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Summary
Survey of Socio-Economic Conditions
of Women Workers in Industry
Acc No. 4968

PREFACE

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

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

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

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

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

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SHINLA
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MAIN CONCLUSIONS

Scope, Object and Coverage

Questionnaires, methodology and sample design adopted for the present study were the same as for the third phase of the factory sector study. Field data in respect of 111 factories pertaining to as many as 40 minor industry groups and comprising about 14.7 per cent of the total number of factories featuring in the sampling frame were covered for factory-level questionnaire. However, for the purpose of presentation and analysis of data, these 40 minor group industries have been classified into eight broad categories, viz., 'Tea Processing', 'Coffee Curing', 'Manufacture of Match Splints and Veneers and Bobbins', 'Paper and Paper Board' factories, 'Manufacture of Rubber and Plastic Products', 'Manufacture of Chinaware and Procelainware', 'Manufacture of Electrical Machinery, Apparatus and Appliances' and 'Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)'. The proportion of factories covered for the factory-level questionnaire varied from 7.8 per cent for 'Tea Processing' to 43.5 per cent for Coffee curing' industry. About 12.6 per cent of the total women workers employed in the sampled factories were interviewed for canvassing the worker-level questionnaire. The main findings are given in the ensuing paragraphs :

Characteristics of Women's employment

1. Among the industries covered, the industry group 'Manufacture of Match Splints and Veneers and Bobbins' employed the highest proportion of women workers. About three-fourths of the workers in the sampled factories covered under this industry group were women.

(para 2.1.1)

2. Most of the processes in tea factories are now carried out with the help of machines where women are generally not employed. As such, the contribution of women labour in tea factories is not as substantial as in tea plantations where almost every work is done manually. Jobs in which women are generally preferred are sieving, sifting, sorting/grading and stalk picking which are still carried out manually in most of the tea factories. In tea factories in Assam and North West Bengal, women employment was observed mainly in those factories which produced 'Orthodox' or 'Green' qualities of tea. With the introduction of sorting and sifting machines in some tea factories, contribution of women labour is gradually decreasing. Women workers constituted nearly 23 per cent of the total employment in

the sampled tea factories and as much as 73.7 per cent of them were engaged as stalk pickers. The other occupations, viz., 'Sieving/Sifting/Feeding', 'Sorting/Grading', and 'Packing' taken together accounted for nearly 22 per cent of the total women employment in the sampled factories. Women workers were also engaged in small numbers in occupations like rotor vaning/rolling machine workers, material quality control workers, leaf carriers, drying machine workers, sweepers, etc. While the job of stalk picking was a female prerogative, in (Sorting/Grading' and 'Packing' also, the proportion of women to total workers employed in these occupations was as much as 75.1 per cent and 63.6 per cent, respectively.

(para 2.3.2)

3. A special feature of 'Coffee Curing' industry was preponderance of women workers. Women workers formed as much as 70 per cent of the total employment in the sampled factories. Women workers were engaged mainly as garblers and drying yard workers. This work is most suitable to women workers as this is a light job of repetitive nature requiring great patience. A staggering 85 per cent of the women workers were garblers while no male worker was found on this job. About 6 per cent of total women workers were engaged as drying yard workers and the total employment in this occupation was shared almost equally by men and women. About 5 per cent of the total women workers in the sampled factories were also engaged in sweeping, winnowing and stitching jobs. Women workers were also engaged in small numbers in occupations like sorting, grinding, withering, weighing, sieving/sizing, etc.

(para 2.3.3)

4. The proportion of women employment was quite appreciable in 'Match Splints and Veneers and Bobbins' factories also. About three-fourths of workers in the sampled factories were women. Most of the occupations in these factories were earmarked exclusively for women workers and no male employment was reported in these occupations. In bobbin factories, women workers were exclusively engaged in cutting small pieces of wood and in drilling and making holes in them to form bobbins with the help of small machines. Occupations like 'Ring Fitting' and 'Finishing/Colouring/Polishing' in bobbin factories were also carried out exclusively by women workers. Similarly, most of the women workers in 'Match Splints and Veneers' factories were engaged in arranging veneers and splints in trays and they

Note : Figures at the end of various conclusions indicate paragraph number in the body of the report.

were categorised as 'Tray Setters'. No male employment was observed in this occupation also. Men workers were engaged mainly in jobs like wood cutting, removal of outer skin of wooden logs, carrying of wooden logs, loading and unloading, packing, and other general work in the factory.

(para 2.3.4)

5. Women do not have an important role in 'Paper and Paper Board' factories. They constituted only about 15 per cent of the total employment in the sampled factories and almost all of them were employed in lower levels of production. Women workers were attending to only unskilled jobs like sorting of waste paper, drying wet boards in drying yard, label pasting, etc. About 38 per cent of the total women workers in the sampled factories were employed as 'Waste Paper Sorter/Pickers', while 5 per cent were working as 'Dryers'. Women label pasters were reported in one paper envelope factory and constituted about 18 per cent of the total women workers in all the sampled factories. About 32 per cent of the total women workers were also engaged as 'Labourers' who were attending to a variety of unskilled jobs like drying of wet boards, waste paper sorting picking, etc. The jobs like 'Waste Paper Sorting/Picking and Label Pasting' were being undertaken exclusively by women workers.

(para 2.3.5)

6. Women formed about 22 per cent of the total employment in the sampled 'Rubber and Plastic Products' factories. About 31.9 per cent of the women workers were engaged as 'Finishers/Sorters/Packers' in the sampled factories. They were engaged in removing extra material from the finished products and in sorting and packing small items. About 33.6 per cent of the women workers were engaged in 'Ring Making/Stripping/Drying/Testing' in Balloon factories. Women workers in the sampled factories were also employed in 'Pirn Winding/Warping/Cleaning' and 'Cutting/Sealing/Printing' in plastic woven sacks and fabrics factories, 'Assembling' and 'Printing' in purse and key tags factories and as 'Buffer/General Mazdoor' in plastic mugs and buckets factories. These occupations taken together accounted for 26.7 per cent of the total women employment in the sampled factories. Women workers were also engaged in small numbers in occupations like stitching of bags and helper, etc.

(para 2.3.6)

7. Women constituted only about 12 per cent of the total employment in the sampled 'China-ware and Porcelainware' factories. They were

mainly concentrated in occupations like 'Labourer/Helper' and 'Glazing' which together accounted for about 59 per cent of the total women employment in the sampled factories. The other occupations, viz., 'Assembler', 'Water Dipper', 'Finishing' and 'Cup and Saucer Making' engaged about 21 per cent of the total women workers. About 5 per cent of the women workers were also engaged in jobs like packing, moulding, slip grinder, loading/unloading, etc.

