
CHAPTER IV
WORKING CONDITIONS AND
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CHAPTER IV

WORKING CONDITIONS AND ECONOMIC STATUS

4.1 INTRODUCTION

In the last chapter we have explain the profile of female workers that was conducted for the present study followed by the findings regarding the general features of the sample female workers.

This chapter deals with detailed account of economic status of the female workers in our sample. It includes employment conditions, working hours, Nature of employment, wages, family income, span of employment, Husbands and Daughter's occupation, other benefits. The main objective of the chapter is to bring about the economic status of female workers and to find out the policy implications.

For bringing about the details of the economic conditions and the working conditions of these female workers as has been already reported a structured questionnaire was personally administered. The first part of the data sought was related to the general characteristics of the female workers which have been already discussed in the earlier chapter. Data were also collected through the schedule from the sampled female workers with regard to the following with a view to understanding the economic status and the working conditions of the workers under study.

4.2 WORKING CONDITIONS :

The working conditions where the workers work greatly affect their health and efficiency. It is an experience that where the working conditions are conducive the efficiency of the worker his capacity to work in adverse conditions. Favorable working conditions are good not only for the efficiency of the workers but they influence the wages industrial relations and attitude of employers and female workers. However efficiency of the workers depends directly on his health and willingness to work. In adverse situations she is not attractive to her work and does not perform her work properly. In good working conditions, not only the workers are happy but the increase in production caused by her efficiency is profitable to the employers. The disparities in money wages and real wages are lessened. The percentage of absenteeism and migration decrease when the working conditions are good.

Working conditions include different factors such as health facilities, humidification, temperature, light, ventilation, security measures etc. Also canteen bathrooms, drinking water lunch/breakfast rooms etc. are included in this.

In the tobacco industry of Jaysingpur city. These are some facilities are given from employer to the female workers engaged in this work. But employers are Luke worms about these facilities. 40% employer had provided drinking water facilities to their female workers remaining 65% employer do not cares about the drinking water facility. Only 50% employer has provided toilet and bathroom facilities. Instead of the drinking water and toilet facilities.

There are Exhaust fan facility, safety tobacco houses [kothas] with sufficient light and good ventilation facility is provided by the employer to the female workers engaged in this industry but these facilities are not sufficient because there in no any medical facilities

or facilities like lunch or dinner at reasonable rates. It is horrible that they have no medical facility or rest room facility.

The employer in tobacco industry does not give any type of training to the female workers. This industry does not need any type of training. Physical labour is only skill which this industry needs to the female workers to learn the work.

In tobacco industry of Jaysingpur city for the recruitment of female workers no special method is being used recruitment is done only on the basis of identification primary knowledge and information of work.

HEALTH AND SAFETY :

The factories Act, 1948 provides elaborate measures for the health and safety of the workers. These relate to proper lighting, ventilation, exhaust of offensive fumes, provision of proper uniform, masks, eye protection glasses, boots etc and periodical check up of labourers. A considerable portion of working time of a large segment of the male adult population and quite a number of adult female too, is at the present time spent in an industrial setting where they are employed. Such employment in industry has a special importance from the point of view of female workers health on the one hand efficiency in work is possible only from healthy workers. Sometimes the industrial environment exposes the female workers to certain hazard which they would not meet elsewhere and which may affect his health. It is with the intention of reducing such hazards and improving the workers health that the discipline of industrial health come into being as a branch of public health in its own rights. Thus it is necessary that industries should take direct interest in maintaining health and safety of their workers. They should try to adopt all the

measures which are necessary for maintaining good health of their employers.

4.3 WORKING HOURS :

It was found that the working hours of the female workers being from 9.00 a.m. to 12.30 p.m. This is the morning session. From 12.30 p.m. to 1.30 p.m. the workers get a break for their lunch and rest. From 1.30 p.m. to 6.00 p.m. is the noon session of work. In all female workers have to put in 8 hours work per day for all the days of the week.

In fact there is nothing like a scientifically planned out work schedule as such. In some female workers start their work schedule quite early in the morning. Whereas some workers start their work late in the morning. However the total number of working hours is 8 irrespective of the beginning of the work. Both in cases of morning and noon session the workers are allowed to take some rest to recoup their energy and get some relaxation. These workers do not enjoy the right to a weekly holiday with pay. The reason may be that most of the work is paid according to piece rate and not time rate. Naturally the female workers try to maximize their weekly income by working all the days of the week. It at all a worker wishes to take a day off particularly on the bazaar day. She could do so by foregoing a day's income.

