.00
3	Kerala	Maistry	M	Workshed	150.00	150.00
			F	Workshed	-	-
		Labour	M	Workshed	60.00	150.00
			F	Workshed	30.00	122.00
4	Madhya Pradesh	Labour	M	Workshed	40.00	68.33
			F	Workshed	35.00	68.33
		Munshi	M	Workshed	71.43	71.43
			F	Workshed	-	-

Table 3.4 (Contd.)

No.	Name of the State	Occupations	Sex	Place of Work	Daily Earnings (₹.)	
					Minimum	Maximum
1	2	3	4	5	6	7
5	Rajasthan	Supervisor	M	Workshed	46.15	46.15
			F	Workshed	-	-
		Labour	M	Workshed	32.00	70.00
			F	Workshed	27.00	45.00
6	Tamil Nadu	Maistry	M	Workshed	30.00	30.00
			F	Workshed	-	-
		Labour	M	Workshed	25.00	80.00
			F	Workshed	15.00	55.00
		Bhatiman	M	Workshed	40.00	40.00
			F	Workshed	-	-
		B. Cartman	M	Workshed	30.00	65.00
			F	Workshed	-	-
		Watchman	M	Workshed	11.54	11.54
			F	Workshed	-	-
7	Uttar Pradesh	Manager	M	Workshed	138.71	138.71
			F	Workshed	-	-
		Labour	M	Workshed	35.00	57.69
			F	Workshed	23.15	52.88
		Filler	M	Workshed	33.75	55.56
			F	Workshed	-	-
		Munshi	M	Workshed	48.39	58.06
			F	Workshed	-	-
		Screener	M	Workshed	-	-
			F	Workshed	36.00	36.00
		Hexa-Operator	M	Workshed	44.35	44.35
			F	Workshed	-	-
		Driver	M	Workshed	48.39	58.06
			F	Workshed	-	-
		Chemist	M	Workshed	-	-
			F	Workshed	48.39	48.39

Table 3.4 (Concl.)

S.No.	Name of the State	Occupations	Sex	Place of Work	Daily Earnings (₹)	
					Minimum	Maximum
1	2	3	4	5	6	7
	ALL	Manager	M	Workshed	138.71	138.71
			F	Workshed	-	-
		Supervisor	M	Workshed	38.46	76.92
			F	Workshed	-	-
		Maistry	M	Workshed	30.00	150.00
			F	Workshed	-	-
		Labour	M	Workshed	25.00	150.00
			F	Workshed	15.00	122.00
		Bhatiman	M	Workshed	40.00	40.00
			F	Workshed	-	-
		Filler	M	Workshed	33.75	55.56
			F	Workshed	-	-
		Munshi	M	Workshed	48.39	71.43
			F	Workshed	-	-
		Screener	M	Workshed	-	-
			F	Workshed	36.00	36.00
		Hexa-Operator	M	Workshed	44.35	44.35
			F	Workshed	-	-
		Driver	M	Workshed	48.39	58.06
			F	Workshed	-	-
		B. Cartman	M	Workshed	30.00	65.00
			F	Workshed	-	-
		Chemist	M	Workshed	-	-
			F	Workshed	48.39	48.39
		Watchman	M	Workshed	11.54	96.77
			F	Workshed	-	-

Table 3.5

Average Daily Earnings of Male and Female Workers in Various Occupations
During the Wage Period

(State wise / All the States Combined)

S.No.	Name of the State	Occupation	No. of Workers studied Workshed		Average daily earnings of workers in workshed	
			Male	Female	Male	Female
1	2	3	4	5	6	7
1	Andhra Pradesh	Supervisor	3	-	59.14	-
		Maistry	1	-	70.00	-
		Labour	96	96	49.62	44.25
		Watchman	4	-	66.94	-
2	Karnataka	Supervisor	1	-	38.46	-
		Maistry	1	-	45.00	-
		Labour	48	54	51.95	33.25
3	Kerala	Maistry	6	-	150.00	-
		Labour	88	33	117.64	67.89
4	Madhya Pradesh	Labour	111	60	50.00	49.49
		Munshi	1	-	71.43	-
5	Rajasthan	Supervisor	1	-	46.15	-
		Labour	105	86	39.65	34.75
6	Tamil Nadu	Maistry	1	-	30.00	-
		Labour	50	49	40.92	37.30
		Bhatiman	2	-	40.00	-
		B.Cartman	2	-	47.50	-
		Watchman	1	-	11.54	-
7	Uttar Pradesh	Manager	1	-	138.71	-
		Labour	18	39	45.24	34.02
		Filler	58	-	38.90	-
		Munshi	2	-	53.23	-
		Screeener	-	4	-	36.00
		Hexa-Operator	2	-	44.35	-
		Driver	6	-	50.00	-
		Chemist	-	1	-	48.39

Table 3.5(Concld)

No.	Name of the State	Occupation	No. of Workers studied Workshed		Average daily earnings of workers in workshed	
			Male	Female	Male	Female
1	2	3	4	5	6	7
	ALL	Manager	1	-	138.71	-
		Supervisor	5	-	52.41	-
		Maistry	9	-	116.12	-
		Labour	516	417	58.54	40.73
		Bhatiman	2	-	40.00	-
		Filler	58	-	38.86	-
		Munshi	3	-	59.29	-
		Screener	-	4	-	36.00
		Hexa-Operato	2	-	44.35	-
		Driver	6	-	50.00	-
		B.Cartman	2	-	47.50	-
		Chemist	-	1	-	48.39
		Watchman	5	-	55.86	-

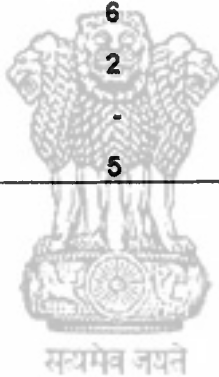


TABLE 3.6

Average House-Hold Size and Earning Strength in the Sampled House-holds
(State wise / All the States Combined)

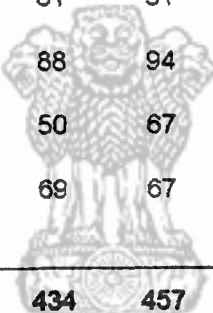
No.	Name of the State	Total No. of workers studied	Average House-hold Size	SEX- WISE DISTRIBUTION OF				Average number of earners per house-hold	Percentage of Children among non-earners
				House-hold Members		Earning Members			
				Male	Female	Male	Female		
	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh	27	4.19	52	61	33	31	2.37	89.80
2	Karnataka	24	4.21	49	52	24	26	2.08	60.78
3	Kerala	28	4.64	65	65	34	33	2.40	55.56
4	Madhya Pradesh	27	4.15	61	51	25	29	2.00	84.48
5	Rajasthan	42	4.33	88	94	41	42	1.98	84.85
6	Tamil Nadu	30	3.90	50	67	28	37	2.17	61.50
7	Uttar Pradesh	33	4.10	69	67	33	37	2.10	89.39
									