8. Women formed only about 7 per cent of the total employment in the sampled 'Electrical Machinery, Apparatus and Appliances' factories. They were predominantly engaged as 'Assemblers/Wiring Operators', accounting for nearly 42 per cent of the total women employment in the sampled factories. These workers generally performed the jobs of soldering and assembling small instruments used in the manufacture of switches, push buttons, dry cells, etc. The other occupations in which they were engaged were 'Helper', 'Winder', 'Benchviewer/Checker/Tester' and 'Packer'. These occupations taken together engaged about 28 per cent of the total women workers. Women workers were also engaged in small numbers in occupations like 'Analyst/Chemist', 'Engineers', 'Sweepers', 'Stemming', 'Decrimping of cells', etc.

(para 2.3.8)

9. Women accounted for about 23 per cent of the total employment in the factories studied under the industry group 'Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)'. They were mainly employed as 'Assemblers/Operators', accounting for about 59 per cent of the total women employment in the sampled factories. These women workers were engaged in assembling small electronic components or in fixing and joining them on the printed circuit boards. Women were more suitable for these jobs because of their having patience and nimble fingers. The other occupations in which women were employed were 'Winder', 'Helper', 'Tester' and 'Supervisor' which accounted for about 16.1 per cent of the total women employment in the sampled factories. Women workers were also engaged in small numbers in jobs like 'Foil Cutting', 'Sleeving', 'Ageing', 'Folding', 'Finishing', 'Electroplating', 'Machine Picking', 'Checking and Counting', 'Programmer', 'Quality Controller', 'Engineer', etc.

(para 2.3.9)

10. The percentage of women holding skilled, professional, technical, administrative, executive, managerial and supervisory jobs was far less than that of the corresponding men workers. No woman worker in the sampled 'Tea Processing',

'Coffee Curing', 'Match Splints and Veneers and Bobbins' and 'Chinaware and Porcelainware' factories and only one woman worker (0.8 per cent) in 'Paper and Paper Board' factories was employed in skilled jobs, whereas the proportion of corresponding men workers varied between 3 and 20 per cent. In 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories also, the proportion of women employed in skilled occupations was only 3.8 per cent, 3.7 per cent and 6.7 per cent, respectively as against much higher percentages of 37.6, 22.2 and 28.8 respectively in the case of corresponding men workers. However, the percentage of women engaged in semi-skilled jobs was substantial in the sampled 'Chinaware and Porcelainware', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, being 28.7, 26.7 and 36.7 respectively.

(para 2.4.2)

11. The share of women workers in permanent jobs was very low in 'Tea Processing' factories. Only 30.5 per cent of the women workers as against 60.4 per cent of men workers, employed in these factories were found holding a permanent status. As much as 67.9 per cent of the women workers in these factories were temporary and the remaining 1.6 per cent were casual. Temporary and casual women workers were mostly engaged as 'Stalk Pickers' and remained employed only for 5 to 6 months in a year during the period May—October. In 'Paper and Paper Board' factories, about three-fourths of the women workers were reported to be permanent and the rest were contract workers. In rest of the factories, however, the proportion of women workers holding permanent jobs was quite high varying from 83.2 per cent in 'Rubber and Plastic Products' factories to 96.4 per cent in 'Match Splints and Veneers and Bobbins' factories. Female contract labour was observed only in 'Paper and Paper Board' and 'Chinaware and Porcelainware' factories. These women contract workers were engaged in sorting waste paper in 'Paper and Paper Board' factories and in loading and unloading jobs in 'Chinaware and porcelainware' factories and formed 25.6 per cent and 4.2 per cent, respectively of the total women workers.

(paras 2.6.2 and 2.6.3)

12. Accession and separation rates among women were exceptionally high in tea factories. This was due to the fact that tea factories located in Assam and North West Bengal were seasonal in nature and a large number of temporary women workers were recruited only for the period during which stalk picking and sorting jobs were undertaken.

Thus, for tea factories rates of accession and separation worked out to be much higher for women than for men, being about 127 per cent and 130 per cent as against 59 per cent and 53 per cent, respectively. Accession and separation rates among women were also very high in the case of 'Paper and Paper Board' and 'Electronic Goods and Components' factories being about 45 per cent and 66 per cent and 33 per cent and 27 per cent, respectively as against the lower rates of only 10 per cent and 11 per cent and 6 per cent and 5 per cent among the men workers. Rates of accession and separation in the case of the remaining industries covered under the study were not significant.

(para 2.8.5)

13. There was not much difference between absenteeism rates for men and women employed in 'Tea Processing', 'Coffee Curing', 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Electrical Machinery, Apparatus and Appliances' factories. However, absenteeism among women employed in 'Electronic Goods and Components' factories was sufficiently lower than among men workers. In the case of remaining two industries, viz., 'Match Splints and Veneers and Bobbins' and 'Chinaware Porcelainware' factories, rates of absenteeism for women worked out to be higher than those for the corresponding men workers.

(para 2.10.2)

14. Employers were of the opinion that in most of the occupations in which both men and women workers were employed, women were either as efficient as their male counterparts or were in some cases even more efficient than the corresponding men workers. In only a few jobs like warping in 'Rubber and Plastic Products' factories and loading/unloading in 'Chinaware and Porcelainware' factories, women were reported to be less efficient than their male counterparts.

(para 2.11.2)

15. Employers of only two electronics factories and one plastic products factory reported that unskilled women workers in their factories were sometimes promoted to semi-skilled, skilled and supervisory jobs after imparting necessary training to them. There were, however, no regular channels of promotion for women workers in the remaining factories studied.

(para 2.12.1)

16. The study revealed that in most of the cases the additional financial obligations on account of the protective legislative provisions did not have any adverse effect on women's employment. Most of the employers were not feeling any burden of the

small additional expenditure which they were incurring on their women employees in providing separate statutory facilities for them. However, a few employers were found to be biased towards women's employment and were not prepared to treat them at par with men. Some employers, especially of sampled 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, discouraged the employment of married females as they considered unmarried women more suitable for jobs. However, many employers had a very good opinion about women and considered them as more disciplined and efficient than male workers.

(para 2.13.4)

Wages and Earnings

17. Almost all the men and women workers employed in the sampled 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories were employed on time rates. In 'Paper and Paper Board' and 'Chinaware and Porcelainware' factories also, most of the men and women workers were being paid by time. However, as much as 65.7 per cent of women workers in the sampled 'Match Splints and Veneers and Bobbins' factories and 60.9 per cent in 'Coffee Curing' factories were reported to be piece-rated, whereas the proportion of men was only 27.4 per cent and 28.9 per cent, respectively. Women workers engaged on piece rate were mostly garblers in 'Coffee Curing' factories and tray-setters in 'Match Splints and Veneers' factories. Similarly, in 'Tea Processing' factories, where stalk picking work was being done on piece rate basis, as much as 43 per cent of women workers were reported to be piece-rated whereas among men workers, none was engaged on piece rates.

(para 3.3.2)

18. The periodicity of wage payment for both men and women workers was monthly in all the sampled 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories and also in most of the sampled 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Chinaware and porcelainware' factories. In the case of 'Tea Processing' factories, the periodicity of wage payment was monthly in 7 units, fortnightly in 8 units and also weekly in 8 units. However, in two 'Tea Processing' factories stalk pickers were being paid weekly. The periodicity of wage payment was weekly in most of the sampled 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories.