4.4 NATURE OF EMPLOYMENT :

TABLE NO. 4.1
Classification of female workers by Nature of Work

	No. of Female workers	Percentage
Permanent	07	6.7%
Seasonal	94	89.5%
Casual	04	3.8%
	105	100

(Source : Computed by Researcher)

Table No. 4.1 gives information regarding nature of employment of the female workers in the Tobacco industry.

We classified the nature of employment in three categories a]Permanent employment, b]Seasonal employment, c]Casual employment. It is clear from the table that 89.5% of the workers get seasonal employment. 3.5% of the workers however get casual employment in tobacco industry depending on absenteeism and labour turnover at the tobacco industry.

It is clear that near about 6.5% female workers permanent.

It is significant to note that 93.3% of the female workers try go get employment in the off season in other activities in the local market.

4.5 WAGES AND RELATED A SPECTS :

All female workers gets wage payment in tobacco industry in Jaysingpur city. The all of respondents state that their payment are made on weekly basis. The payment are made with less time interval the cash requirement of female workers are satisfied. In all the tobacco industry the payment of wages in weekly coinciding with the weekly bazaar day [Sunday] of Jaysingpur. In case of some units the workers are paid to Rs. 100 to Rs. 150 as weekly maintenance advance and the balance is retained by the owner of the units to be paid to the workers at the time of end of the work season.

The wages of Tobacco Industry female workers are governed by the Minimum Wages Act. Their wages are subject to revision from time to time. When the study was conducted female workers received a daily wage of Rs. 43 [Basic Pay 35 + D.A. Rs. 8]. However now a new wage scale has effect from 1-6-06 [daily wages Rs. 45]

4.6 EMPLOYMENT SITUATION :

In this section we present the situation regarding total employment of the female workers during year. Most of the female workers are employed through out the year [240 days] in any one of the activities jointly or separately mentioned below. During the busy season of tobacco industry i.e. April, May and October, November nearly all the female workers are fully employed [overtime work] in the tobacco industry activity. However in the off season spread between July to September [Rainy season] employment of female workers shows various combinations. Similarly female workers reported that in the off seasons they go hired farm hands for the local farmers.

4.7 TRANSPORT FACILITIES :

It is to be noted here that, fortunately employer has arranged a vehicle for the convenience of female workers to save the energy of female workers which wastes in walking journey to female workers.

It has to be noted here that initially at the time of migration and at the time of their visits to the place of origin, the female worker have to pay for their own fare.

Similarly, as all these workers make their settlement very close to the site of their work. Sum of the female workers go to the work on foot only.

It is clear that all of the female workers go to the market place by bus.

4.8 OVERTIME WORK :

TABLE NO. 4.2

Classification of overtime work with extra remuneration

Time	No. of Female workers	Percentage
Less than two hours	02	1.9%
2.00 to 4.00 hours	55	52.4%
4.00 to 6.00 hours	05	4.8%
6.00 to 8.00 hours	05	4.8%
work rejectors	38	36.1%
Total	105	100

(Source : Computed by Researcher)

April, May, Oct and November month of every year is the season of this industry. In the season female workers get overtime. The rate of overtime is Rs. 7 only for the less than two hours Rs. 20 is given for 2 to 4 hours overtime work. Some employers in tobacco industry give Rs. 86 for two days overtime work.

2 to 4 hours overtime work is done by 52.4% female workers. However, it is evident that only 1.9% female workers do overtime work less than two hours.

Overtime Work Without Remunerition

All the female workers in tobacco industry of Jaysingpur city do overtime work without any special remuneration. The main cause is all the female workers in this industry are unorganized so they can not fight against the exploitation made by the employer.

75% female workers do overtime work for 1/2 hours - 1 hour daily.

4.9 INCOME FROM ALL SOURCES :

The pattern of income in the family is generally considered valuable indicator of the socio-economic status of women . Questions like who ultimately handles the family income, how the household items and assets are acquired, and who takes decisions on spending the family income are all vital in this respect.