	ALL	211	4.22	434	457	218	235	2.20	82.65

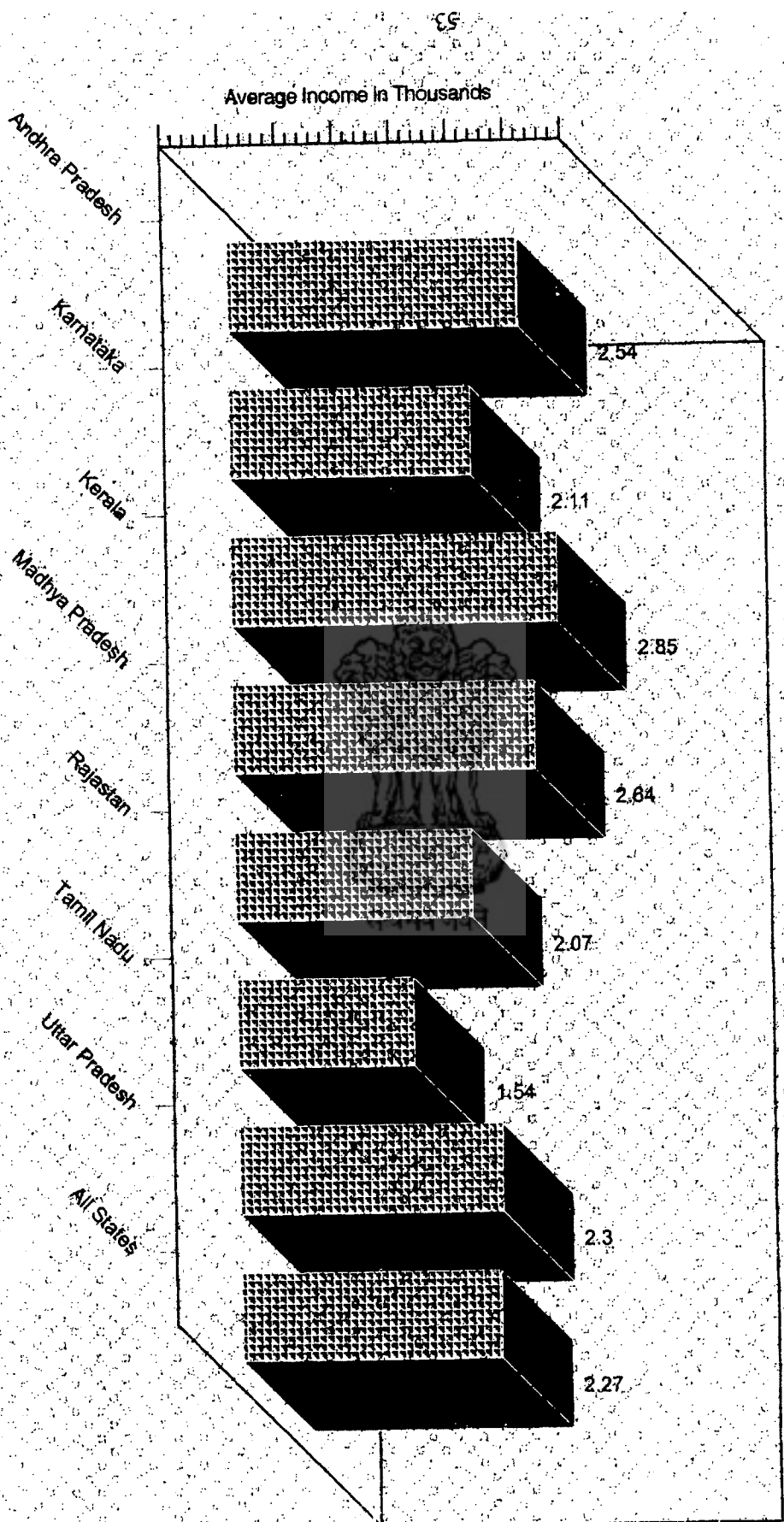
Table 3.7

**Average House-hold Income and Distribution of the Sampled Households
by their Monthly Income**

(State wise / All the States Combined)

S.No.	Name of the State	Number of House-holds studied	Distribution of House-holds by their Monthly Income						Average Monthly Income per Sampled Household (in Rs.)	
			Upto Rs.999	Rs.1000 to Rs.1499	Rs.1500 to Rs.1999	Rs.2000 to Rs.2499	Rs.2500 to Rs.2999	Rs.3000 and above		
1	2	3	4	5	6	7	8	9	10	
1	Andhra Pradesh	27	-	11.11	3.70	51.85	7.41	25.93	2543.52	
2	Karnataka	24	4.17	12.50	20.83	37.50	16.67	8.33	2114.17	
3	Kerala	28	3.57	10.71	21.43	21.43	3.57	39.29	2851.43	
4	Madhya Pradesh	27	-	11.11	7.41	29.63	22.22	29.63	2637.96	
5	Rajasthan	42	7.14	7.14	35.72	30.96	9.52	9.52	2071.60	
6	Tamil Nadu	30	16.67	50.00	13.33	10.00	3.33	6.67	1539.00	
7	Uttar Pradesh	33	9.09	-	33.33	27.28	12.12	18.18	2298.88	
ALL			211	6.16	14.22	20.85	29.38	10.43	18.96	2272.61

Average Monthly Income Per Household of the Selected Sampled Workers (State-wise/ All States Combined)



{ For reference see Tables 3.7 }

Table 3.8

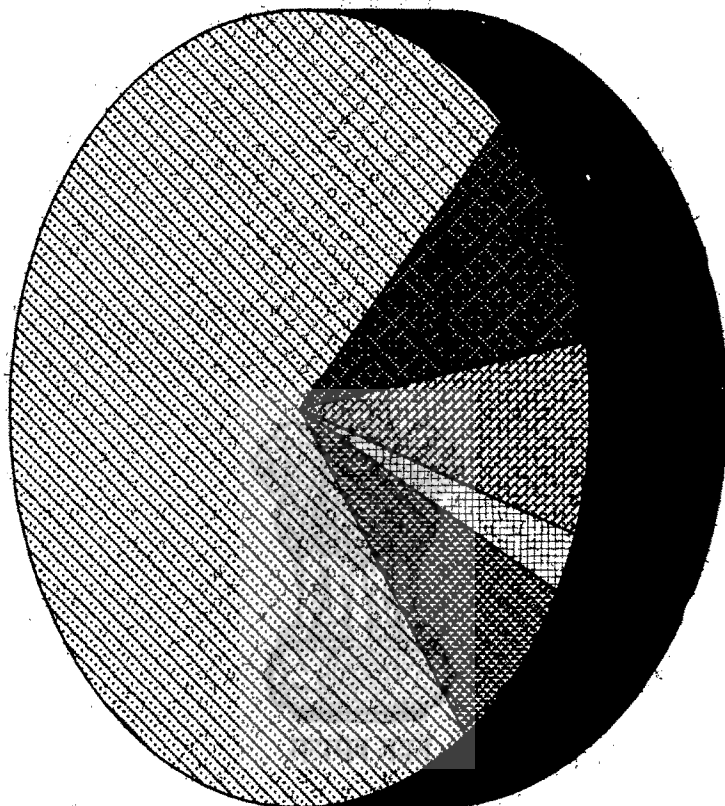
Source Wise / State Wise Distribution of Average Monthly Household Income
of the Sampled Women Workers

