

CHAPTER - IVSPECIAL PROBLEM RELATING OF POWERLOOM WORKERS IN SOLAPUR CITYINTRODUCTION:

The chapter attempts to throw light on the special problems of powerloom workers in Solapur City. The problems can be classified under three main categories. :

- A) Present employment conditions and Industrial Relations.
- B) Profile of Social conditions of powerloom workers in Solapur City.
- C) Economic condition of powerloom workers in Solapur City.

The analysis is based on the present collection of data with the help of the survey which was conducted by visiting the workers both at their place of work and their place of living. This survey was conducted in the month of Nov./Dec., 1989.

A) PRESENT EMPLOYMENT CONDITIONS AND INDUSTRIAL RELATIONS:(a) PRESENT GOVT.'S WAGE RATES AND CURRENT WORKERS WAGE RATES :

According to the notification compiled by the office of Industries, Energy and Labour Department, Bombay at 672 consumer price index number in Maharashtra state the minimum wages for different categories of workers for different geographical zones were as follows

MINIMUM WAGES JAN-JUNE 1987

(Including Special Allowance per Month)

(In Rs.)

TABLE No. 4 J

Sr. No.	Class of Employees	Zone I	Zone II	Zone III
1.	Skilled A	623.25	585.75	548.25
2.	Skilled B	600.75	563.25	525.75
3.	Semi Skilled	578.27	540.75	503.25
4.	Unskilled	570.75	533.25	496.75

SOURCE : Notification compiled by the General Report; All India Workers Convention, August, 1989.

The wage rates have been calculated for the work of eight hours on the looms.

These wages rates were declared by the Govt. of Maharashtra by their separate notification issued for powerloom industry.

In the present study an attempt has been made to verify these wage rates by conducting the interviews of workers. It has been noticed that the present wage rates for powerloom workers in Solapur City do not tally with the minimum wage rates announced by the Govt. A careful scrutiny of the present wage rates has been undertaken by the researcher which is as follows :

a) WEAVING DEPARTMENT :

The piece rate system of wage payment is followed by in weaving section.

1. JECQUARD CHADDAR :

A)	<u>ITEMS :</u>	Rs.	Size
	i) Delux chaddar per piece	1.60	(48" X 90")
	ii) Surgam Rayon per piece	2.55	(54" X 90")
	iii) Mayur Phankh per piece	4.10	(60" X 90)
	iv) Monika Chadar per piece	4.35	(60" X 90")
		to 4.65	

b)	<u>TOWELS</u> :	Rs.	Size
	Wage rates per piece	1.25	(22" X 28")
	Wage rates per piece	1.45	(24" X 48")
	Wage rates per piece	1.60	(27" X 55")
		to 1.80	

c)	<u>NAPKINS</u> :	Paisa	Size
	Wage rates per piece	50 to 60	Small
	Wage rates per piece	95 to 1.10	Big

B) DYEING DEPARTMENT :

Wage rates for,

One bundle of yarn Rs. 70 to Rs. 100

(Including two persons)

C) WARPING DEPARTMENT :

Wage rates for,

100 wars of yarn Rs. 2.20 to Rs. 2.40

d) WINDING DEPARTMENT :

Wage rates for,

per box (Peti) of yarn Rs. 2 to Rs. 2.15.

E) PLAIN LOOM DEPARTMENT :

Wage rates for,

per meter cloth 18 to 25 paisa plus allowance. It

follows that the calculation per meters will be as under.

1 Meter Cloth = 18 paisa to 25 paisa + allowance.

The skilled workers from other department like jobber, folder etc. have got fix wage rate on monthly basis.

As for as wage payment is concerned two points can be noticed :

- 1) The revised minimum wage rates have been declared in 1987 and they are still applicable.
- 2) Even these existing rates are not being given for powerloom workers in Solapur City. The worker, are fighting a legal battle to get these minimum wages in the court of law.

b) EMPLOYMENT CONDITIONS OF WORKERS:

In working conditions we may include a number of things like sanitation, presence of dust and dirt in the atmosphere, temperature, humidification, ventilation, space in inside the factory, safety measures like fencing of machines and also many of welfare facilities like canteen, bath-room, washing basins, pure drinking water etc.

"The general atmosphere like that of sanitation, ventilation, temperature lighting etc. mostly depends upon the employers and their willingness to realise the importance of working conditions for the health and the efficiency of the workers inspite of the minimum requirements fixed by law."¹

c) INDUSTRIAL HEALTH :

The factories act of 1948 attempts (i) to regulate working conditions in factories, and (ii) to ensure that basic minimum requirements for the safety, health and welfare of the factory workers are adequately provided. Besides, the Act envisages to regulate otherwise working conditions like the working hours, leave, holidays, overtime employment of children, women and young persons etc.