Table No. 4.3 shows the family income of the respondents from their wages as well as other sources. [2003-04]

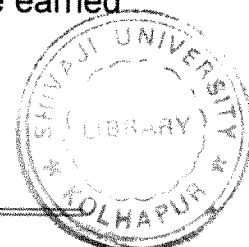
TABLE NO. 4.3

Classification of Annual Income from all Sources [2003-04]

Annual Income	No. of Female workers	Percentage
up to Rs. 10,000	05	4.76
Rs. 10001 to 20,000	42	40.00
Rs. 20001 to 30,000	37	35.24
Rs. 30001 to 40,000	14	13.33
Rs. 40001 to 50,000	05	4.76
Rs. 50001 and above	02	1.91
Total	105	100

(Source : Computed by Researcher)

Family income is defined as the total income of family of the female workers under study. From all sources i.e. the income earned by all the earning members in the family.



In table No. 4.3 we have give classified the range of their annual income including agriculture, service, interest on deposit etc. It is clearly seen that 75.24% of female workers income by all sources is Rs. 10,001 to Rs. 30,000.

18.09% female workers reported that their annual income by all sources is Rs. 30,001 to Rs. 50,000.

Only 4.76% of female workers reported that their annual income by all source is up to Rs.10,000 and only 1.91% female workers annual income by all sources more than Rs. 50,000.

It is clear that the family members from the 70.48% of female workers do some work. Remaining 29.52% female workers family members are not engaged in any work. They are unemployed and depend upon the female worker.

Some member from the female workers family are engaged in tailoring, shoe-making and carpenters etc. The percentage of these type of family members do some private work.

75% to 80% female workers family members particularly their husbands and sons earn some income from private work but most of them spends all their income for their habits like tobacco, liquor, gambling etc. so the responsibility for household expenditure falls on the female workers.

4.10 BONUS :

TABLE NO. 4.4
Classification of Bonus Received

Year	Rs.	No. of Female workers	Percentage
2001-02	Rs. up to 500	12	11.43%
	Rs. 501 up 1000	63	60.00%
	Rs. 1001 to 1400	27	25.71%
	No Bonus	03	2.86%
	Total		105
2002-03	Rs. up to 500	05	5.71%
	Rs. 501 up 1000	56	51.43%
	Rs. 1001 to 1400	41	40.00%
	No Bonus	63	2.86%
	Total		105
2003-04	Rs. up to 500	06	5.71%
	Rs. 501 up 1000	54	51.43%
	Rs. 1001 to 1400	42	40.00%
	No Bonus	03	2.86%
	Total		105

(Source : Computed by Researcher)

It is clear that near about 97% female workers gets bonus. However, it is also evident that, 3% of female workers do not get bonus.

In this industry the bonus is given to the female workers according to their present days. Only those workers are eligible to receive bonus who presents at work at least 240 days in the year. Rs. 6 only are given per day. The maximum limit of bonus is Rs. 1400.

In this industry 3% of the female workers did not get any bonus because either the neglected night duty or accepted kind Sarris. It is not a good practice in this industry to present a Saree to a female workers who have not get any amount of bonus.

4.11 SAVING BEHAVIOUR :

Generally majority of the female workers do not save regularly. Some female workers save occasionally from their pay. Most of the female workers told that they will use their savings for their old age, for childrens education and marriage some of them told that they save to purchase consumer durable goods.

The pattern of average weekly savings of the respondents is given In Table No. 4.5

TABLE NO. 4.5
Pattern of Average weekly saving

Saving amount	No. of Female workers	Percentage
Rs. 10 to 25	18	17.14
Rs. 26 to 50	10	09.52
Rs. 51 to 75	01	00.95
Rs. 76 to 100	02	1.91
Non saver	72	69.52
Rs. 5000 deposit [5 years]	02	1.92
Total	105	100

(Source : Computed by Researcher)

In the above table 26.66% female workers save Rs. 10 to 50 per week in private weekly Bhishi/Chit fund. Where as the savers of Rs. 51 to 100 is only 2.86%.

Only 1.91% female workers told that they have deposited Rs.5000 in bank as fixed deposit.

Saving Behaviour and Keynes Approach :

John Maynard Keynes in his 'The General theory of Employment, Interest and Money' laid stress on the store of value function of money. He argued that there are three basic uses of money that cause households and business in an economy to prefer to hold their wealth in the form of cash balances in spite of the fact that money is barren and unproductive. These are the transactions, Precautionary, Speculative uses of money holdings.