(State wise / All the States Combined)

S.No.	Name of the State	Lime Industry	Other Industry	Non Agricultural Labour	Agricultural Labour	Cultivation	Other Sources	Total from All Sources
		(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	2273.15 (89.37)	18.52 (0.73)	185.18 (7.28)	- (-)	- (-)	66.67 (2.62)	2543.52 (100.00)
2	Karnataka	1241.67 (58.74)	220.83 (10.44)	293.75 (13.89)	75.00 (3.55)	41.67 (1.97)	241.25 (11.41)	2114.17 (100.00)
3	Kerala	1269.29 (44.51)	419.64 (14.72)	- (-)	364.29 (12.78)	- (-)	798.21 (27.99)	2851.43 (100.00)
4	Madhya Pradesh	1982.41 (75.15)	- (-)	- (-)	455.55 (17.27)	- (-)	200.00 (7.58)	2637.96 (100.00)
5	Rajasthan	1566.84 (75.63)	326.19 (15.75)	- (-)	100.00 (4.83)	- (-)	78.57 (3.79)	2071.60 (100.00)
6	Tamil Nadu	927.33 (60.26)	220.00 (14.29)	- (-)	261.67 (17.00)	- (-)	130.00 (8.45)	1539.00 (100.00)
7	Uttar Pradesh	2141.30 (93.15)	- (-)	- (-)	- (-)	- (-)	157.58 (6.85)	2298.88 (100.00)
ALL		1632.84 (71.85)	179.38 (7.89)	57.11 (2.51)	172.28 (7.58)	4.74 (0.21)	226.26 (9.96)	2272.61 (100.00)

Different Sources - All States Combined

Lime Industry 71.85%



Other Industries 7.89%

NonAgricultural Labour 2.51%

Agricultural Labour 7.58%

Other Sources 9.96%

Cultivation 0.21%

Table 3.9

Percentage Distribution of House-holds Belonging to Sampled Women Workers According to their Indebtedness

(State wise / All the States combined)

S.No.	Name of the State	Total No. of Sampled House-holds	Percentage of House-holds under debt	Average Amount of Loan taken (Rs.)	Average Amount of Out-standing Loan (Rs.)
1	2	3	4	5	6
1	Andhra Pradesh	27	-	-	-
2	Karnataka	24	1 (4.17)	10000.00	10000.00 (100.00 %)
3	Kerala	28	-	-	-
4	Madhya Pradesh	27	-	-	-
5	Rajasthan	42	1 (2.38)	5000.00	2500 (50.00 %)
6	Tamil Nadu	30	-	-	-
7	Uttar Pradesh	33	1 (3.03)	1500.00	800.00 (53.33 %)
ALL		211	3 (1.42)	5500.00	4433.33 (80.61%)

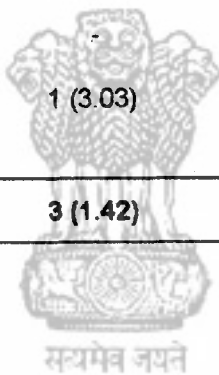


Table 3.10

**Percentage Contribution Towards the Monthly House-hold Income
by the Sampled Women Workers**

(State wise / All the States Combined)

S. No.	Name of the State	No. of House-holds	Contribution Towards Monthly House-hold Income by the Sampled Women Workers						
			Less than 10%	10% or More but Less than 20%	20% or More but Less than 40%	40% or More but Less than 60%	60% or More but Less than 80%	80% or More but Less than 100%	100%
1	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh	27	-	7.41	59.26	33.33	-	-	-
2	Karnataka	24	-	4.17	25.00	45.83	12.50	-	12.50
3	Kerala	28	3.57	7.14	39.29	39.29	10.71	-	-
4	Madhya Pradesh	27	-	-	22.22	66.67	-	-	11.11
5	Rajasthan	42	-	-	26.19	66.67	-	-	7.14
6	Tamil Nadu	30	-	6.67	20.00	63.33	3.33	-	6.67
7	Uttar Pradesh	33	-	6.06	21.21	63.64	3.03	-	6.06
ALL			0.47	4.27	29.86	55.45	3.79	-	6.16

CHAPTER - IV

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

4.1 INTRODUCTORY:

4.1.1 The various labour legislations framed from time to time prescribe certain norms of working conditions and welfare measures for compliance by the individual units. On the other hand it has been generally seen that the standard of facilities actually provided to the workers differ not only from area to area but also from industry to industry. The earliest factory labour legislation which owed 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. This Act was subsequently amended 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 worker. 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 the year. These labour legislations not only provided for certain essential norms of working conditions and welfare services at work place but also made provisions of medical and health facilities to workers working outside the work place. However, during the intervening period starting from the passing of the 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 unsatisfactory conditions prevailing in work places.

4.1.2 The Existing Factories Act, 1948 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 separate 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. in certain dangerous occupations is generally prohibited under the Act. Women workers 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 establishments were collected during the course of the study. The 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 hours per day. Further the period 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.
- 4.2.2 The present survey revealed that the work in the Lime Industry was found to be done only in single shift in all the surveyed units. As regards the hours of work it was observed that although the hours of work in all the surveyed units did not exceed the prescribed limit of 9 hours per day yet the timings of the work varied from unit to unit even in the same area. In general the morning work started between 8-9.30 a.m. in the morning and continued upto 5-6.30 p.m. in the evening. This also included the provision of rest interval which varied from 1 hour to 2 hours. Also in some of the units the hours of work were found to be varying & thus were not fixed. Also some units in the state of Andhra Pradesh, Karnataka & Tamil Nadu started the work early in the morning at 6-7 a.m. & worked for 4-5 hours and had the practice of having a break of 4-5 hours and then resume the work for 2-3 hours again. In the state of Kerala and Andhra Pradesh some of the units were having separate & less working hours for women workers.

4.3 **CRECHES:**

- 4.3.1 The Factories Act, 1948 lays down that factories employing ordinarily more than 30 women workers should provide and maintain a suitable room or rooms for the use of children of the working women below 6 years. Before 1976, the provision of Creches was a statutory obligation in only those factories which employed more than 50 women workers. However the Act was amended in 1976 and factories employing more than 30 women workers were also brought

within the scope of the legal provision relating to Creches. The Act further lays down that such rooms should provide adequate accommodation and should be adequately lighted, ventilated and maintained in a clean & sanitary condition. Further the Creches are required to be under the charge of women trained in the care of children & infants.

- 4.3.2 The survey revealed that in none of the seven states surveyed had made the provision of creche facility for the use of the women workers. As already seen in the earlier chapter majority of the women workers employed in lime industry were illiterate and worked only as labourers and perhaps these women workers may also not be aware of the facility of Creche being provided by the employers.