In the factories act occupier of a factory is obligated to undertake following measures for ensuring and health and physical fitness of workers :

1. Section 11 and 12 provides facilities for cleanliness and disposal of wastes and effluent.
2. Section 13 and 15 provides ventilation, temperature and humidity.

3. Section 14 provides facilities for prevention of dust and fumes.
4. Section 16, provides condition of avoiding over-crowding.
5. Section 17 and 18, provides lighting and drinking water facilities.
6. Section 19 and 20, provides facilities of latrines, unrinals and spitoons.

The factories Act provides specific requirements in Sec. 11 to 20 for industrial health measures and even for safety measures, welfare amenities, working hours, and leave with wages.

It is applicable to all the factories wherein 10 or more workers are employed and where the manufacturing process is being carried out with the help of power.

Since the powerloom sector is unorganised, the provisions of the Factories Act of 1948 are not being made applicable under some pretext or the other. As a result of this workers are compelled to work for 12 long hours without the facility of overtime. They also face deplorable working conditions since majority of the factory owners escape from the perview of this Act.

Many workers are deprived of weekly off and they have to work continuously without any rest pause. All this is being tolerated on the grounds that this is an unorganised industry which needs protection. They are not covered even under ESI scheme.

Even these powerloom workers have been deprived of statutory social security benefits like provident Fund, Gratuity etc.

The powerloom workers do not get any job security and they do not get any compensation in case of industrial injury. These workers do not know even about retrenchment compensation. In short, these workers can be hired and fired at any time.

The women workers are employed in powerloom industry but they do not get any maternity benefits and the facility like 'creche' for their children.

The child labour, in fact offer themselves at lower wage rates and they are always available for work at a short notice.

Thus it can be seen that the provisions of the prevention of Child Labour Act are only floated.

Note : The information 'The Factories Act 1948' based on Ajay Garg Labour Laws by Nabhi's Publication Pg. 70.

d) WORKING HOURS :

The health and efficiency of workers depend mostly on the number of hours they have to work. In case of long working hours the operative is bound to be tired and slack in his duties.

Though the workers generally put in long working hours for the completion of their job (because of piece rate system) owners are not bothered as to the timing of the workers and they do not mind even if they work for twelve hours at a stretch.

The other skilled workers like jobber, folder get monthly wages at least their wages are fixed on monthly basis.

e) HEALTH AND SAFETY MEASURES :

There is adequate attention on the question of health and safety of powerloom workers. Low wage rates prevent them from taking proper nutrition and rate of sickness is high. The workers inhale the cotton dust which gets deposited in their lungs, causing diseases like T.B. but there is no provision for medical treatment of such workers.

The powerloom industry is prone for industrial accidents and generally the number of industrial accident very high. It has been observed that no adequate compensation is provided to the workers and they are practically left at the mercy of the employers. In fact the workmen's compensation Act of 1923, Specifically provides for adequate and reasonable compensation for workers. But the powerloom workers in Solapur City are completely deprived of these statutory benefits.

f) TOTAL EMPLOYMENT SITUATION :

We present the situation regarding employment during the period commencing from November to July which is the peak period for powerloom Industry, and also of slack period commencing from July to November. In case of season i.e. from November to July workers are fully employed manufacturing jequard chaddar, towels, Napkins and plain cloth etc. However, the off season spread between August to November the level of employment generally very low and workers do not get continuous work. The off season correspondings to the rainy season during which it is not possible to carry out the manufacturing activity because yarn is not properly dried up. This is mainly because of dull weather and high level of humidification in the atmosphere. It is observed

in off season most of workers return to their native places in search of some other meaningful economic activity. This percentage relatively^{is} very high in the category of workers employed in dyeing section.

The primary colour combination process which is basic is not feasible during the rainy season. As a result of the production work practically is at halt.

g) INDUSTRIAL RELATIONS :

Industrial relations is known as relations existing between workers and workers, employees and employees and between employer and employer.

In modern industrial sector such relations assume significance only the satisfied labour force can be the productive labour force.

The pompous of good industrial relations and maintenance of industrial peace for raising the tempo of production has assumed a high significance in recent times. The friendly and cooperative relations amongst workers decides the morale of workers which is a crucial determinant of productivity.

According to the opinion of Dr. V.V. Giri favourable industrial relations are those in which "The worker comes to

realise that they can not always agitate for greater share in the profits of the industry unless they put forth efficient work, resulting in the improvement of the product both qualitatively and quantitatively. That alone would entitle them to secure higher standard living and other amenities in form of social security, benefits and reduction in the hours of work."² Even industry can be treated a social organisation in which various human activities are combined and coordinated with the view to achieve maximum results.

i) WORKERS-WORKERS RELATIONS :

The relation between workers and workers can be classified into formal and informal.