Money's most important function is to act a medium is exchange in the economy consumers need money as the means of payment to buy numerous consumer goods and services. This amount is depend on their level of income, their spending habits and the time interval after which income is received.

Apart from demanding money for transaction purposes, individuals require money to meet unforeseen contingencies.

Generally, majority of female workers do not save regularly. J.M.Keynes explains about the motives behind demand for money. We can say that female workers in tobacco, industry of Jaysingpur city saves for transaction motive and precautionary motive. They told that they will use their saving for old age, for children's education and marriage and for to purchase consumer durable goods. Near about 30% female workers save for transaction and more particularly for precautionary motive.

LAND HOLDERS :

Table No. 4.6 shows the Respondent by land holding –

TABLE NO. 4.6

Classification of female workers by land holding.

Land holding	No. of Female workers	Percentage
Yes	14	13.33
No.	91	86.67
Total	105	100

(Source : Computed by Researcher)

The 13.33% female workers in this industry have land [Unirrigated] and it is very far from their working place. Their lands are nearly 100 to 200 kms away from their native place. Economically it is not possible to go to land and the income from this land is very low. And 86.67% female workers have no land.

The 86.67% female workers in this industry have to work in tobacco industry because they have no land.

4.12 INDEBTEDNESS :

The female workers in tobacco industry borrowed mostly to meet their subsistence. Low levels of land holdings and lack of other sources of income had forced them to borrow from non institutional sources at a high rate of interest. Thus payment of interest leaving them to persist in the some level of poverty continuously sucks out part of their income.

A very noticeable feature of the economic life of the industrial workers in India, particularly those unemployed in factories, is that they are generally indebted and live in debt and die in debt.

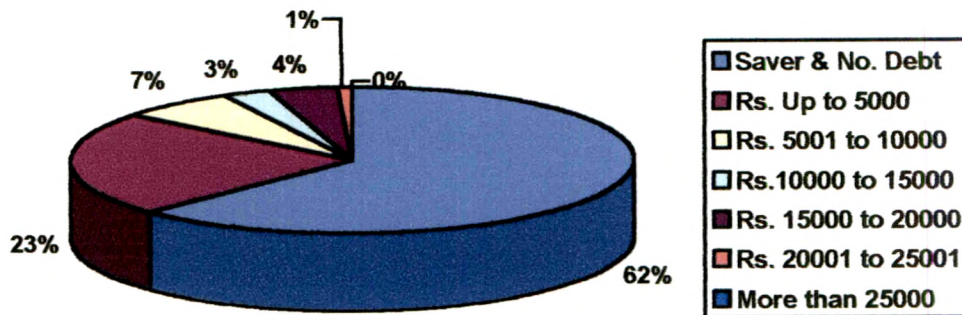
Table No. 4.7 shows the indebtedness of the respondents.

TABLE NO. 4.7
Classification of female workers by their debt
[last year 2003-04]

Debt	No. of Female workers	Percentage
Rs. Up to 5,000	24	22.86
Rs. 5,001 to 10,000	07	6.67
Rs. 10,001 to 15,000	03	2.86
Rs. 15001 to 20,000	04	3.81
Rs. 20,001 to 25,000	01	0.95
more than Rs. 25,001	00	0.00
Saver and No debt.	66	62.86
Total	105	100

(Source : Computed by Researcher)

Graph No. 2 : Graph showing Classification of female workers by their debt [last year 2003-04]



In the above table 22.86% female workers debt is Rs. 5,000 and only 6.67% female workers debt is Rs. 5,001-10,000.

They are taking debt because the female workers in this industry could not fulfil their needs from their income some of the reasons e.g. daughters marriage, daughter delivery, other medicine, they build of house so that take loans.

They get the loan from credit Co-operative society, money lenders, friends, relatives, neighbours etc.

The interest rate of loan is 10% to 14%.

Many of the female workers not repaid loans, repaid only interest on the loan.

4.13 ADVANCE :

Table No. 4.8 shows the female workers by reasons for advances.

TABLE NO. 4.8

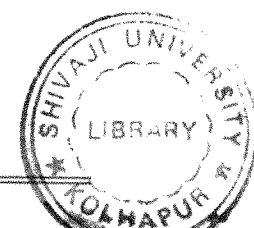
Classification of female workers by reasons for advances.