(para 3.4.2)

19. In some tea factories located in Assam and north West Bengal, the daily-rated women workers were getting lesser daily wages than those of the corresponding men workers. In five out of the eight tea factories studied in Assam, the daily wages of women workers were less by 17 or 18 paise than those of men workers, being Rs. 10.97 or Rs. 10.88 as compared to Rs. 11.15 or Rs. 11.05, respectively for men workers. Similarly, in seven out of the nine tea factories studied in north West Bengal, women factory workers engaged in stalk picking and sorting/grading jobs were not being paid the pay of the post to which they were appointed which amounted to discrimination against women in matter of wages. The study revealed that this difference in rates of daily wages of men and women tea factory workers was more due to the earlier practice of paying less to women than due to any other reason. Some women workers engaged as assemblers, helpers, and packers, in two 'Electrical Machinery Apparatus and Appliances' factories, sundryers in one 'Paper and Paper Board' factory, general workers in one 'Rubber Products' factory and some assemblers and wiring operators in three 'Electronics' factories were also getting lesser daily wages than their male counterparts. In the remaining cases men and women workers engaged on the same or similar work within the same factory were generally paid equal remuneration. In 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories, however, all the jobs in which women were employed had no male employment as these were done exclusively by women. Thus in such cases the comparative study of rates of wages of men and women could not be made.

(paras 3.2.2 to 3.2.4)

20. In most of the occupations in which both men and women were employed, the average daily earnings of women worked out to be less than those of the corresponding men workers mainly due to the inter-factory variations both in wage levels and also in the proportion of men and women workers engaged in various selected occupations. In some tea factories located in Assam and north West Bengal, women workers engaged in stalk picking job were not found to have been shown in the factory's regular records and were thus, debarred from the benefits like bonus, provident fund, etc.

(paras 3.8.3 and 3.8.12)

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

21. As many as 97 sampled factories, out of the 111 factories studied, had single shift system for women workers. Women employment was distributed over two shifts in only three 'Tea Processing'

factories, two 'Coffee Curing' factories, one 'Paper and Paper Board' factory, three 'Chinaware and Porcelainware' factories and one 'Electrical Accessories' factory. Three-shift working for women was noticed in only two 'Tea Processing' factories and one 'Electronics' factory while four-shift working for women was found in one 'Tea Processing' factory. Twenty-two women workers in one 'Tea Processing' factory were found employed in two night-shifts whose timings extended from 5 p.m. to 1 a. m. and from 1 a.m. to 9 a.m. Men and women workers in most of the sampled factories were normally working for 7 to 8 hours per day. In no sampled factory the number of normal daily hours of work of men or women workers was found to exceed the statutory limit of 9 hours. However, in five 'Tea Processing' factories, the spread-over of work, including rest intervals, exceeded the statutory maximum of 10½ hours.

(paras 4.2.2 and 4.2.3)

22. Enquiries made from the selected women workers employed in the sampled factories revealed that no woman worker had to carry or move material weighing more than the prescribed limit.

(para 4.3.1)

23. In most of the tea factories studied women workers engaged in stalk picking, sieving and sifting operations had not been provided with any proper seating facility. They had to sit on floor continuously for four to five hours. In some tea factories women engaged in stalk picking jobs were reported to be working in over-crowded rooms which were not even adequately lighted. Some women workers engaged in dusty jobs of sieving and sifting in tea factories reported that they had not been provided with masks or protective clothings to safeguard against the health hazards.

(para 4.3.2)

24. Creches were found to be non-existent even in some of those factories which were statutorily required to provide this facility. In all, 37 sampled factories, out of a total of 111 factories covered under the study, were under a legal obligation to provide creche facility. Of these, only 12 sampled factories were found to have actually provided the facility. Although one 'Paper Board' factory, four 'Match Splints and Veneers and Bobbins' factories, one 'Plastic Products' factory and six 'Electronic Goods and Components' factories were statutorily required to provide creches, yet the facility was not maintained in any of these units. Only four out of the nine 'Tea Processing' units, four out of the nine 'Coffee Curing' factories and two out of the five 'Electrical Machinery, Apparatus and Appliances' factories were complying with

the law. However, two 'Chinaware and Porcelainware' units which were under a legal obligation to provide creche facility, were actually doing so.

(para 4.4.2)

25. The facilities provided in most of the creches functioning in tea and coffee factories were generally deficient in one item or the other. Three of the four creches in 'Tea Processing' factories and one out of the four in 'Coffee Curing' factories were functioning in unenclosed sheds and did not provide effective protection from the vagaries of weather. One creche in 'Tea Processing' factory and two creches in 'Coffee Curing' factories were found to be housed in inadequately lighted and ventilated rooms. These rooms were found to be dirty as they had not been white-washed for the last many years and were wanting in sanitation and cleanliness. Two creches functioning in 'Tea Processing' factories and one in 'Coffee Curing' factory had not been furnished with washrooms or latrines for the use of children attending creches. Milk was not being supplied to children in two out of the four creches functioning in 'Tea Processing' factories and in one of the four in 'Coffee Curing' factories. The essential items like soap, towel, etc., for providing a wash to the children were non-existent in the five creches, whereas clothes to the children were being supplied in only four of the 12 creches functioning in the sampled factories.

(paras 4.4.5 to 4.4.6)

26. The creche utilisation rate was found to be quite low especially for those functioning in 'Electrical Machinery, Apparatus and Appliances' and 'Chinaware and Porcelainware' factories, wherein the percentage of children utilising the facility was only 11.5 and 11.8, respectively. The utilisation rate was also somewhat low (21.3 per cent) for the creches studied in 'Coffee Curing' factories.

(para 4.4.9)

27. Out of a total of 111 factories studied, 25 had no separate washing facilities for women workers. The separate washing facilities for women did not exist in as many as 11 sampled 'Tea Processing' factories, four 'Electrical Machinery, Apparatus and Appliances' factories, three 'Electronic Goods and Components' factories, one 'Chinaware and Porcelainware' factory, two 'Coffee Curing' factories, one 'Rubber Products' factory and three 'Match Splints and Veneers and Bobbins' factories.

(para 4.5.2.)

28. The separate latrine facility for women had not been provided in five 'Tea Processing' factories, one 'Electrical Apparatus and Appliances' factory

and two 'Electronic Goods and Components' factories. The separate latrine facility for women needed improvement in 'Tea Processing', 'Paper and Paper Board', 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories.

(para 4.6.2.)