1. Formal relations are relations only for work at the workshop arising from the performance of one's approved duties.
2. Informal relations are relations which are generally friendly and cordial. In powerloom industry in Solapur City the workers have developed spontaneously the informal relations with their co-worker as they remain in close proximity with one another and their need to interact with a companion is being satisfied. Informal relations which do not form a part of their work but

it is a natural tendency of human beings to be in the company of others which is satisfied.

A worker gets job satisfaction since his psychological and social needs are reasonably satisfied. He wants conducive the place of work. This something in addition to the minimum physical conditions available at work. In terms of motivational theory they can be classified as hygienic factors and motivating factors.

ii) WORKERS AND MANAGEMENT RELATIONS :

The term worker is used here for weavers, skilled workers and term management used in small powerloom units in Solapur City.

Workers and management relations are informal relations because of limited number of workers in unit. Generally the number of workers below 10 and they get direct opportunity to talk to management and also free access to the owners of the units. The employer knows all the workers individually and he can approach them through personal communication. Sometimes even jobber and munim play an important role of an agent to get powerloom workers for the unit.

h) TRADE UNION

TRADE UNION AND WORKERS PARTICIPATION :

Trade unions are voluntary organisations of workers

formed to promote and protect their interest by collective action. The modern industrial concerns employ a large number of workers. Individually the workers are not able to put forth their problems directly. The primary duty of a trade union is to solve the labour problems created by modern industry. The trade union through its organised action can eliminate exploitation and can provide better welfare facilities towards.

A trade unionism "must ~~be~~ possess definite aims, its members must ^{be} welded together in a united front for the goals of the whole group rather than for the promotion of any selfish, individual interest and it must take on a definite and permanent form of organisation through which it strikes to accomplish its goals." ³

i) TRADE UNION ACTIVITY IN SOLAPUR CITY :

As far as growth of trade union in powerloom industry is concerned, It has been very slow in Solapur City. The powerloom workers upto 1962. The Juni girni mills was closed the year 1961 has been responsible for the growth of powerloom industry. Because of the closure of this mill many of the unemployed workers started their own powerlooms. Some of them had to work low wages in textile industry. In fact 1955 to 1962

way an ordial for powerloom workers but this ordial could provake them to form union under the field of communist party of India. And this was real start of trade unionism in this city.

On May 30th 1970 the trade union leaders of different groups came together and established 'Lal Bavata Workers Union' which was formally declared open in the public meeting held in Guruwarpeth of Solapur. This newly formed trade union could adopt a militant approach and started with pressure tactics one. Mr. Kahandelwal who was owner of the powerloom units was "Gheroed" by the workers. Gheroa was then a polular technique of trade union activity which was very successfully deployed by Lal Bavata Workers Union. Subsequently in Aug. 1972 there was longd drawn strike of 22 days in which around 12000 powerloom workers participated. This strike was successful in the sense that the Govt. declared special allowance for the powerloom workers. This special allowance disbursed during the same year. This was successful start for trade union activity in Solapur Sity. This strike of 22 days could achieve two things (a) The workers could come together for common cause and fight for the economic benefits (b) The long drawn strike ended with the declaration of granting special allowance for powerloom workers.

The trade unionism in powerloom industry in Solapur City was under the fold of communist party of India (Maxis Group) right from this beginning. This union resorted to direct action method and got reasonable success. The success in terms of economic benefits always strengthens the trade unionism in any field.

The period of 1962 to 1970 can be described as the period 'laying foundation' of trade union activity in Solapur City. The methods of this trade union where direct action in the form of strike and Gheroa.

In the year 1978 there was one more demand in the increase of basic pay upto Rs. 25. This created an atmosphere of satisfaction amongst the powerloom workers in Solapur City.

The 1984 again witnessed a long-drawn strike of 54 days in which 25000 workers participated. The strike was declared with the demand that the rates for dearness allowance should be increase under the minimum wages Act 1948. This strike was partially successful because Govt. declared the special allowance and made applicable the minimum wages Act to the powerloom industry. But this was not a complete success because the owner neglected the declaration made by the Govt. The matter was referred to

Bombay High Court on 27 August, 1988 and the court gave a verdict in favour of powerloom workers. This move of the trade union was of little used because writ application was feeled by the powerloom owners. The period commencing from 1984 can be described as the period of 'legal battle' between workers and employers.

The trade union activity in Solapur City could achieve limited success. It is limited in sense that workers in powerloom industry are still minimum wages Act of 1948, the factories Act of 1948 and employ state insurencee 1948 all these demands have been put in the powerloom convention held in August, 1989.