Sr. No.	Reasons	No. of Female workers	Percentage
1	Marriage	21	20
2	Initial expenditure & visit to the Place of origin	22	20.95
3	Social celebrations festivals	26	24.76
4	Sickness	30	28.57
5	No advance	06	5.71
	Total	105	100

(Source : Computed by Researcher)

It is seen that 20% of the female workers have taken advances for marriage purposes. 20.95% of the female workers reported that they take advances at the time of joining the work to meet their initial expenditure or at the time of their visits to the place of origin occasionally 24.76% of the respondents reported social celebration and festivals as causes for advances.

28.57% the respondents reported sickness as the cause for advances. And 5.71% female workers have not taken advances.



4.14 ASSETS OF THE FEMALE WORKERS :

In the sample survey we included certain questions relating to the assets ownership of the female workers. By assets holding we mean here mainly ownership of house land and cattle separately or together. At the same time another thing to be noted in this connection is that these assets may be at the place of origin or at the place of destination. However in case of house and cattle it is quite possible that the female workers owned them at both the places we have not classified these assets with reference to place of origin and place of destination. The data is regard given in Table No. 4.9 gives overall picture regarding assets holding by the female workers.

TABLE NO. 4.9

Classification of female workers by Asset Holding.

Sr. No.	Form of Assets	No. of Female workers	Percentage
1	House [rented]	22	20.95
2	Only House [owned]	62	59.04
3	Land & House	14	13.33
4	Cattle and House	05	4.76
5	Land House and Cattle	02	1.90
	Total	105	100

(Source : Computed by Researcher)

TABLE NO. 4.9 (a)

Distribution	No. of Female workers	Percentage
Radio	24	22.86
Sewing Machine	3	2.86
Lanteern	7	6.67
Bicycle	4	3.81
T. V.	2	1.90
Furniture	10	9.52
Nil	55	52.38
Total	105	100

(Source : Computed by Researcher)

It is clear from the table that the female workers are very much poor in respect of most of these movable assets. However it is surprising to note that 22.86% of the female workers have radio and 6.67% of the respondents have Lanteern. Similarly possession of sewing machines by 2.86% is also rather unexpected. The same is true in case of Bicycle and T.V.

It is clear from the table that 52.38% of the female workers do not have any of these assets at the places.

1.90% of the female workers reported ownership of Land, house and cattle. 4.76% of them reported ownership of cattle and House and 59.04% reported ownership of only house property, 13.33% of them reported ownership of Land and House. 20.95 female workers live in the rented house.

4.15 FEMALE WORKERS AND ORNAMENT :

The Female workers of tobacco industry have no economic condition to purchase Gold or Silver. They just earn only to feed their family. Even they can't purchase high quality cloths also. The female workers have only ornament which was essential for marriage ceremony as 'Mangal Sutra' offered by father and mother in law.

Some of the female workers save money in chit funds and they purchase a 'Ear rings' or 'Paijan'. The female workers can't purchase essential educational materials for their children also. They can't offer any ornament in their childrens marriage also. The economic condition is very poor of the female workers in tobacco industry. It is very essential to improve the economical condition and standard of living of the female workers working in tobacco industry.

4.16 HOUSING

In this section we discuss the types and quality of living accommodation of the female workers. Similarly health and education aspects are also discussed.

Housing :

In a general way the average housing of the female workers is qualitatively very poor and by the test of per-capita space availability extremely inadequate. Most of the housing can be described as small houses, or done room or two room houses made from local raw materials like raw bricks uncut stones, cut stones, cement, etc.

9.5 % of the female workers live in owned houses in the open areas of the Gavathan. A very small percentage of female workers live in the ancestral houses. Information regarding the place of living is given in Table No. 4.10

TABLE NO. 4.10

Classification of female workers by type of House

Sr.NO	Type of House	No. of female workers	Percentage
1	House in the Gavathan	10	9.52
2	Rented House	22	20.95
3	Own House in near native place.	50	47.62
4	Own House	23	22.91
	Total	105	100

(Source : Computed by Researcher)

We also tried to classify the housing of the female workers with reference to whether the housing is self arranged. The classification is given in table No. 4.9.