29. All the sampled 'Tea Processing' factories and nine out of the ten sampled 'Coffee Curing' factories were covered by the Maternity Benefit Act, 1961. The rest of the sampled factories were mostly covered by the Employees' State Insurance Scheme. Women workers employed in some 'Tea Processing' and 'Coffee Curing' factories and in a few sampled 'Electronic Goods and Components' factories were reported to have availed of the benefit under the Maternity Benefit Act during the reference period. A large number of temporary women workers in 'Tea Processing' factories located in Assam and north West Bengal were engaged in stalk picking and were employed in the factories only for a period of 5 to 6 months in a year. Thus, the benefits accruing to the women workers under the Maternity Benefit Act remained out of reach of these workers as they failed to fulfil the necessary condition of having worked for at least 160 days in the twelve months period immediately preceding the date of the expected delivery. These women stalk pickers were in many cases shown only in 'kucha' records and were not included in the regular records of the factories. Although a majority of the sampled women workers in the selected factories were satisfied with the benefits provided under the ESI Scheme, yet some expressed dissatisfaction over the standard of pre-natal and post-natal medical facilities being made available to them in the E.S.I. hospitals/dispensaries. It was reported that medicines of good quality were not supplied to them.

(paras 4.7.3 to 4.7.5)

30. Out of a total of 24 canteens functioning in various sampled factories, only three had provided separate seating arrangements as well as service counters for women.

(para 4.8.2.)

31. The welfare facilities like housing, medical, education of children, creche, recreation, etc., enjoyed by the plantation workers in a tea estate under the Plantations Labour Act, 1951 are also available to the workers of tea factory located in that estate. However, casual and temporary/seasonal women workers engaged in stalk picking in tea factories were generally not eligible to avail of these welfare facilities. The rest of the sampled factories were mostly covered under the E.S.I.

scheme. Some sampled women workers reported that the facilities available through the E.S.I. scheme were inadequate whereas some others complained that not only the doctors were not paying adequate attention but also good quality of medicines were not supplied.

(paras 4.4.3 and 4.9.2)

32. The recreational facilities were found to be available to the workers in 17 of the total 23 tea factories studied. Separate recreational facilities for women in the form of radios, T.V. sets, books and in-door games like chess, carrom, etc., however, existed in only two tea factories. Among rest of the factories studied, only one 'Rubber Products' factory and three 'Electrical Machinery, Apparatus and Appliances' factories were reported to be providing recreational amenities to men and women workers. In factories having no recreational facilities, some women workers expressed the need of providing such facilities in the form of newspapers, books, radios, TV. sets, video shows, etc.

(para 4.9.4)

Socio-Demographic Characteristics

33. The proportion of women workers in the age group '45 years and above' was relatively high in the sampled 'Chinaware and Porcelainware', 'Coffee Curing' and 'Paper and Paper Board' factories, being 45.5 per cent, 30.4 per cent and 29.5 per cent, respectively. In the case of remaining industries studied, as much as 83 to 96 per cent of women workers in the selected factories were below the age of 45 years. In 'Electronics Goods and Components' factories, where the managements generally preferred to employ unmarried girls, most of the women workers (83 per cent) were below the age of 34 years.

(para 5.2.2)

34. No female child or adolescent was reported to be working in any selected industry on the dates of visit to the sampled factories. However, 74 female adolescents were reported to be working in one tea factory on 31-8-1985.

(para 5.2.2)

35. The proportion of married women was very low, viz, 32.9 per cent in the sampled 'Electronic Goods and Components' factories. In the remaining industries studied, the proportion of married women varied between 44 per cent and 80 per cent of the total women workers. The proportion of widowed, separated and divorced women workers varied between 3.4 per cent and 17.8 per cent of the total women workers in various industries covered under the study.

(para 5.3.2)

36. As much as 82.5 per cent of the sampled women workers in 'Chinaware and Porcelainware', 71.9 per cent in 'Tea Processing' and 65.9 per cent in 'Paper and Paper Board' factories were illiterate. The position regarding literacy among the sampled women workers was also not quite satisfactory in 'Rubber and Plastic Products', 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories, where the percentage of illiterates was as much as 42.7, 38.0 and 36.8, respectively. However, in 'Electronic Goods and Components' and 'Electrical Machinery, Apparatus and Appliances' industries where generally educated persons were employed, almost all the sampled women workers were literates.

(para 5.4.2)

37. All children of the women workers studied in 'Coffee Curing', 'Chinaware and Porcelainware', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories were attending schools. The position about the children attending school was also quite satisfactory in the case of 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board' and 'Rubber and Plastic Products' factories, where the proportion of children attending school was reported to be as much as 97.2 per cent, 84.1 per cent and 84.2 per cent respectively. In 'Tea Processing' factories, however, about one-third of the total children of the sampled women workers were not attending school.

(Para 5.4.4.)

38. Barring 'Match Splints and Veneer and Bobbins' factories, women workers employed in various industries covered under the study were not unionised to the same extent as the corresponding men workers. The difference was significant in the case of 'Electronic Goods and Components', 'Rubber and Plastic Products', 'Paper and Paper Board' and 'Tea Processing' factories in which the percentage of women workers who were members of trade unions was only 15.3, 27.4, 37.3 and 41.0, respectively as against much higher percentages of 91.7, 78.9, 82.5 and 76.3, respectively for the corresponding men workers. The extent of trade Unionism among women workers was also reported to be less than among men workers employed in 'Coffee Curing', 'Chinaware and Porcelainware' and 'Electrical Machinery, Apparatus and Appliances' factories. The position regarding the extent of trade unionism was highly unsatisfactory for both men and women workers employed in 'Match Splints and Veneers and Bobbins' factories where only 17.1 per cent of men and 17.6 per cent of women were found to be unionised.

(para 5.6.2)

39. Only four sampled women workers in 'Coffee Curing' factories, three in 'Electrical Machinery, Apparatus and Appliances' factories and two in 'Electronic Goods and Components' factories were found holding some executive jobs in the working of trade unions. No sampled woman worker in rest of the factories studied was found holding either a post of an office-bearer or any other responsible position at the decision and policy-making levels of trade unions.

(para 5.6.3)

40. Most of the women workers studied in the sampled 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board', 'Rubber and Plastic Products' and in 'Chinaware and Porcelainware' factories were completely ignorant about the beneficial provisions contained in the important Labour Acts, like the Factories Act, 1948, the Maternity Benefit Act/ESI Act and the Equal Remuneration Act, 1976. Not a single sampled woman worker in these factories was fully aware of these beneficial legal provisions, while a very small proportion of the women workers were having some knowledge about them. The position was, however, better in the case of 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories in which a large number of women workers were literate and educated. In these factories, at least one-fourth of the women workers were aware about some of the beneficial provisions of these Acts.

(para 5.7.2)

Economic and Living Conditions

41. The average number of members per sampled woman worker's family varied between 4.7 and 5.6 in the industries studied. The average proportion of earners to total members in the sampled households studied in various industries varied between 44 per cent and 51 per cent. The average proportion of earners worked out to be the highest in the case of 'Coffee Curing' and the lowest for 'Match Splints and Veneers and Bobbins' factories.