S E C T I O N N - BPROFILE OF SOCIAL CONDITIONS OF POWERLOOM
WORKERS IN SOLAPUR CITY

In this section of profile of social condition of powerloom workers we have covered aspects like health, education and family planning. This section also discuss the aspect of housing conditions which is to be seen from both the points of view i.e. economic and social.

(a) HOUSING CONDITION :

There are three important and basic needs of life, They are food, clothing and housing. The modern conception of housing is the home in which all the basic needs of family are fulfilled. Due to unplanned industrialization the problem of housing has become acute in urban area.

If by the housing problem we mean the cramped, unsanitary dwellings where people are forced to live, then this problem is perhaps as old as human history. It is only since the beginning of industrial revolution that housing problem or housing shortage has become acute.

Generally the houses of industrial workers are made of mud walls in which there is only a single dark room, for cooking, living, and sleeping. Privacy is almost non-existent in the slum hutments.

In general the housing of the powerloom workers in Solapur City is not satisfactory which do not conform even to the basic minimum required in case majority of workers housing can be described as small huts, patra shade or zoppadapatties made from locally available raw material like raw bricks unfinished stones, rough muddy walls etc. the average wall height of these zoppadapatties are 5 to 7 feet. The area of huts generally 10' to 15'. The inner space is used for all purposes like kitchen, storage and bedroom majority of workers stay on Govt's. open place out of the city or on the border of the corporation area illegally these housing since there is no systematic construction most of the growth of zoppadapatties is uncontrolled.

In city area the position of slums is slightly better. It has chawls or wadas which requires single or double room with the space area of 8X8 feet. Many of them live in rented houses. Some of the workers live in Bidi Gharkul scheme which was built up in the last year.

In powerloom industry in Solapur city only one percent of workers can afford to have better housing facilities and the rest of them stay in dirt and filth.

1. WATER FACILITIES :

In case of powerloom industry near about 98 percentage workers get drinking water facilities from municipal corporation which has provided public tube wells and boardings. Very low percentage of the workers use borings water facility because of they stay out of the city.

2. ELECTRIFICATION:

It is clear from our survey 86 percentage of workers are covered by the electricity facility were atleast two points are provided by the house owner and the light bill is included in the house rent itself.

In case of 14 percentage of the workers they cannot afford to have lighting facilities and mostly use lantern and kerosyne lamps.

3. COOKING ARRANGEMENT :

The present survey conducted in powerloom workers observes that, these workers have got two types of cooking arrangements. One is the traditional one where cooking is done with the help of chullaha or shegadi. They are locally available material like char-coal, bidpatta, rough fire wood material etc.

In the last five years there seen to be shortage of fuel material as result of which workers are gradually switching over to other cooking arrangement like stove.

4. SANITORY ARRANGEMENT :

In slum area latrines and urinals are provided in common for the use of all the inhabitants of the concern slum. The workers can not effort to have private latrines in case of zoppadapatties. There is slightly an improved condition of sanitary facilities in case of chawels or wadas.

The Bathroom facilities is generally not available in zoppadpatti and in case of chawel it is in congested area.

In slum area drainage facilities completely absent during the rainy season it becomes very difficult to approach the slum. They are surrounded by dirty water and some times workers find it is very hard to stay in the zoppadapatti when the rains are severe.

The environment is far from hygienic as there is no space where the workers can comfortably stay and protect themselves from rain.

b) HEALTH :

According to World Health Organisation health is state of complete physical mental and social well being and not measure absence of disease or infirmity. Hitherto the individual who showed no apparent sign of disease was generally considered to be health individual."⁴ But WHO's definition rejects this widespread misconception by its emphasis on the mental alert then and social well being of the individual and it this latter aspect as set out in the world Health Organisation definition is more relevant and appreciable in the context of developing countries.

The present century is witnessing the same phenomenon in our country. The process of migration of rural population in search of jobs and improving their material status has resulted in overcrowding in and around the cities in industrial complexes. Poor and unhygienic living habits of workers and poor sanitary environment characterised these slums and congested areas.

Improper air, inadequate water supply and improper sewage disposal are dangerously prevalent in slum under the study. These over crowded slum area are infested with diseases caused by impure and stagnant water, poor ventila-

tion, congestions, excess smoking and tobacco chewing, The diseases resulting from this finally result in the untimely deaths of the workers. Habitual drinking makes one confirmed alcoholic.

In powerloom industry in Solapur City the workers get the treatment from the Govt's Civil Hospital, Majority of workers try to get this facilities since their try can not afford to have private medical facilities.

In slum areas medical facilities is provided in Solapur municipal corporation and Solapur Sahakari Rungalaya are specially in case of common disease like gastro, malaria, flue etc.

The powerloom workers suffer from inhaling the cotton dust which leads diseases like T.B. and Asthama. The powerloom workers fall pray to these disease and have premature death.