4.4 **WASHING FACILITIES, LATRINE & URINAL FACILITIES:**

- 4.4.1 The Factories Act, 1948 make it obligatory on the part of the employers to provide and maintain suitable washing facilities for men and women workers. Such facilities include soap and nail brush or other suitable cleaning 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. Also the Act provides separate Urinals and Latrines for both men and women workers.

- 4.4.2 The survey showed that very few units, 4 units out of 11 in Tamil Nadu, 2 units out of 11 in Kerala, 1 unit out of 8 in Karnataka and 1 unit out of 9 in Andhra Pradesh had separate washing facility for women workers. In the remaining units the washing facility was common for both men & women workers. Similarly Latrine & Urinal facility was found to be quite inadequate irrespective of the fact whether it was common or separate for men & women workers. Only 15 units out of 74 units surveyed in 7 states had made either Common/Separate Latrine & Urinal for the workers.

4.5 **MATERNITY BENEFIT:**

- 4.5.1 The maternity benefit to women workers employed in factories is generally provided under the Employees State Insurance Act, 1948. However in case of factories not covered under this Act women get the benefit under the Maternity Benefit Act, 1961.
- 4.5.2 The surveyed units in all the 7 states revealed that none of the women workers employed in the sample establishments were covered either under the E.S.I. Act 1948 or Maternity Benefit Act 1961. This shows the absence of availability of medical facilities to workers employed in Lime industry.

4.6

OTHER SOCIAL SECURITY SCHEMES:

4.6.1

One of the purposes of devising & enacting social security schemes in the various labour legislations is to instill a sense of security among the workforce while they remained engaged in their economic activity. Besides this it also helps to develop a harmonious relationship between the workers and the employers. During the present survey information on various prevailing schemes like the Provident Fund, Gratuity, Group Insurance etc. was collected.

4.6.2

The Employees Provident Fund Act, 1952 provides for the institution of compulsory provident funds in units employing more than twenty workers. The purpose is to make some future financial provision for the welfare of the industrial workers after he ceases to pursue an economic activity or in case of his premature death. During the course of the survey an attempt was made to collect information on Employees Provident Fund Scheme, it was noticed that only 4 units in Rajasthan (Out of 15 units) and one unit in Uttar Pradesh (Out of 11 units) had introduced the E.P.F. scheme for its workers. In the remaining states surveyed none of the units had made provision for this scheme.

4.6.3

The payment of Gratuity Act, 1972 provides for payment of gratuity to employees drawing Rs.3500.00 or less per month as wages at the rate of 15 days wages for every completed year of service to those who put at least 5 years of continuous service. A worker is entitled to gratuity on account of (i) Retirement on Superannuation (ii) Retirement on physical incapacity, (iii) Voluntary retirement or resignation, (iv) Termination of service other than dismissal for misconduct and (v) Death. The Act applies to every establishment where 10 or more workers are employed in any establishment.

4.6.4

During the course of present survey it was noticed that none of the units surveyed in any of the 7 states had introduced the Gratuity Scheme for their workers. This highlights the complete absence of the concept of social security among the employers and employees in the Lime industry.

4.7

HOUSING:

4.7.1

One of the key factor which induces the workers to work efficiently is the provision of proper housing conditions either by the employer or acquired on their own by the workers. Accordingly efforts were made in the present study to analyse the type of dwellings possessed by the workers.

4.7.2

Among all the seven states surveyed when taken together, 57.35 percent of the workers were found living in their own houses, 13.74

percent living in rented houses and the remaining 28.91 percent of the families were living in houses provided by the employers. The states where the provision of houses provided by the employers were quite high were Uttar Pradesh (72.73 percent), Rajasthan (50.00 percent) and Andhra Pradesh (44.44 percent). In Kerala all the workers were found living in their own houses.

4.7.3 As regards the type of structure, majority of the families in all the seven states surveyed were found living in Pucca houses (37.92 percent) followed by Kutcha (32.70 percent) and Semi-pucca (29.38 percent). Among the states where majority of the families were living in pucca houses were Kerala, Madhya Pradesh, Rajasthan and Uttar Pradesh. Also the state where the majority of the families were living in Kutcha houses were Andhra Pradesh, Karnataka and Tamil Nadu.

4.7.4 As regards the provision of Kitchen, Bathroom and Latrine in the dwelling of the sampled workers families the picture was quite dismal. Only 21.33 percent of the dwellings had provision of separate kitchen, 8.06 percent of the dwellings had the provision of separate bathroom and 5.21 percent of the dwellings had the provision of Latrine. The only State where the provision of separate Kitchen was found to the satisfaction was 75.00 percent of the dwellings in Kerala.

4.7.5 Also the majority of the surveyed dwellings (68.25 percent) in all the seven states surveyed together were having only one room, followed by 26.54 percent of the dwellings having two rooms and remaining 5.21 percent of the dwellings had more than two rooms.

4.8 **TRADE UNIONISM:** सत्यमेव जयते

4.8.1 Under the Trade Union Act, 1926 any seven persons or more can form and register a trade union. The extent of trade unionism as reported in this industry is presented in table 4.2.

4.8.2 It would be seen from table 4.2 that the extent of trade unionism in Lime industry was almost nil barring the state of Kerala where the incidence of trade unionism among the workers found to be 12.60 percent. In all the remaining six states surveyed none of the male and female workers were found to be members of any trade union. This shows that trade union movement has yet to make a dent in this industry.

4.9 **MAINTENANCE OF LABOUR RECORDS:**

4.9.1 The present study revealed that the maintenance of various records and registers were not satisfactory in most of the states surveyed. The only two states where all the surveyed units were found maintaining attendance register and wages register were Madhya Pradesh &

Rajasthan. In the remaining five states surveyed even the maintenance of these two basic registers was not found to be satisfactory. The maintenance of other registers namely Advance register, Overtime register, Maternity benefit register & Bonus register etc. were not at all being maintained in all the states surveyed.