(para 6.2.2)

42. The average monthly family income was much higher for households covered in 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, being Rs. 1,974 and Rs. 1,561, respectively as compared to those covered in the remaining industries where this varied between Rs. 528 and Rs. 1,101. The average monthly family income worked out to be

(x)

very low for households of the sampled women workers studied in 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories, being Rs. 528 and Rs. 563, respectively.

(para 6.3.2)

43. No woman worker studied in (Match Splints and Veneers and Bobbins' and 'Electronic Goods and Components' factories and only a few sampled women workers covered in 'Coffee Curing', 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Electrical Machinery, Apparatus and Appliances' factories were residing in houses provided by their employers. The women workers in these factories were mostly residing in owned or rented houses. However, about three-fifths of the sampled women workers covered in the selected 'Tea Processing' factories and about one-fifth in 'Chinaware and Porcelainware' factories were residing in the housing accommodation provided by their employers. As between 'owned' and 'rented' dwellings, the greater number of the sampled families were residing in the rented dwellings than in the owned

houses in the case of 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances', and 'Electronic Goods and Components' factories, as these were located mostly in big cities. In rest of the industries covered, the proportion of women workers residing in owned houses was more than in rented dwellings.

(para 6.4.3)

44. The facility of a separate kitchen, bathroom or a latrine was found non-existent in the case of large number of sampled dwellings studied in 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Chinaware and Porcelainware' factories. The position was, however, better in the case of 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, wherein a large majority of the sampled women workers' dwellings were reported having these facilities.

(Para 6.4.6)

CHAPTER I

SCOPE AND METHOD OF STUDY

1.1 Genesis

1.1.1 Women workers employed in the organised segment of industrial sector, viz., factories, mines and plantations covered under the respective Acts, constitute only about 2 per cent of the total women employees in India. However, a study of their working conditions is important because such a study not only helps us in finding out the impact of certain legislations on women workers but also provides guidelines for setting norms of conditions of work in similar industries in the unorganised sector which are not covered by any labour legislation. Women workers employed in the organised segment of the industrial sector are covered by protective labour legislation which seek to provide them a certain degree of protection with regard to their wages, working conditions, welfare amenities, etc. Thus, their conditions of work are expected to be better than those employed in the unorganised sector. However, even in some organised sector industries the existing wages and other working conditions of women workers cannot be regarded as entirely satisfactory. They are, in some cases, still deprived of the statutory benefits and amenities like wages equal to their male counterparts, maternity benefits, child-care services, etc. Employers exploit their weak bargaining power by employing them in occupations carrying low wages. As the protective legislative provisions concerning women are not implemented effectively, there is still a wide gap between the statutory provisions made and the facilities actually available to them. Efforts for tackling numerous complex problems confronted by women workers have often been handicapped by the absence of reliable statistical and other information relating to their economic, living and social conditions.

1.1.2 The first enquiry for studying economic and social conditions of women workers was undertaken by the Labour Bureau in 1953 and a report entitled the "Economic and Social Status of Women Workers in India" was brought out. The enquiry was conducted by mail-questionnaire method and was confined to important industries in the country employing women in large numbers, viz., cotton and jute textiles, coal mines and plantations. Later on in 1958, the Labour Bureau and the Planning Commission jointly prepared a study titled 'Women in Employment-1901—1956'. Thereafter, the Labour Bureau brought out a few reports on the basis of certain available published/unpublished

data. One such report titled 'Women in Employment' brought out in 1964 and another publication 'Women in Industry' brought out in the International Women's Year (1975) present an objective assessment of the trend of women's employment, their wages and earnings and of the laws and regulations governing their employment and working conditions. The present scheme was taken up for collecting socio-economic data on women workers employed in the organised industrial sector with a view to studying the problems faced by them in their working and living conditions.

1.2 Scope, object and coverage

1.2.1 The scheme involved the conduct of studies on women workers employed in mines, plantations and factories covered under the respective Acts, viz., The mines Act, 1952; The Plantations Labour Act, 1951 and The Factories Act, 1948. The entire work under the scheme was planned to be taken up in a phased manner. In the first phase, the study was conducted in mines whereas plantations sector was covered thereafter in the second phase. Separate reports on the results of these two studies have since been published. In view of the large number of factory sector industries, the work involved in the conduct of studies in this sector was further phased out. In the first phase, the factory sector industries like 'Textiles' and 'Khandsari and Sugar Products' were covered and a report thereon was published. In the second phase of the factory sector study, industries like 'Chemicals and Chemical Products' and 'Food Products (except Tea, Coffee and Sugar)', were covered and a report thereon was published. In the third phase, industries like 'Preparation of Raw Leaf Tobacco', 'Manufacture of Zarda and Cigarettes', 'Manufacture of Fire Bricks (Brick kilns)', 'Manufacture of Tiles, Stone Dressing and Stone Crushing', 'Manufacture of Ordinary Electric Lamps and Miniature Lamps', 'Manufacture of Radios and T. V. Sets, and 'Manufacture of Fountain Pens and Ball Pens' were covered and a report thereon has since been published. The present report analyses the results of the field study conducted in the following factory sector industries in the fourth phase :—

1. Tea Processing ;
2. Coffee Curing ;
3. Manufacture of Match Splints and Veners and Bobbins ;

4. Paper and Paper Board factories ;
5. Manufacture of Rubber and Plastic Products ;
6. Manufacture of Chinaware and Porcelainware ;
7. Manufacture of Electrical Machinery, Apparatus and Appliances ; and
8. Manufacture of Electronic Goods and Components, (except Manufacture of Radios and T.V. Sets).

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

1.3. Questionnaires and reference period

1.3.1 Questionnaires utilised for the present study were almost the same as canvassed during the third phase of the factory sector study. Like the earlier factory sector studies, two types of questionnaires, viz., Factory-level and Worker-level were utilised for collection of field data. Another questionnaire was also canvassed for factories not employing women but falling under the industry groups covered under the study so as to examine the reasons for not employing women when some other comparable factories falling in the same industry group were doing so. The questionnaires utilised for the present study are reproduced in Annexure-I. Various records/registers being maintained by the factories were utilised for collection of field data. The information in respect of items on which the employers were not statutorily required to maintain records were collected after having personal discussions with them.