47.6 % female workers live in the owned houses and these houses have only one room or two rooms. 20.5 % female workers live in the rented houses.

It is clear that all of the female workers very are very poor and by the test of per-capita space availability is extremely inadequate.

4.17 HEALTH AND FAMILY PLANNING ASPECTS :

In our survey we made inquiries regarding the health facilities available to the female workers and more particularly their behavior regarding family planning. It was found that in case of minor and recurring elements like cold, fever, General weakness, chronic malnutrition, skin infections, tuberculosis, heart problems, etc, the female workers generally made use of medical facilities available at public dispensary. The major reason for this is the free service provided by the dispensary and provision of drug and mixtures at very cheap prices. In cases of prolonged private medical practitioners, mainly because they want to avoid the loss of earnings.

4.18.1 FAMILY PLANNING ASPECTS

We tried to find out a) General awareness of the family planning b) The attitude towards family planning c) The acceptance rate regarding family planning of the female workers working in Tobacco Industry.

a) Awareness of family Planning :

TABLE NO 4.11

Classification of the family workers by awareness of family Planning.

Awareness of family planning	No. of. Female workers	Percentage
Yes	100	95.23
No	05	04.76
Total	105	100

(Source : Computed by Researcher)

In the above table it was found that a large proportion of the female workers are aware of family planning programme. Only

95.23% of the female workers did not answer the question in this regards. The workers who reported their non awareness regarding family planning programme it was found that they belong to the Muslim community

b) Attitude Towards Family Planning

TABLE NO. 4.12

Classification of Respondents According to attitude to family planning.

Attitude to family planning	No. of Female Workers	Percentage
Favorable	100	95.23
Unfavorable	03	2.86
Uncertain	02	1.91
Total	105	100

(Source : Computed by Researcher)

On the whole the sample seems to have a positive of favorable attitude to family planning programme 95.23 % of the female workers reported favorable attitude to family planning. However 2.86 % of the female workers reported negative attitude towards family planning. The responses of 1.91% of the female workers were uncertain or vague mainly because of the fact that they were without children if married or widows. Here again it has to pointed out that those who showed negative or unfavorable attitudes towards family planning mainly belong to the Muslim Community.

c) **Knowledge of family Planning Techniques.**

In our questionnaire we tried to assess the female workers knowledge regarding various family planning technique for Convenience of analysis we have grouped family techniques in two Categories that is Condom, Caper T and operation [Vasectomy and Tubectomy] as the first category and loop, tablet and abortion together as the second category. This information is classified in Table No. 4.13

TABLE NO. 4.13

Classification of family planning Techniques

Knowledge regarding	No. of Female workers	Percentage
Condom, Coper- T Operation	90	85.71
Loop Tablet Abortion	13	12.38
Uncertain	02	1.90
Total	105	100

(Source : Computed by Researcher)

It is clearly seen from the table that 85.71% of the sample respondents family planning technique belonging to first categories are known and 12.38% of the sample respondents family planning technique belonging to second categories are known.

1.90 % of the respondents didn't give any information in this regard. Here again it is to be noted that most of these respondents belong to the Muslim Community or Widow workers or the married female workers without children.

Ignorance about the Condom, Loop, Abortion in case of all the respondents may be considered as the indicator of the possibility that these techniques are beyond their capacities or they are favorable inclined to these techniques.

d) Source of Knowledge of family planning :

We also tried to find out the sources of knowledge of family planning in case of these female workers. It is generally seen that most of the people now a days get information regarding family planning mainly from Public Medical agencies, Large scale Government propaganda and advertisement and private hospitals and doctors. Information in this regards is given in Table No. 4.14

KNOWLEDGE OF FAMILY PLANNING

TABLE NO. 4.14

Classification by Source of Knowledge of family planning

Sources from	No. Of. Female Workers	Percentage
Primary Health Centre	60	57.14
Learnt from Govt. Advertisement	18	17.14
Private Hospitals and Doctors	15	14.29
Govt. Civil Hospital	00	
Uncertain , No Interest	12	11.42
Total	105	100

(Source : Computed by Researcher)

It is clear from the table that 17.14 % the sample respondents have come to know about family planning from various types of Govt. advertisement Primary Health Centers care responsible for the knowledge of family planning in case of 57.14 % of the sample respondents.

