

CHAPTER-5

WAGES AND STANDARD OF LIVING

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Wages and Standard of Living

Wages in the widest sense mean any economic compensation paid by the employer under some contract to his workers for the services rendered by them. Wages, therefore include family allowance, relief pay, financial support and other benefits. But in the narrower sense, wages are the price paid for the services of labour in the process of production and include only the performance wages or wages proper. They are composed of two parts - the basic wage and other allowances. The basic wage is the remuneration by way of basic salary and allowances, which is paid or payable to an employee in terms of his contract of employment for the work done by him. Allowances, on the other hand, are paid in addition to the basic wage to maintain the value of basic wages over a period of time. Such allowances include holiday pay, over-time pay, bonus and social security benefits. These are usually not included in the addition of wages.

This chapter includes monthly salary of workers, which mode of payment is preferred by workers, whether getting bonus or not? opinion about present emoluments.

Monthly income

The following table shows monthly salary of workers.

DIAGRAM 5.1

MONTHLY INCOME OF RESPONDENTS

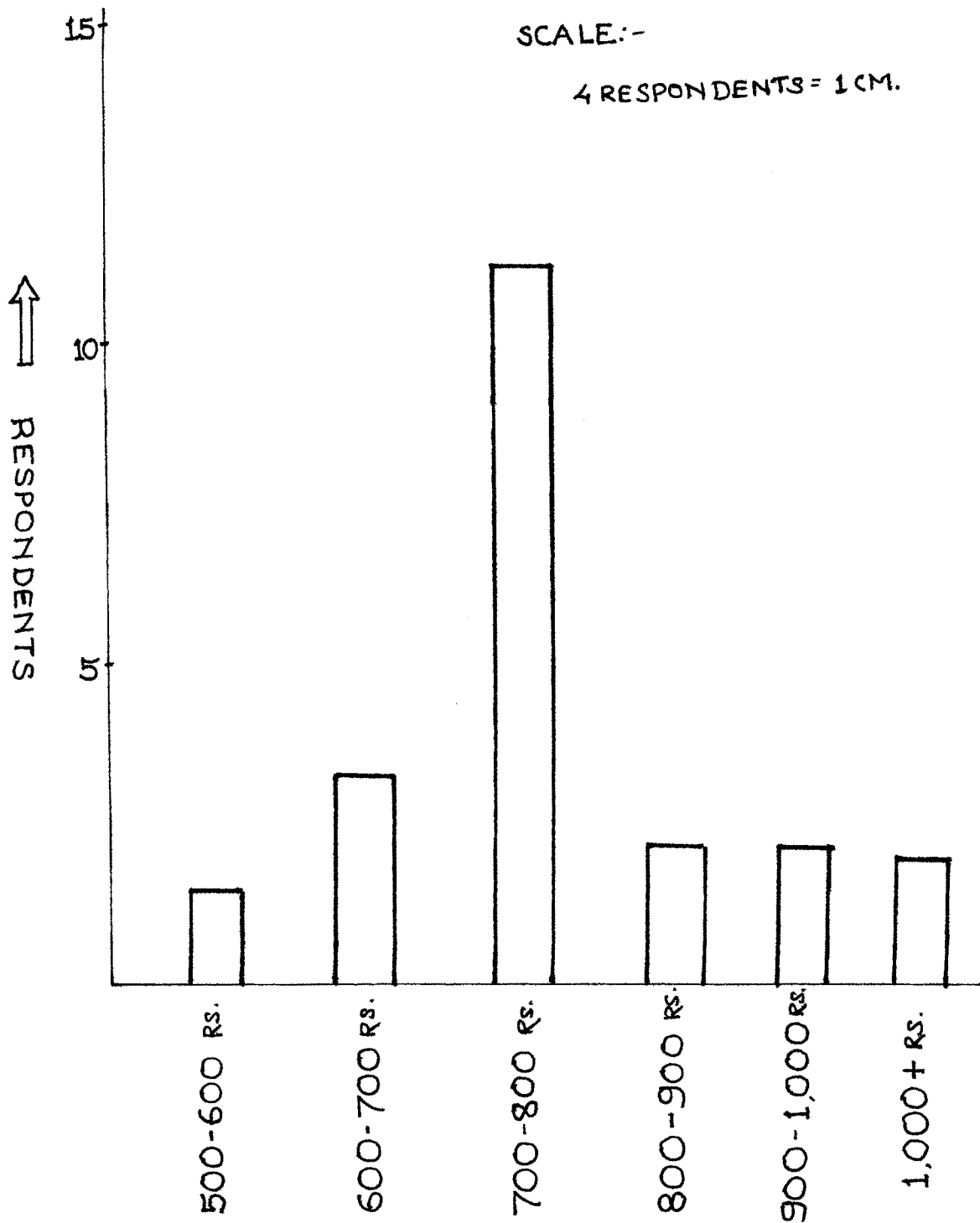


Table 5.1

Monthly Income

S.N.	Salary	No. of respondents	Percentage
1	500 - 600 Rs	6	6.66
2	600 - 700	13	14.44
3	700 - 800	45	50.00
4	800 - 900	9	10.00
5	900 - 1,000	9	10.00
6	1,000 +	8	8.88
Total		90	100.00

The above table indicates that 6.66% respondents are getting payment in between 500 to 600, 14.44% respondents are getting in between 600 to 700 Rs, 50% are getting in between 700-800, 10% are in between 800-900, 10% are getting 900 to 1,000 Rs and 8.88% respondents are getting payment of 1,000 plus.

So maximum respondents are getting in between Rs 700 to 800.

Mode of payment

Time rates and piece rates are two most widely prevailing methods of industrial remuneration. Wages may be paid according to the period of time the worker has

been employed or according to the work done. The former is called 'time wages' and the latter 'piece wages'.

In Vidarbha Mills Berar, Achalpur, workers are getting payment according to 'time rate'. And maximum number of respondents are preferring time rates.

Bonus

Apart from basic wage and Dearness allowance, there are other items considered as part of a worker's earnings. These include attendance bonus, production or incentive bonus, shift allowance, overtime pay and so on. Profit bonus also constitutes an important component of workers' income. Until 1965, bonus used to be regulated by agreements or award of Industrial Tribunals. The Payment of Bonus Act 1965, formally recognised the workers' right to a share in the profits of an undertaking.

In Vidarbha Mills Berar, all workers are getting 8.33% bonus at the time of "Diwali", means one month's salary.

Opinion about present income

The following table shows as to what is the opinion of workers about their present income.

Table 5.2Opinion about present income

S.N.	Opinion	No. of respondents	Percentage
1	Management should increase salary	30	33.33
2	Considering economic condition of workers salary should be increased	34	37.77
3	It is very less	22	24.44
4	No Response	4	4.44
Total		90	100.00

The above table indicates that 33.33% respondents said that management should increase salary; 37.77% respondents said that due to economic condition of workers, management should ~~n~~ increase salary; 24.44% respondents said that present income is very less and ~~nn~~ the 4.44% respondents did not give any answer or opinion.