1.3.2 Factory-level questionnaire

Data on items like employment, recruitment, labour wastages, employment status, wages and earnings, absenteeism, trade unionism, etc., which necessitated sex-wise comparative study was collected separately for men and women whereas information relating to age, marital status, length of service, working conditions, welfare amenities, etc., was collected only for women workers. The last working day of the year 1985, i.e. 31st December, was taken as the reference day for the collection of data on many items like employment, length of service, employment status, etc., in the factory-level questionnaire. However, in the case of 17 tea factories covered in Assam and north West Bengal, this reference date was taken as 31st August, 1986 because these factories remained

closed during the month of December, 1985 due to off-season. The field study to collect data in respect of these factories was launched in September, 1986 as the period from July to October was considered to be the peak season of the tea industry in these areas. Similarly, in 9 out of 10 coffee curing factories covered in south India, the reference date was taken as 31st March, 1985 as these factories, being seasonal, had lean season during the month of December. Accordingly, data relating to wage rates and earnings were also collected for the last pay period occurring in the month of August, 1986 for the 17 tea factories covered in Assam and north West Bengal and for the last pay period occurring in March, 1985 for 9 coffee curing factories covered in south India. For rest of the factories covered, the last pay period occurring in the month of December, 1985 was taken as reference period for collection of data on wage rates and earnings. Information relating to recruitment and labour wastages was collected for the calendar year 1985, whereas data on items like age, marital status, trade unionism, working conditions, welfare amenities, etc., as obtained on the date of the visit to the sampled factory was collected in the factory-level questionnaire. Data relating to total wage bill and additional expenditure incurred by the employers in providing separate welfare facilities to women workers was collected for the latest year for which the accounts of the sampled factory were available. Absenteeism data was collected month-wise and pertained to the year 1985. In order to reduce the heavy work-load involved in the collection of data on absenteeism, it was decided to collect month-wise data for only one specified quarter of the reference year from a particular sampled factory. However, the four quarters of the year 1985 were randomly allocated in almost equal proportion to the various sampled factories falling within an industry group so as to obtain estimates based on all the twelve months of the reference year. However, in the case of tea factories covered in Assam and north West Bengal which have normally a lean season during the 1st quarter, the absenteeism data was collected only for the remaining three quarters of the year 1985.

1.3.3. Worker-level questionnaire

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

1.3.4 'Zero' questionnaire

This questionnaire was canvassed for those factories which did not employ women. The factories selected for this questionnaire pertained to the same

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

1.4 Methodology and sample design

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

1.4.2 The sampling fractions used for determining the total sample sizes to be covered for various industry groups varied according to the all-India total number of factories featuring under those industry groups in the sampling frame. The sampling fraction for the industry groups having 25 to 100 factories in all-India frame was fixed as 15 per cent, whereas for industries having a total number of factories ranging between 101 to 250 and 251 and above, the sampling fractions used were 10 per cent and 8 per cent, respectively. The proportion of factories covered was still higher in the case of industry groups having less than 25 factories in the all-India frame. The actual sample size to be covered for each individual minor industry group was calculated by multiplying the number of factories in the sampling frame with the corresponding sampling fraction and rounding off the resultant figure to the nearest integer. Details regarding the total number of factories in the sampling frame and those actually studied are given in Table 1.1.

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

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

TABLE 1.1—Sampling frame and the sample size covered

Sl. No.	Industrial Category and minor industry codes (NIC-1970)	Sample frame		Sample size			
		Number of factories having women employment of 10 and above	Women employment	Factory-level questionnaire		Worker-level questionnaire	'Zero' questionnaire
				Number of factories covered	Women employment in the factories covered	Number of women workers covered	Number of factories covered*
1	2	3	4	5	6	7	
1	Tea Processing (212)	294	5,954	23 (7.8)	1,166 (19.6)	128 (11.0)	1
2	Coffee Curing (213.1, 213.2)	23	3,613	10 (43.5)	1,221 (33.8)	71 (5.8)	—

TABLE 1.1—contd.

1	2	3	4	5	6	7	8
3	Manufacture of Match Splints and Veneers and Bobbins (270.1, 274.1)	114	2,035	15 (13.2)	362 (13.7)	76 (21.0)	4
4	Paper and Paper Board Factories (280.2, 280.5, 280.7, 281.2, 281.9)	48	2,112	9 (18.8)	121 (5.7)	44 (36.4)	4
5	Manufacture of Rubber and Plastic Products (302.3, 302.5, 302.7, 302.9, 303.4, 303.5, 303.7, 303.8, 303.9)	87	2,041	15 (17.2)	292 (14.3)	75 (25.7)	3
6	Manufacture of Chinaware and Porcelainware (323.1, 323.2, 323.3)	59	2,745	12 (20.3)	356 (13.0)	63 (17.7)	1
7	Manufacture of Electrical Machinery, Apparatus and Appliances (360.1, 360.4, 360.8, 362.1, 362.2, 363.8, 363.9, 369.1, 369.8, 369.9)	79	2,999	12 (15.2)	566 (18.9)	67 (11.8)	5
8	Manufacture of Electronic Goods and Components (except Manufacture of Radio and T.V. Sets) (364.8, 364.9, 366.1, 366.2, 366.9, 367.2, 367.5, 367.9)	51	4,648	15 (29.4)	751 (16.2)	87 (11.6)	1
	All Industries	755	26,747	111 (14.7)	4,835 (18.1)	611 (12.6)	19

NOTE: (i) Figures in brackets in column 5 show the percentage of factories covered to total factories in the sampling frame.

(ii) Figures in brackets in column 6 show the percentage of women employment in the factories covered to total women employment in factories in the sampling frame.

(iii) Figures in brackets in column 7 show the percentage of women workers covered to total women employment in the sampled factories.

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

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

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

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

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

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

1.4.7 Table 1.1 shows the number of factories together with the women employment therein in the sampling frame and the sample size actually covered for each of the three questionnaires. Field data in respect of 111 factories pertaining to as many as 40 minor industry groups was collected for the present study. However, for the purpose of presentation and analysis of data, these 40 minor group factory industries have been classified into eight broad categories and the data have been presented and analysed separately for each of these eight categories. Details of codes (NIC-1970) of minor group industries included under each broad category are also shown in Col. 2 of Table 1.1.

1.4.8 It would be seen from Table 1.1 that the proportion of factories covered for the factory-level questionnaire varied from 7.8 per cent for 'Tea Processing' to 43.5 per cent for 'Coffee Curing' industry. Taking all the industries together, factory-level questionnaire was canvassed for 14.7 per cent of the total number of factories featuring in the

sampling frame. The proportion of women workers covered in the sampled factories for the worker-level questionnaire varied from 5.8 per cent for 'Coffee Curing' to 36.4 per cent for 'Paper and Paper Board factories'. In all, 12.6 per cent of the total women workers employed in the sampled factories were interviewed for canvassing the worker-level questionnaire. State-wise distribution of the number of sampled factories covered for the Factory-level Questionnaire is given in Table 1.2.

1.5. Period of Study

1.5.1. The field study in all the industries excepting tea factories located in Assam and north West Bengal was conducted during the period January-March, 1986. Tea factories in Assam and north West Bengal, which generally have a lean season during the aforesaid period, were covered during the period September-October, 1986.