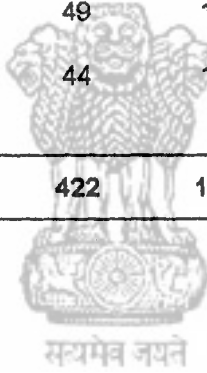
Table 4.1

Distribution of the Sampled Dwellings by Ownership, Type of Structure and the Number of Living Rooms
(State wise / All the States Combined)

S. No.	Name of the State	Number of Dwellings Studied	Ownership			Distribution of dwellings by type of structure and No. of Living Rooms									
			Owned	Rented	Provided by Employer	Type of Structure			Having Separate			Number of Living Rooms			
						Kutcha	Pucca	Semi Pucca	Kitchen	Bathroom	Latrine	One Room	Two Rooms	More than Two Rooms	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	Andhra Pradesh	27	55.56	-	44.44	66.67	11.11	22.22	-	7.41	-	96.30	3.70	-	
2	Karnataka	24	75.00	16.67	8.33	50.00	28.17	20.83	12.50	-	-	66.67	33.33	-	
3	Kerala	28	100.00	-	-	21.43	42.86	35.71	75.00	21.43	21.43	10.71	60.72	28.57	
4	Madhya Pradesh	27	92.59	7.41	-	3.70	70.37	25.93	33.33	14.81	7.41	33.33	62.97	3.70	
5	Rajasthan	42	50.00	-	50.00	26.19	50.00	23.81	11.90	2.38	2.38	80.95	19.05	-	
6	Tamil Nadu	30	43.33	50.00	6.67	70.00	13.33	16.67	13.33	3.33	-	83.34	13.33	3.33	
7	Uttar Pradesh	33	3.03	24.24	72.73	-	42.42	57.58	9.09	9.09	6.06	93.94	3.03	3.03	
ALL			211	57.35	13.74	28.91	32.70	37.92	29.38	21.33	8.06	5.21	68.25	26.54	5.21

Table 4.2**Extent of Trade Unionism Among the Workers in the Sampled Units****(State wise / All the States Combined)**

S.No.	Name of the State	Number of workers employed			Percentage of workers who were members of Trade Unions		
		Male	Female	Total	Male	Female	Total
1	2	3	4	5	6	7	8
1	Andhra Pradesh	104	96	200	-	-	-
2	Karnataka	50	54	104	-	-	-
3	Kerala	94	33	127	12.77	12.12	12.60
4	Madhya Pradesh	112	60	172	-	-	-
5	Rajasthan	106	86	192	-	-	-
6	Tamil Nadu	56	49	105	-	-	-
7	Uttar Pradesh	87	44	131	-	-	-
ALL		609	422	1031	1.97	0.95	1.55



Unit-Level Questionnaire

CONFIDENTIAL
For official use only

Government of India
Ministry of Labour
Labour Bureau
Chandigarh-160017

**SURVEY OF SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS IN
LIME MANUFACTURING INDUSTRY (1997)**

(Unit-Level questionnaire to be canvassed from the employer)

BLOCK I	IDENTIFICATION PARTICULARS																		
1.1(A) Name and complete address of the sample unit:	_____																		
1.1 (B) Distt. and State / U.T.	_____																		
1.2 Sample No.	_____																		
1.3 Employment stratum:	_____																		
1.4 Ownership (Public-1, Private-2, Co-operative-3, others (specify)-4.)	_____																		
1.5 Goods manufactured:	_____																		
1.6 Coverage of Unit under , Factories Act-1, Shops & Commercial Establishment Act-2, Other Act (specify)-3.	_____																		
1.7 (a) If Co-operative society:	<table border="1"> <thead> <tr> <th colspan="3">Total members</th> <th colspan="3">Active Members</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Total members			Active Members			Male	Female	Total	Male	Female	Total						
Total members			Active Members																
Male	Female	Total	Male	Female	Total														
(b) Reasons for some members being not active:	<table border="1"> <thead> <tr> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> </tbody> </table>	Males	Females																
Males	Females																		

BLOCK	II	2.1	EMPLOYMENT
--------------	-----------	------------	-------------------

Total No. of workers in the Unit (as on reference date).

--	--

Sl. No.	Occupation	Scheduled Caste				Scheduled Tribe				Others				Total		
		M	W	C	T	M	W	C	T	M	W	C	T	M	W	C
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17

1.
2.
3.
4.
5.
6.
7.



TOTAL			
M=Men	W=Women	C= Children	T= Total

2.2 DESCRIPTION OF OCCUPATION 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.

10.



2.3 If casual/badli 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	Womer
1	2	3	4	5	6	7

1

2

3

4

5



2.4 Distribution of workers by level of skill and occupations
(as on the reference date* _____)

Sl No.	Occupation	Level of Skill **	Sex and broad age group #	SC	ST	OTHER	TOTAL
1	2	3	4	5	6	7	8

1. _____

2. _____

3. _____

4. _____

5. _____

Total



NOTE: Workers doing more than one job should be classified in the occupation in which they are engaged for maximum time.

* As per the instructions for the field staff.

** Mention whether the occupation is skilled, semi-skilled or unskilled using codes as 'S', 'S.S' and 'U.S.', respectively.

Use codes as -Male Adult- MA, Female Adult-FA, Male Adolescent- M. Ad, Female Adolescent- F.Ad, Male Children MC, Female Children FC.

2.5 Periods of unemployment during the reference month ()

Range of number of days for which workers* did not work in a month	Number of workers						Total	
	Highly skilled/skilled		Semi-skilled		Unskilled		Male	Female
	Male	Female	Male	Female	Male	Female		
1	2	3	4	5	6	7	8	

1 to 5 days

6 to 10 days

11 to 15 days

16 to 20 days

Above 20 days

All Workers



* Reasons for unemployment or under-employment: strike, lockout, shortage of raw Material, power supply problem, lack of sufficient demand, working capital problem, any other.

2.6 Distribution of workers according to employment status and period of attachment with the present employer.

Length of service with the present employer	Employment Status												Total	
	Permanent		Temporary		Casual		Contract		Other(specify)					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	2	3	4	5	6	7	8	9	10	11	12	13		
1														

1. Less than 3 months.
2. 3 months and more but less than 6 months.
3. 6 months and more but less than 1 year.
4. 1 year and more but less than 2 years.
5. 2 years and more but less than 3 years.
6. 3 years and more but less than 5 years.
7. 5 years and more but less than 10 years.
8. 10 years and more but less than 15 years.
9. 15 years and more.

TOTAL



2.8 Distribution of all female workers by age (in completed years) and by marital status as on the date of visit _____

Marital Status	Children	Adolescents	18-24 years	25-34 years	35-44 years	45-54 years	55 years and above	Total
1	2	3	4	5	6	7	8	9

Unmarried

Married

Widowed / Separated /
Divorced

Total



- 3.1 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).



3.2 Rates of Time-rated wages payable to men and women workers for different occupations for the pay period.
From _____ to _____

Occupation	Periodicity of wage payment/ wage period	No. of workers		Scale/ rate as per the Min. wages Act or other wise fixed (in Rs.)	Rates Actually paid				Total No of Mandays				Total Earnings	
		Male	Female		Minimum		Maximum		Worked		Paid for		M	F
					M	F	M	F	M	F				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.



3.3 Piece-rated wages payable to men and women workers (including contract workers for different occupations)
for the pay period. from _____ to _____

Occupation	Periodicity of wage payment/wage period	No. of workers		Scale/ rate as per the Min. wages Act or other wise fixed (in Rs.)	Rates Actually paid			
					Minimum		Maximum	
		M	F		Male	Female	Male	Female
1	2	3	4	5	6	7	8	9



- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

3.3 (Concd.)