C) IMPORTANCE OF EDUCATION :

The Socio-economic situation of our country is so dismal that even after several years of development plans, the majority of people still struggle for their basic needs of life. Todays there are millions of people who are suffering from hungeer, sickness, and poverty. There are people also illiterate, ignorant and oppressed.

"The education of worker is something pragmatic. It has to meet the needs, it must not only help him as an individual but also help him to increase his efficiency to participate in union affairs as well as management affairs. Thus the workers need not mere information but training to think and arrive at his conclusions on the problems faced by him the industry and the society."⁵

These are largely a product of poverty, the majority of slum children belong to poor parents. When the parents are illiterate with their distressing social life, they play little care for education of their children. In case of powerloom worker in Solapur City it has been found that many of them have educational level only upto primary schooling and very low percentage of workers has got education upto secondary level majority of powerloom workers are illiterate and some of them have only primary level.

In the present conditions these workers aspire for primary and secondary education for their sons and daughters.

The major reason for not going to school is mainly financial. A majority of children in the age group of 10 to 15 years find interest in earning money. Interest in

earning money for work thus has an inverse relationship with the interest in going to school and studies. Parents want them to work for the family and help the family. These have also been instances of parents who have expressed their inability to control their children. They have hostile environment. It often happens that both the mother and father go out for work and the child is left at home uncared for.

The usual expectation of every parent in slum and congested community is that their children should follow the trade or traditional means of livelihood of the family.

However, it is possible that if proper opportunities are provided, this trend may be changed and the career of these slum dwelling children can be improved.

Adult education as the name implies is the education of adults mainly. It is meant for those who could not get any formal education in the early days of their lives. Broadly Adult Education is defined as the education for the complete man.

According to Prof. Saiyidum K.G. "The new concept (of social education) is inspired by the desire to raise the general standard of life for the masses to improve

theirs social and civic efficiency to give them a broader understanding of the world in which they are living and of their relationship to it and to bring into their life something of the grace the joy and the dignity which are necessary for its enrichment".⁶

ADULT EDUCATION IN SOLAPUR :

At present there are fourty Adult Education classes working only for the development of the slums in Solapur. Voluntary as well as Govt. Institutions ran Adult Education classes in Solapur City. They concentrate more on the slum but work also in the chawels of the industrial complexes.

Adult Education classes are conducted twice in a day one hour in the morning and second one in the evening for six days in a wekk.

d) FAMILY PLANNING :

Majority of the powerloom worker in Solapur City prefer joint family as revealed in our survey. This may be because they find it convenient to earn more in case of joint families.

ATTITUDE OF WORKERS :

The attitude of powerloom workers in Solapur City is on the whole unfavourable towards family planning. This

more or less negative or unfavourable attitude towards planning can be attribute to low level of education existence old and traditional culture and influence of superstitions. Secondly the workers belonging to Muslim community as well as Padnashali community have got traditionally outlook towards family planning. The low levels of income with a large size of family results into low level of per capita income. It has been observed in case of survey that workers resort the family planning very lately and generally they take with this decision after three to four issues.

(C) ECONOMICAL CONDITIONS OF POWERLOOM WORKERS IN SOLAPUR CITY.

1) INTRODUCTION OF WAGES SYSTEMS :

The Indian wage has been in a State of disarray. The wage structure that has been in existence for the last four decades and even more and is replete with practices which are not quite rational, the differentials and disparities in it, in many instances, have no justification except they have been in existence and the "low wage pockets" and 'high wage islands' merely reflect the bargaining strength of the parties. Minimum wages have no relation to the workers and his family and wage differentials between occupations do not often reflect differences in skill, training and productivity of the workers.

DEFINITION AND EXPLANATION OF THE KEY CONCEPTS :

1) Wages : Wages as we understand is the remuneration for the productive service of labour, it is the price paid in return of labour. From this point of view wages would include not only the monthly or weekly wage rates but also other components like D.A., incentive, bonus profits sharing bonus and any other extra payment paid in kind.