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

Sl. No.	Industrial Category	Number of factories covered in various States								Total
		Assam	Delhi	Gujarat	Karnataka	Kerala	Maharashtra	Tamil Nadu	West Bengal	
1	2	3	4	5	6	7	8	9	10	11
1	Tea Processing	8	—	—	—	3	—	3	9	23
2	Coffee Curing	—	—	—	4	2	—	4	—	10
3	Manufacture of Match Splints and Veneers and Bobbins	—	—	—	—	11	—	4	—	15
4	Paper and Paper Board Factories	—	—	2	—	—	3	1	3	9
5	Manufacture of Rubber and Plastic Products	—	—	1	—	1	10	1	2	15
6	Manufacture of Chinaware and Porcelainware	—	—	9	1	—	—	—	2	12
7	Manufacture of Electrical Machinery, Apparatus and Appliances	—	1	—	2	1	6	2	—	12
8	Manufacture of Electronic Goods and Components (except Manufacture of Radio and T.V. Sets)	—	4	1	1	—	8	—	1	15
	All Industries	8	5	13	8	18	27	15	17	111

CHAPTER II

CHARACTERISTICS OF WOMEN'S EMPLOYMENT

2.1 Introductory

2.1.1 The total women employment in the 111 factories pertaining to various industry groups covered was 4,835 which constituted nearly one-fifth of the total employment in these factories. Among the industries covered, the industry group 'Manufacture of Match Splints and Veneers and Bobbins', employed the highest proportion of women workers. About three-fourths of workers in the sampled factories covered under this industry group were women. The proportion of women workers was observed to be the lowest, viz. 7 per cent in 'Electrical Machinery, Apparatus and Appliances' factories. As these figures pertain to only those factories which employed women, the actual proportion of women in the industries covered is bound to be still less.

2.2 Trend of women employment in the sampled factories

2.2.1 With a view to studying the trend of women employment during the recent years, the

employment data for the last working day of each year during the period 1981—85 was collected in the course of the present study. Table 2.1 gives industry-wise picture of the trend of women employment in the factories studied.

2.2.2 It would be seen from Table 2.1 that although there have not been any wide variations in the women employment during the period 1981—85, some industry groups did show a slight increasing or decreasing trend in women employment. A slight decreasing trend in the proportion of women employment was observed in the sampled 'Coffee Curing' and 'Chinaware and Porcelainware' factories. The total women employment as also its proportion to total employment increased slightly in the sampled 'Tea Processing', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories. In the remaining three industries, viz., 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Match Splints and Veneers and Bobbins' factories, no definite trend was observed.

TABLE 2.1—Percentage of women employment in the sampled factories as on the last working day of the year during the period 1981 to 1985

Sl. No.	Industrial Category	Category	Year				
			1981	1982	1983	1984	1985
1	2	3	4	5	6	7	8
1	Tea Processing	(a) Total employment	4,223	4,381	4,290	4,615	5,102
		(b) Women employment	916	979	986	1,128	1,166
		(c) Percentage of women to total employment	21.7	22.3	23.0	24.4	22.9
2	Coffee Curing	(a) Total employment	1,853	1,745	1,887	1,784	1,754
		(b) Women employment	1,331	1,228	1,358	1,261	1,221
		(c) Percentage of women to total employment	71.8	70.4	72.0	70.7	69.6
3	Manufacture of Match Splints and Veneers and Bobbins	(a) Total employment	516	502	537	504	486
		(b) Women employment	381	380	409	378	362
		(c) Percentage of women to total employment	73.8	75.7	76.2	75.0	74.5
4	Paper and Paper Board factories	(a) Total employment	819	864	921	863	826
		(b) Women employment	129	149	153	150	121
		(c) Percentage of women to total employment	15.8	17.2	16.6	17.4	14.6
5	Manufacture of Rubber and Plastic Products	(a) Total employment	1,449	1,435	1,367	1,386	1,355
		(b) Women employment	305	308	302	293	292
		(c) Percentage of women to total employment	21.0	21.5	22.1	21.1	21.5
6	Manufacture of Chinaware and Porcelainware	(a) Total employment	2,979	3,000	3,062	3,046	2,981
		(b) Women employment	383	349	339	358	356
		(c) Percentage of women to total employment	12.9	11.6	11.1	11.8	11.9
7	Manufacture of Electrical Machinery, Apparatus and Appliances	(a) Total employment	7,824	8,025	8,083	7,983	8,063
		(b) Women employment	515	551	557	558	566
		(c) Percentage of women to total employment	6.6	6.9	6.9	7.0	7.0
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	(a) Total employment	2,862	3,013	3,072	3,147	3,214
		(b) Women employment	634	669	675	712	751
		(c) Percentage of women to total employment	22.2	22.2	22.0	22.6	23.4

2.3 Occupational Characteristics

2.3.1 For studying the occupational aspects of women workers, sex-wise data regarding the number of persons engaged in each occupation on the last working day of the year 1985 (or on some other suitable reference dates as mentioned in para 1.3.2 of the chapter-I) was collected during the course of the study. Similarly, year-wise employment data for the period 1981—84 was also collected to study the trend of women employment in each occupation. Table 2.2 gives industry-wise position regarding the proportion of men and women workers engaged in various occupations, whereas Table 2.3 provides the trend of women employment in main occupations during the period 1981-85.

Industry-wise position is discussed in the ensuing paras.

Tea Processing

2.3.2 Most of the processes in tea factories are now carried out with the help of machines where women are generally not employed. As such the contribution of women labour in tea factories is not as substantial as in tea plantations. Jobs in

which women are generally preferred are sieving, sifting, sorting/grading and stalk picking which are still carried out manually in most of the tea factories. In a few factories, women workers were also employed on feeding the sorting/grading machines. Women workers engaged in sieving, sifting and sorting/grading in sorting/grading department of the tea factories located in Assam and north West Bengal were more or less regularly employed, whereas the stalk pickers were employed only during certain period generally starting from May to October. Only a negligible number of women were employed in main production processes, like withering, rolling, cutting, fermenting, etc. In tea factories in Assam and north West Bengal women employment was observed mainly in those factories, which produced 'Orthodox' or 'Green' qualities of tea. With the introduction of sorting and sifting machines in some Tea factories, contribution of women labour is gradually decreasing. It would be seen from Table 2.2 that women workers constituted nearly 23 per cent of the total employment in the sampled tea factories and about 99 per cent of them were employed in occupations related directly or indirectly with production processes. As much as 73.7 per cent of the women workers in the sampled tea factories were engaged as 'Stalk Pickers'. The

TABLE 2.2—Proportion of men and women employed in various occupations in the sampled factories as on the reference dates

Occupation	Tea Processing			Occupation	Coffee Curing		
	Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations		Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations
1	2	3	4	5	6	7	8
A. Production workers	24.6	90.3	99.3	A. Production workers	75.0	72.6	98.3
1. Stalk picking	100.0	—	73.7	1. Garbler	100.0	—	84.9
2. Sorting/Grading	75.1	1.2	12.7	2. Drying yard workers	52.8	12.7	6.2
3. Sifting/Sieving/Feeding	39.6	2.3	5.0	3. Sweeping/Stitching/Winn- owing	100.0	—	4.9
4. Packing	63.6	0.7	4.2	4. Supervisor	20.8	3.6	0.4
5. Other occupations employing women	87.5	0.2	3.6	5. Other occupations employ- ing women	95.8	0.2	1.9
6. Other occupations not employing women	—	84.5	—	6. Other occupations not employing women	—	56.1	—
7. Supervisor	1.8	1.4	0.1				
B. Non-production Workers	2.1	9.7	0.7	B. Non Production Wor- kers	12.6	27.4	1.7
All workers	22.9	100.0	100.0	All workers	69.6	100.0	100.0

TABLE 2.2—contd.