Total Mandays worked\ available during Wage period		No. of mandays paid for		Total Earnings		Earnings Per day		In case wages are less than Men, Specify the reasons
Male	Female	Male	Female	Male	Female	Male	Female	
10	11	12	13	14	15	16	17	
								18



3.4 Details of allowances

Type of Allowance (s)	Occupations eligible and qualifying conditions	Rates	
		Male(s)	Female(s)
1	2	3	4



3.5 Concessions in kind

Type of concession	Occupations entitled	Details of concession, i.e., Unit, rate, etc.	Approximate money value	Whether b male and fe workers ent if not, gr reasons
1	2	3	4	5



3.6 Bonus

Is the unit under obligation to pay bonus ?	Is the unit paying annual bonus or exgratia payment ?	Year in which bonus/ exgratia payment was last paid	Rate and quantum of bonus or exgratia paid		No. of workers who are paid bonus		Type of workers who were paid bonus and whether both male and female workers were paid. If not give reasons
			Male	Female	Male	Female	
1	2	3	4	5	6	7	8



3.7 Details of occupations in which there was difference in the rates of wages of male and female workers and reasons thereof

S.No.	Occupation	Rates of wages		Reasons for difference in wage rates of males and females
		Male	Female	
1	2	3	4	5



BLOCK IV

WORKING CONDITIONS

4.1 Hours of work (shed workers only)

Category of workers	Timings of shifts		Daily hours of work (in hours)	Spread-over (in hours)	Duration of rest interval (in hours)	Weekly hours of work	Overtime if any per week	Remarks
	From	To						
1	2	3	4	5	6	7	8	10

1. Men
- (a)
- (b)
- (c)
- (d)

2. Women
- (a)
- (b)
- (c)
- (d)

3. Children
- (a)
- (b)
- (c)
- (d)



4.2 (i) Whether women workers work after 7 p.m.?

Yes/No

(ii) If yes, any concession being received by them

4.3* If required to work overtime, then mention rates of thereof separately for men and women workers.

* To be filled in case of time-rated workers only

4.4 Number and names of national and festival holidays with wages, to which men and women workers are entitled in a year

4.5 Details of protective equipments provided for avoiding inhalation of dust and other dangerous particles



**BLOCK V IMPACT OF VARIOUS DEVELOPMENT AND WELFARE SCHEMES
WITH SPECIAL REFERENCE TO WOMEN WORKERS**

1. (a) Name of Development Scheme(s)

(b) Salient feature of the Scheme(s)

(c) Impact of the scheme (s)

2. (a) Name of Welfare Scheme(s)

(b) Salient feature of the Welfare Scheme(s)

(c) Impact of the Welfare Scheme(s)



BLOCK VI**WELFARE FACILITIES****6.1 Details of facilities available in sheds**

Facility	Complete details of facility available with special references to women workers	Mention deficiencies observed in the facilities available with special reference to women workers
1	2	3

1. Drinking Water
2. Washing facility
 - (i) Separately for women
 - (ii) Common
3. Latrine
 - (i) Separately for Women
 - (ii) Common
4. Urinal:
 - (i) Separately for Women
 - (ii) Common
5. Rest Shelter
 - (i) Separately for Women
 - (ii) Common
6. Canteen
7. Recreational facility
8. Other facilities (specify)



6.2. (a) Details of creche facility available i.e., type of room, facilities available, items provided, number of children attending and deficiencies observed therein _____.

(b) If no creche facility is available, mention the type of arrangements being made by women workers for looking after their children and their difficulties in this regard. _____

6.3 (a) Whether the unit is covered under the E.S.I. Scheme, If yes, give details of E.S.I. facilities available _____ Yes/No

(b) Whether maternity benefit is provided to women workers by the management Yes/No
 (c) If yes, give details of scheme, qualifying conditions and quantum thereof.
 (d) Maternity benefit paid during the last one year

Number of women workers who claimed the benefit	Number of women workers, who were paid the benefit	Amount of benefit paid (during the last calendar year)
1	2	3

(e) Difficulties, if any faced by women workers in availing the maternity benefit _____

6.4 (a) Whether first-aid box maintained

Yes/No

(b) Deficiencies observed in first-aid box

(c) Details of other medical facilities available

6.5 (a) Whether unit is under statutory obligation to provide social security benefit

Yes/No

(b) Give details of social security schemes available to male and female workers and conditions thereof (Give details of each scheme on a separate sheet)

Name of social security scheme	Occupation	Number of workers covered under the scheme	Male		Female		Rate of contribution		
			Entitled	Covered	Entitled	Covered	Worker	Employer	Govt.
1	2	3	4	5	6	7	8	9	10

6.6 Details of pension and gratuity benefits available and occupation-wise number of male and female workers covered.
(A sheet may be attached)

Scheme Pension	Occupation	Male	Female
1			
2			
3			
4			
Gratuity			
1			
2			
3			
4			

6.7 Details of group insurance scheme, if applicable to the unit and occupation-wise number of male and female workers covered.

6.8 (a) Whether any housing facility is being provided to workers Yes/No
(b) If yes, name of the scheme under which provided
(c) Number of workers provided accommodation (i) Male (ii) Female (iii) Total

(d) Details regarding type of structure, i.e., wall and roofing material, number of rooms, ventilation, height, flooring etc.

(e) Whether rent free-1, on rent-2, hire purchase etc.-3.

(f) Whether provided with separate bath/kitchen.

☐ Yes/No.
☐

(g) Whether provided with separate latrine-1, community latrine-2.

(h) Whether provided with independent-1, common-2, source of water supply.

☐

BLOCK-VII**TRADE UNIONISM**

7.1 Whether the workers are members of any trade union Yes/No

7.2 If yes, please give the following details

Name of union(s)	Whether registered	Whether recognised by the management	Name of the Central unit to which affiliated	Membership on the date of visit		
				Male	Female	Total
1	2	3	4	5	6	7



- 8.1 Name the occupation in which preference is given at the time of recruitment to
- Men
 - Women
 - Occupation not open to women workers
- 8.2 Relative efficiency of men and women workers in occupation common to them
- | Occupation | Relative efficiency |
|------------|---------------------|
| (i) | |
| (ii) | |
| (iii) | |
| (iv) | |
- 8.3 Keeping in view the deficiencies observed, record employer's suggestions for bringing about improvements with special reference to women workers
- Working conditions
 - Creche
 - Separate latrines, urinals and washing facilities
 - Other welfare amenities like rest shelter, canteen, recreational, medical facilities, etc.