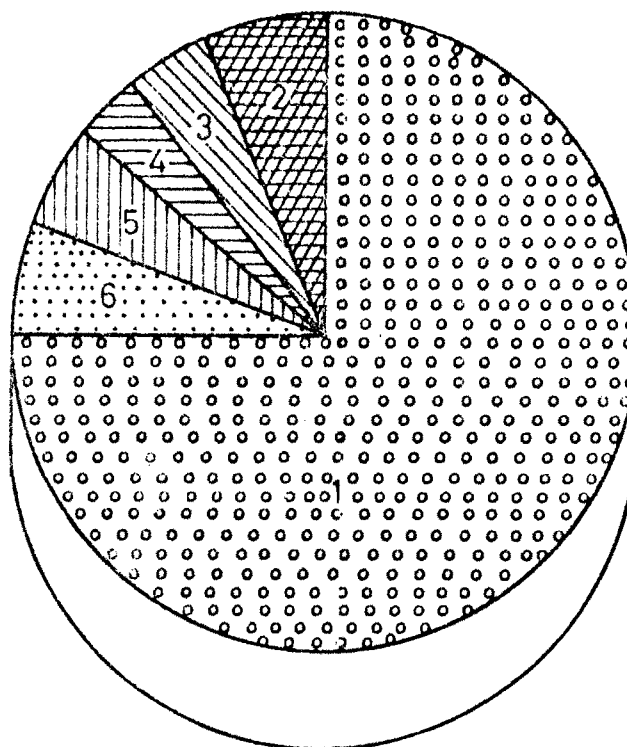
The worker, employer and the society as a whole are deeply interested in the problem of wages. Low wages not only keep down the standard of living of the worker, but also affect their efficiency.

Wages are often fixed with a view to enabling the worker to meet his needs. The wages should be sufficient to sustain the wage earner and his family. Wages should give the recipient adequate power to possess the goods and services essential to satisfy his need. Minimum wage legislation was enacted to ensure the worker the irreducible minimum income to fulfil their needs basic.

A) MINIMUM WAGE:

The minimum wage is the wage below which no worker should be paid. It may be fixed either by the Govt. or by the Tribunal or by an agreement between management and union. If an industry is not capable of paying, such an industry has no right to exist. The minimum wage should be provided for sustenance of life of the worker and his family and also enable him to be efficient and productive on his job.

- | | |
|-----------------|-----------------|
| 1 Food and Fuel | 4 Medical aid |
| 2 House-Rent | 5 Intertainment |
| 3 Education | 6 Habits |



CONSUMPTION EXPENDITURE OF
POWERLOOM WORKERS.

B) FAIR WAGE :

The fair wage is above the minimum wage. The lower limit of the fair wage is minimum wage and the upper limit of the fair wage is set by the capacity of the industry to pay. So the amount of the fair wage will depend upon the level of profits in industry.

C) LIVING WAGE :

Living wage is higher than the fair wage. It is a wage sufficient to ensure health frugal comforts and decency. It should enable the worker to provide for some little comfort like education of children, protection from ill health; essential social needs like expenses on wedding, funeral etc. and also insurance against misfortunes like old age, death and so on. In short the living wage should enable the worker and his family not merely to live but to live well.

b) CONSUMPTION EXPENDITURE OF POWERLOOM WORKERS:

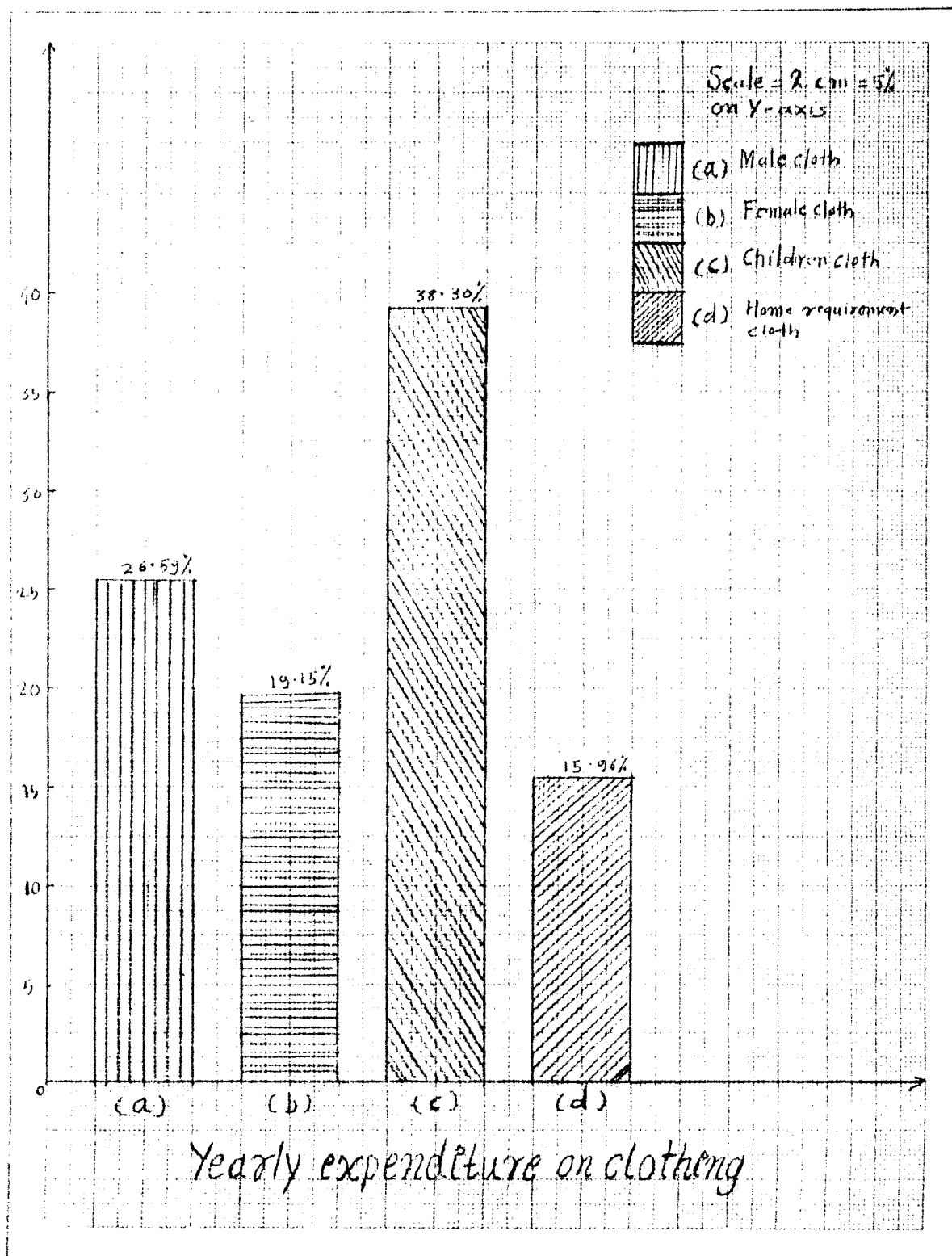
TITLE : The present study of powerloom workers in Solapur City has found that the average monthly income of majority of workers is in the range of Rs. 600 to Rs. 800. These monthly expenditure on various items has been averaged ~~do~~ out as under :