14.29 % of the respondents get the respondents informed that the private Hospitals and Doctors 11.42 of the respondents did not give any specific answer to the question in the condition.

4.18.3 THE ACCEPTANCE RATE OF REGARDING FAMILY PLANNING

By family planning acceptance rate we mean the acceptance of family planning operation [Vasectomy and Tubectomy] by the family concern and the number of child after with it is accepted. Information in this regards is given in Table No . 4.15 family planning operation.

TABLE NO 4.15

Classification of expectance of regarding family planning

Time when family planning operation undergone	No.of female workers	Percentage
Yet not accepted	00	00.00
No. Child	12	11.43
After 1 st Children's	33	32.43
After 2 nd Children's	35	33.33
After 3 rd Children's	19	18.10
After 4 th Children's	05	04.76
After 5 th Children's	01	00.95
Total	105	100%

(Source : Computed by Researcher)

From the table it is very clear that 11.43 % of the female workers have not accepted the family planning in the form of operation.

Only 0.95% of the respondents have accepted family planning operation only after the birth of the 5th Child. 4.76 % of the respondents accepted the family planning operation after the birth of 4th child.

Similarly 18.10 % of the families reported family planning operation only after the birth of third child. In case of these families we can consider rate of acceptance as fairly satisfactory.

The rate of family planning acceptance can be given 67.67 % that is percentage of families accepting family planning operation after the birth of 1st and 2nd Child.

4.19 FEMALE WORKERS AND TRADE UNION

4.19.1 Introduction

There are many problems of female workers working in tobacco industry in Jaysingpur. With the help of Trade Union the problems of working conditions, minimum wages, insecurity regarding jobs and working hours bonus etc are tried to solve by dispute or discussion method.

Lal Bavata General kamgar Union [Affiliated to INTUIC] was formed in 1978 in Jaysingpur. There is no separate union of female workers working in Tobacco industry of Jaysingpur City. All the problems are solved by Lal Bavta General Kamgar Union.

4.19.2 Membership of Trade Union

In tobacco industry of Jaysingpur nearly all female workers are member of Lal Bavata General Kamgar Union.

According to com. Shri. Baburao Ramchandra Bedge, the Union leader of Lal Bavta General Kamgar Union, He always try to make permanent membership of Union. The numbers of temporary membership is increased when there are Personal problems of female workers like Bonus during Dipawali, wages, holidays etc. Due to the wrong ideas, illiteracy etc. they try to avoid to join the union. They think that we are females and we can't fight against the owners. These above things make adverse effect on the Union. So we have to try to change their, views and try to explain the importance of Union .

Due to above all things total number of members going to union regularly is 15% and 85 % of members join the union at the time of their problems.



4.19.3 Trade Union and Economic Condition of Female workers:

Trade Union helps to develop economic condition of female workers. It helps in increasing the wages, Bonus and by solving the legal problems. All these things are made successful either by discussion with the owner or by making strikes or disputes.

Since 1978, Lal.Bavata General Kamgar Union try to increase the wages and union become successful in 1984, in increasing the wage by Rs.5.20 per day. In 20th Sept. 1988 they arrange 5 days seminar and taught them about female labour legislation. In 1988, they formed female labour committee and with the help of Lal.Bavata General Kamgar Union, they took the first bonus. Today they take the maximum Rs.1400 bonus and they have Rs.43 per day wages (including Rs.35 wages + Rs.8 Dearness allowance.)

Today they take wages as per Minimum Wages Act. Since 1993, Minimum Wages Act started in this industry, under Mathadi Kamgar Act female workers get some facilities e.g. Bonus payment etc.

Lal.Bavata General Kamgar Union try to increasing salary bonus and get benefits for other labour legislation for the female workers in tobacco industry.

Satisfaction about Unions Work :

While speaking about satisfaction of Trade Union Work, Nearly all female workers are satisfied. In short female knew that trade Union works for them and for their problems.

Trade Union and Political Parties :

Speaking about political support and involvement of trade union in politics Mr.Bedge, the Union Leader of Lal.Bavata General Kamgar Union said that, trade union should be away from politics but

to represent the problems of trade union in front of the Government there should be political support.

Overall looking, female workers in tobacco industry know the advantages of joining the trade union and paying the regular membership fees or making permanent membership of trade union. And they know that trade union is necessary to solve their personal problems and to keep their occupational interests.