8.4 Is the owner/employer maintaining the following records ? Mention deficiencies thereon:

- (i) Attendance register
- (ii) Wages register
- (iii) Register of advances
- (iv) Register of overtime
- (v) Maternity benefit register
- (vi) Bonus/Exgratia payment



सत्यमेव जयते

BLOCK IX	VIEWS OF THE FIELD OFFICER ON PECULIAR ASPECTS OF WOMEN WORKERS
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BLOCK - X	COMMENTS BY SUPERVISING OFFICER
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BLOCK XI	PARTICULARS OF FIELD WORK
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OFFICER	NAME	Date of				
		Canvassing/ supervision	Receipt from field officer	Despatch of Head- quarters	Signature of F.O./S.O.	Number addition sheets enclosed
1	2	3	4	5	6	7

Field Officer

Supervising Officer



WORKER LEVEL QUESTIONNAIRE**(CONFIDENTIAL)****For official use only**

**Government of India
Ministry of Labour
Labour Bureau
Chandigarh**

**SURVEY OF SOCIO- ECONOMIC CONDITIONS OF WOMEN WORKERS IN
LIME MANUFACTURING INDUSTRY**

(Worker Level questionnaire to be canvassed from the sampled women workers)

BLOCK 1	IDENTIFICATION PARTICULARS
----------------	-----------------------------------

- 1.1 (a) Name and address of the
Sampled unit _____
- (b) District and State/U.T. _____
- 1.2 Name and token No.
of the woman worker _____

**BLOCK- II IDENTIFICATION PARTICULARS OF THE SAMPLED WOMAN
WORKER**

- 2.1 (a) Native place of the
woman worker. _____
- (b) If migrated then mention _____
- (i) Place from where migrated
last (village/town/distt./ State) _____
- (ii) Month & year of migration _____
- (iii) Reasons for migration _____
- (iv) Occupation before migration _____
- (v) Duration of stay at the present place _____
- (vi) Nature of settlement (Permanent-1
Temporary-2) _____

Reason for migration (codes):

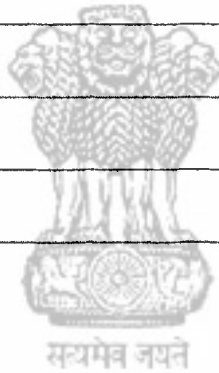
Non availability of work-1, Droughts and poverty-2, Loss of income yielding assets-3, Social Compulsions-4, Low wages-5, Motivated by friends and relatives-6, To set up business or search or change of occupation-7, Family quarrels-8, Education-9, Training/ Apprentice-10, Others (specify)-11.

2.2	(a)	Religion/Caste	SC/ST/Others
	(b)	Educational Standard	Illiterate/Below Primary/ Primary/Middle/ Matric/Below Graduate/Graduate and above.
	(c)	Marital Status	Unmarried/ married/divorced/ separated/widowed
2.3	(a)	Whether the Occupation is inherited	Yes/No
	(b)	Occupation of women worker's mother, father, daughter and son(s)	Mother _____ Father _____ Daughter _____ Son _____
	(c)	Details of other members of household working in the Lime industry.	In the same unit other unit _____ _____ _____
2.4	If married:		
	(a)	Age at the time of marriage	_____
	(b)	Whether working before marriage, if yes, give details.	_____ _____ _____
2.5	If not married/newly married, whether intends to continue with the job after marriage/ birth of child		_____ _____
2.6	Time devoted for		
	(a)	Doing daily household chores (give approximate number of hours)	_____
	(b)	Approximate daily leisure time available to the woman worker	_____

BLOCK - III DEMOGRAPHIC AND OTHER PARTICULARS OF FAMILY MEMBERS

3.1

Sl. No	Name of mem- ber	Rela- tion with the woman worker	Sex (Male-M Female- F)	Age in com- pleted years	Marital status Code (a)	Educa-tional Qualifi- cation Code (b)	Economic Status Code (c)	Principal Activity		Inco- per- mo-
								Industry	Occu- pation	
1	2	3	4	5	6	7	8	9	10	11



Code(a) Unmarried-U.M., Married-M, Widowed-W, Divorced/Separated-D/S.

Code(b) Illiterate-1, Literate-2, Literate but below primary-3, Primary-4, Middle-5, Matric or Higher Secondary-6, Graduate-7, Post Graduate-8, Others-9.

Code(c) Earner-1, Non-Earner-2.

Note: Columns 8 & 9 - give both designation and type of industry/office in which employed. Also state whether he/she is self employed or wage-paid etc.

3.2 Number of children attending schools

Sex	Total number of children in the age group 6-14 years	Number of children attending schools	Reasons for not attending school
1	2	3	4

Boys

Girls

Total

BLOCK - IV EMPLOYMENT AND WORKING CONDITIONS

4.1 (a) How inducted into the present job?

(i) Details of employment

Present Occupation	Job description	Employment status	Piece rated/ Time rated	Whether getting annual increment Yes/No	Details of last increment drawn	
					Year	Amount of increment
1	2	3	4	5	6	7

(ii) Type of employment and promotion received

Since when working (Month and year)			Promotion received		
In the sampled unit	On the present job	Name of occupation to which promoted	Date of promotion	Daily Wages	
				Before promotion	After promotion
1	2	3	4	5	6

- 4.2 Whether full time or part time _____
- 4.3 Details of timings and number of usual hours of work and rest interval if employed in shed _____
- 4.4 Year and month in which the Woman worker first started Working in Lime Manufacturing Industry. _____
- 4.5 (a) Has the woman worker to face dust, fumes etc. at her work place which may be hazardous for her health? _____
- (b) If yes, whether the employer has provided her with protective equipment, or taken some other measure to safeguard the health of the woman worker?. _____
- (c) Is the woman worker suffering from any occupational disease, if yes, mention the name of disease. _____

BLOCK -V-A:

WAGES AND EARNINGS

- 5.1 (a) Pay period (month, week, day, not fixed) _____
- 5.2 System of wage payment (time-rated/piece-rated) _____
- 5.3 Total earnings of the woman worker for the complete pay period immediately preceding the day of visit _____

5.4 (a) Whether wages are paid in time ?

(b) (i) Whether wages are at par with those of men?

(ii) With those fixed by the authorities under the Minimum Wages Act, give details.

5.5 Whether any advances are given to the woman worker?

5.6 Does the woman worker get weekly off with wages ?

5.7 Details of holidays and leave with wages the woman worker is getting.

5.8 (a) If doing overtime work, then give rate of overtime payment (at ordinary rate/at double the rate)

(b) If doing overtime,

(i) Whether employer makes arrangement for sending the worker to the place of residence?.

(ii) The worker makes her own arrangement?.

5.9 If employed on piece rates

(a) who keeps the account of production (Only management, only the woman worker, both management and woman worker)

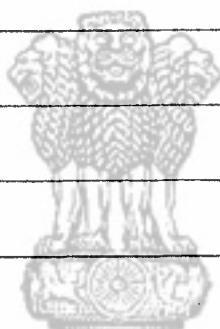
5.10 Whether receiving any increments etc. mention details.

5.11 Whether receiving any bonus, if eligible? If yes, year for which received last and quantum thereof.

5.12 Details of any kind of discrimination against woman worker in matter of wages.

BLOCK-V-B:**HOUSEHOLD INDEBTEDNESS**

Sl. No	Month and year of borrowing	<u>Total Amount</u> Borr- Outsta- owed nding Init- on ially date of visit		Nature of loan (Code)	Purpose of loan (Code)	Source (Code)	Rate of Interest (%) per annum	Type of Security (code)	Mode of Repayment (Code)
1	2	3	4	5	6	7	8	9	10



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Codes Col 5 - Nature of loan

Hereditary-1, Loan contracted by the worker in cash-2, In kind-3, Partly in cash & Partly in Kind-4, Others (Specify)-5.