(A) MONTHLY EXPENDITURE

TABLE 4.2

Sr. No.	Particular	Rs.	Percentage(%)
1.	Food and Fuel	527.00	75.07
2.	House Rent	45.00	6.41
3.	Education	30.00	4.27
4.	Medical Aid	25.00	3.56
5.	Inter t ainment	35.00	4.99
6.	Habits	40.00	5.70
SOURCE	Total	702.00	100.00

SOURCE : Compiled by Researcher.

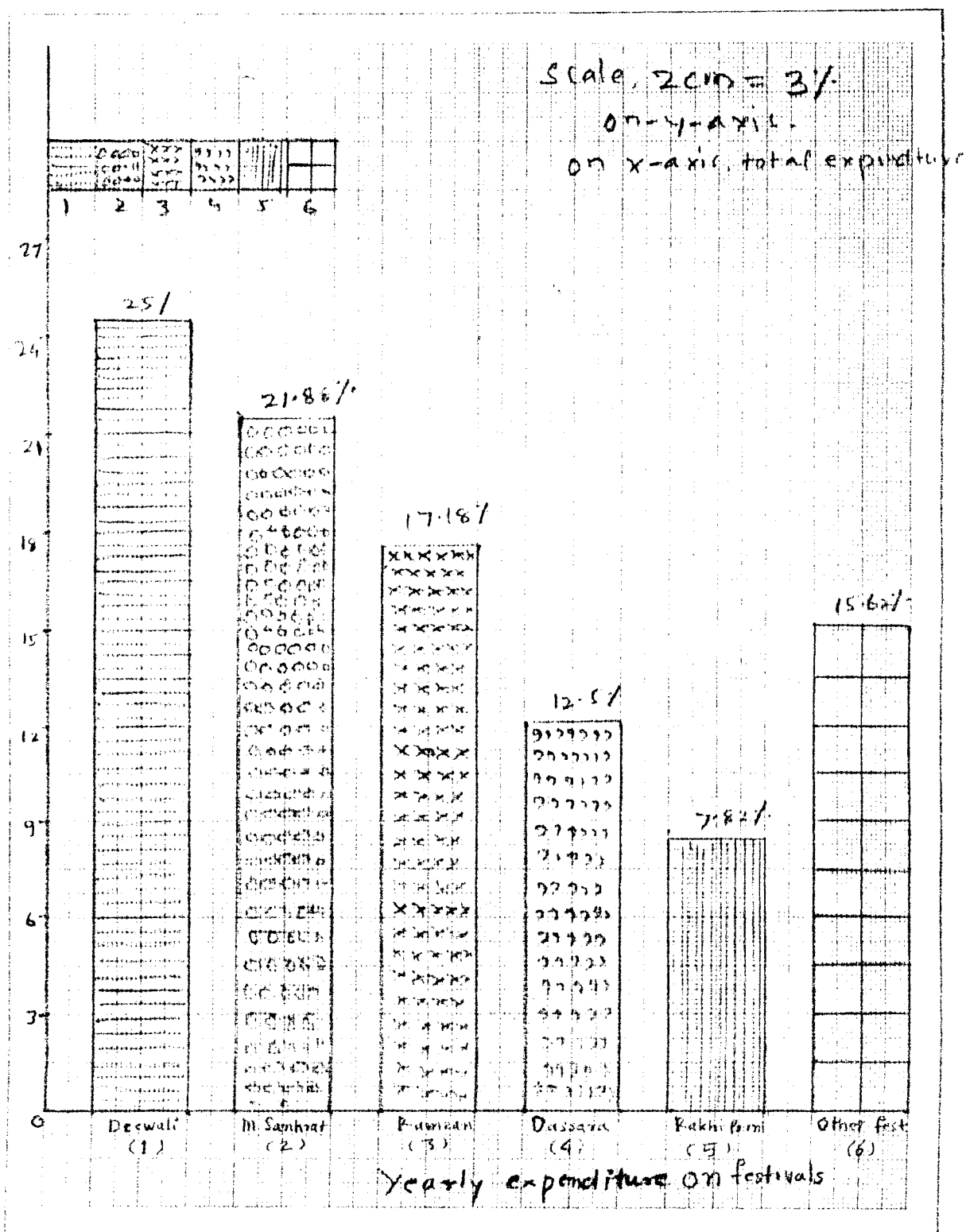


ANNUAL EXPENDITURE OF POWELOOM WORKERSEXPENDITURE ON CLOTHING

TABLE-NU-43

Sr. No.	Particular	Rs.	Percentage(%)
1.	Male Clothing Requirement	250.00	26.59
2.	Female Clothing Requirement	180.00	19.15
3.	Children Clothing Requirement	360.00	38.30
4.	Home Clothing Requirement	150.00	15.96
Total		940.00	100.00

SOURCE : Compiled by Researcher.



(C) ANNUAL EXPENDITURE ON FESTIVALS

TABLE IV.4.4

Sr. No.	Particular	Rs.	Percentage (%)
1.	Deewali	160.00	25
2.	Makar Sankrant	140.00	21.88
3.	Ramzan	110.00	17.18
4.	Dassara	80.00	12.5
5.	Rakhee Purnima	50.00	7.12
6.	Other Festivals	100.00	15.62
SOURCE	Total	640.00	100.00

SOURCE : Compiled by Researcher.

(3) MINIMUM WAGES IN POWERLOOM SECTOR.

The secretariat of CITU has therefore decided to pay special attention to powerloom industry. The convention was organised in August, 1989 which was the beginning of the step to improve the conditions of workers in this industry. It was organised with a view to launch a country wide movement of powerloom workers for improving their living conditions and to take measures to protect the industry

which has become a victim of the new textile policy announced by the Govt. Though the industry has been covered by the minimum wages Act of 1948, the wages are not revised periodically. It is only when the movement of powerloom workers pressed its demand, the State Govt's took steps to revise the wage rates for the powerloom workers.

In Maharashtra, for example the minimum wages were revised in 1971 which were in operation till 1978.