Col. 6 - Purpose of loan

Household consumption-1, Sickness-2, Marriage & other ceremonial occasions like child birth-3, Funeral-4, Legal expenses-5, Education-6, Production purposes like purchase of raw material and live stock-7, Purchase of land-8, Repayment of debt-9, Others (specify)-10.

Col. 7 - Source

Co-operative/Credit Society-1, Bank/Govt./LIC-2,
Employer-3, Money lender-4, Shopkeeper-5,
Friends and relatives-6, Others (specify)-7.

Col. 9 - Type of Security

No security-1, Land-2, House-3, Jewellery-4,
Surety of Coop. Member-5, LIC policy-6, Others
(specify) -7.

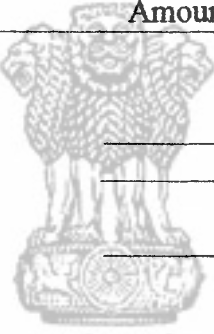
Col.10- Mode of repayment

In cash-1, In kind-2, Partly in cash & partly in kind-3,
By putting in manual labour-4, Others (specify)-5.

BLOCK-VI

HOUSEHOLD INCOME AND SAVINGS

6.1.A Total household monthly income

Sl.No.	Source	Amount (Rs.0.00)
1.	Wage paid manual non-agricultural labour (a) Lime Manufacturing Industry (b) Other Industries	 _____
2.	Wages received for Agricultural Labour	_____
3.	Cultivation (Area _____ acres)	_____
4.	Other household enterprises (Give details)	_____
5.	Other sources (Specify)	_____
Total Income		_____

6.1.B. (i) Does the family of the woman worker save money ?

Yes/No

(ii) If yes, where do they keep their savings ?

Bank/Sahukar/Home

(iii) Do you feel satisfied about your contribution to the family income ?

Yes/No

(iv) If no, do you try to increase your income ? If so how?

- (v) What is your contribution to the family income ?(%)
- (vi) Do you feel that your social status has risen in the eyes of your family members?
- (vii) If not, what are the reasons ?

Yes/No

1. Lack of education.
2. Old traditions/customs
3. Sex differences
4. Other reasons
(specify)

BLOCK - VII	WELFARE FACILITIES & DIFFICULTIES FACED BY THE WORKER
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Facilities and Difficulties	Actually provided (Yes/No)	Whether she is satisfied with the facility and mention difficulties experienced in this regard
1	2	3

1. Drinking Water
2. Washing facility
3. Latrine (s)
4. Urinal (s)
5. Rest Shelter
6. Canteen
7. (a) Medical
(b) E.S.I.
8. Education of Children
9. Recreation facility
10. Creche facility
11. Arrangements made for children not attending creche and difficulties in this regard



12. Difficulties experienced with regard to:
 (a) Working conditions:
 i) In carrying out job
 ii) Hours of work
 iii) Wages
 iv) Other working conditions
13. Other facilities/
 Difficulties (specify)

BLOCK - VIII

TRADE UNIONISM AND AWARENESS

- 8.1 Whether member of any trade union ? Yes/No
 If yes status held
- 8.2 Awareness of beneficial legal provisions relating to women workers
- i) The Minimum Wages Act, 1948. Fully/Partially/No.
- ii) The Equal Remuneration Act, 1976. Fully/Partially/No.
- iii) The Maternity Benefit Act, 1961. Fully/Partially/No.



BLOCK-IX**HOUSING CONDITIONS**

Owned/ rented/ provided by the emplo- yer (mention rent per month also)	Type of House (hutment, house, flat, etc.)	Kutchha/ pucca/ Semi- pucca (Material used for walls, roof and flooring)	No. of Liv- ing ro- oms	Whether having separate			Sou- rce of water sup- ply	Source of energy		Dis- tance of ho- use from work- place
				Kitchen Yes/No	Bath- room Yes/No	Latrine Yes/No		Light- ing	Cook- ing	
1	2	3	4	5	6	7	8	9	10	



I ATTITUDE

1. Attitude of Employer
towards female workers:

2. Attitude of male workers
towards female workers:

3. Attitude of female workers
towards male workers:

II ECONOMIC INDEPENDENCE & FAMILY ENVIRONMENT

1. Who receives the wages ?

2. (a) Does the woman worker keep
the wages/earnings herself ?

Yes/No

(b) If yes,

Full/part

(c) If No

Husband/Father/Head of the family

3. (a) Is the woman worker
independent to take
financial decisions

Yes/No

(b) If yes, does the woman worker
spend money on her personal needs ?

Yes/No

4. (a) How does the husband think
of the woman worker ?

(b) How does the father-in-law/
mother-in-law think of the
woman worker ?

(c) How do the children think
of their mother ?

(d) What do the neighbours
think of the woman worker

(e) Who takes care of the children,
when the woman worker is at work ?

(f) How does the woman worker
behave towards children ?

(i) Male

(ii) Female

(g) Duration of absence of the
female worker from work, due
to pregnancy

(h) Views of the woman worker
about family planning

(i) Has she adopted family planning ? Yes/No

5. (a) Does the family member (s) smoke ? Yes/No

(b) If yes, give the No. of
smokers in the family

(c) Do the family member Drink alcohol ? Yes/No

(d) If yes, give the No. of persons
drinking in the family

Mode of Medical facility

Govt./Employers/Own



BLOCK-XI

REMARKS BY FIELD OFFICER

BLOCK-XII

COMMENTS BY SUPERVISING OFFICER



BLOCK XIII**PARTICULARS OF THE FIELD WORK**

Officer	Name	Date of			Signature	Number of additional sheets attached
		Canvassing/ Supervision	Receipt from F.O.	Despatch to Head-quarters		
1	2	3	4	5	6	7

1. FIELD OFFICER

2. SUPERVISING OFFICER



LIST OF OFFICERS/OFFICIALS ASSOCIATED WITH THE

- | | | |
|-----|---|---------------------|
| 1. | Shri Rajan Kumar | Deputy Director |
| 2. | Shri Daljit Singh | Deputy Director |
| 3. | Shri Harbinder Singh | Deputy Director |
| 4. | Shri Sunil Chaudhry | Deputy Director |
| 5. | Shri C.M. Wasan | Deputy Director |
| 6. | Shri C.L. Seth | Supervising Officer |
| 7. | Shri V.S. Sondhi | Field Officer |
| 8. | Shri Subhash Chander | Field Officer |
| 9. | | |
| 10. | Call No..... | Acc. No..... |
| 11. | CENTRAL SECRETARIAT LIBRARY
केन्द्रीय सचिवालय ग्रन्थागार | |
| 12. | Shri Hari Om Singh | Field Officer |
| 13. | Shri Prit Pal Singh | Field Officer |
| 14. | Shri S.P. Suri | Field Officer |
| 15. | Shri N.K. Jhingan | Computer |

PRINTING UNIT

SH. HANS RAJ
Junior Investigator

SH. PRAKASH CHAND
Peon