New notification issued regarding minimum wages which was made effective from 1st August, 1984.

As per the recommendation of minimum wages committee appointed by the Govt. of Maharashtra new wage rates made effective from 1st August, 1984.

In Maharashtra this payscale followed by all the powerloom centres as follows :

CLASS OF EMPLOYEES

TABLE NO. 4.5

No. of Centre	Class of Employees			
	Skilled A	Skilled B	Semi Skilled	Unskilled
	Rs.	Rs.	Rs.	Rs.
Zone I	300	270	240	230
Zone II	250	220	190	180
Zone III	200	170	140	130

SOURCE : Notification compiled by the Office of Industries, Energy and Labour Department, Bombay.

This notification was issued in 1984, which provided in addition to a wage rise a direct linkage with the consumer price index (Base = 1960) at the rate of Rs. 1/- per point over 184 point to be revised once in six months. Each employee is drawing an allowance of Rs. 402/- at all the Centres in Maharashtra.

The present survey covers Solapur City which falls under Zone II.

As per new pay scale declared the Govt. of Maharashtra Skilled worker in "A" category of employee will get minimum wages as under :

Basic Rs. 250 + Rs. 402 Special allowance
=652/- Rs. Total Amount.

Unskilled employee will get minimum wages as follows :

Basic Rs. 180=00 + Rs. 402 Special allowance
Rs. 582=00 Rs. Total Amount.

The revise minimum wages rates recommended by minimum wage committee were not acceptable to the powerloom owners and they approach the Bombay High Court. The order was issued by the High Court that 75% of declared wages should be paid to the powerloom workers.

The powerloom workers have developed the general feeling that the problem of wage rate is not properly being attended by the State Government.

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