Occupation	Manufacture of Match Splints and Veneers and Bobbins			Occupation	Paper and Paper Board factories		
	Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations		Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations
9	10	11	12	13	14	15	16
A. Production Workers	77.3	84.7	98.9	A. Production Workers	16.8	80.1	94.2
(i) Bobbin Factories							
1. Finishing/Colouring/Polishing	100.0	—	6.9	1. Waste paper picker/Sorter	100.0	—	38.0
2. Hole Making	100.0	—	3.3	2. Labourer	22.9	18.8	32.2
3. Ring Fitting	100.0	—	3.3	3. Label Paster	100.0	—	18.2
4. Out Cutting	100.0	—	2.5	4. Sun Drying/Dryer	50.0	0.8	5.0
				5. Envelope Machine Operator	4.3	3.1	0.8
(ii) Match Splints and Veneers Factories							
5. Tray Setting	100.0	—	76.5	6. Other occupations employing women	—	—	—
6. Bundling/Drying/Helpers	100.0	—	6.4	7. Other occupations not employing women	—	54.2	—
7. Other Occupations employing women	—	—	—	8. Supervisor	—	3.2	—
8. Other Occupations not employing women	—	78.2	—				
9. Supervisor	—	6.5	—				
B. Non-Production Workers	17.4	15.3	1.1	B. Non-production workers	4.8	19.9	5.8
All workers	74.5	100.0	100.0	All workers	14.6	100.0	100.0

Occupation	Manufacture of Rubber and Plastic Products			Occupation	Manufacture of Chinaware and Porcelainware		
	Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations		Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations
17	18	19	20	21	22	23	24
A. Production workers	22.9	86.0	93.2	A. Production workers	12.5	81.9	86.2
1. Ring Making/Stripping/Drying/Testing of Balloons	93.3	0.7	33.6	1. Glazing	52.4	2.6	21.1
2. Finishing/Sorting/Packing	86.9	1.3	31.9	2. Assembler	34.4	1.5	5.9
3. Cutting/Sealing/Printing	100.0	—	8.2	3. Water-Dipper	58.1	0.5	5.0
4. Assembler	100.0	—	5.8	4. Finishing	100.0	—	5.6
5. Pinn Winder/Warping/Cleaning	39.5	2.4	5.8	5. Cup and Saucer Making	70.8	0.3	4.8
6. Buffer/General Workers	46.5	2.2	6.9	6. Labour/Helper/Helper to Kari-gar	15.9	27.2	37.9
7. Supervisor	2.2	4.2	0.3	7. Supervisor	1.1	7.1	0.6
8. Other occupations employing women	1.9	9.9	0.7	8. Other occupations employing women	15.3	4.0	5.3
9. Other occupations not employing women	—	65.3	—	9. Other occupations not employing women	—	38.7	—
B. Non-production Workers	11.8	14.0	6.8	B. Non-production workers	9.3	18.1	13.8
All Workers	21.5	100.0	100.0	All workers	11.9	100.0	100.0

TABLE 2.2—Contd.

Occupation	Manufacture of Electrical Machinery, Apparatus and Appliances			Occupation	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)		
	Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations		Percentage of women to total workers in the occupation	Percentage of men in the occupation to total men workers in all occupations	Percentage of women in the occupation to total women workers in all occupations
25	26	27	28	29	30	31	32
A. Production workers	7.2	74.7	76.7	A. Production workers	26.4	69.6	81.9
1. Assembler/Machine Operator/Wiring Operator	11.1	25.6	42.4	1. Testing	90.6	0.1	3.9
2. Winder	81.0	0.1	3.0	2. Assembler/Operator	40.7	26.2	59.0
3. Packer	35.7	0.6	4.4	3. Winder	55.0	0.7	2.9
4. Benchviewer/Checker/Tester	31.8	1.2	7.2	4. Helper	48.7	1.6	4.9
5. Helper	8.2	11.6	13.8	5. Other occupations employing women	33.1	4.2	6.8
6. Other occupations employing women	10.5	3.7	5.9	6. Other occupations not employing women	—	26.6	—
7. Supervisor	—	5.5	—	7. Supervisor	11.7	10.2	4.4
8. Other occupations not employing women	—	26.4	—				
B. Non-production workers	6.5	25.3	23.3	B. Non-production workers	15.4	30.4	18.1
All workers	7.0	100.0	100.0	All workers	23.4	100.0	100.0

TABLE 2.3—Percentage distribution of women employment by important occupations in the different industry groups during the period 1981-85

Sl. No.	Year	Tea Processing					Coffee Curing			
		Stalk Picking	Sifting/Sieving/Feeding	Sorting/Grading	Packing	Others	Garblers	Sweeping/Stitching/Winnowing	Yard workers	Others
1	2	3	4	5	6	7	8	9	10	11
1	1981	68.1	13.0	10.3	5.3	3.3	85.4	4.7	5.9	4.0
2	1982	68.8	12.8	10.4	5.0	3.0	84.4	5.0	6.6	4.0
3	1983	70.3	11.5	10.1	5.0	3.1	85.6	4.7	5.9	3.8
4	1984	70.5	11.3	10.0	4.7	3.5	85.1	4.8	6.1	4.0
5	1985	73.7	5.0	12.7	4.2	4.4	84.9	4.9	6.2	4.0

TABLE 2.3—Contd.

Sl. No.	Year	Manufacture of Match Splints and Veneers and Bobbins						
		Out Cutting	Hole making	Ring Fitting	Finishing/colouring/Polishing	Tray Setting	Bundling/Drying/Helper	Others
1	2	12	13	14	15	16	17	18
1	1981	2.6	4.5	3.7	7.6	72.7	7.6	1.3
2	1982	2.6	4.7	3.9	8.2	71.9	7.4	1.3
3	1983	2.2	3.9	3.2	6.6	76.5	6.4	1.2
4	1984	2.1	3.2	3.2	6.6	76.9	6.9	1.1
5	1985	2.5	3.3	3.3	6.9	76.5	6.4	1.1

Sl. No.	Year	Paper and Paper Board factories						
		Envelope Machine Operator	Labourer	Waste Paper Picker	Label Paster	Sundrying/Dryer	Waste Paper Sorter	Others
1	2	19	20	21	22	23	24	25
1	1981	0.8	33.3	17.8	16.3	4.7	19.4	7.7
2	1982	0.7	29.5	14.8	14.8	3.3	30.2	6.7
3	1983	0.6	27.4	13.1	13.1	2.0	38.6	5.2
4	1984	0.7	26.7	12.7	14.6	4.0	36.6	4.7
5	1985	0.8	32.2	12.4	18.2	5.0	25.6	5.8

Sl. No.	Year	Manufacture of Rubber and Plastic Products							
		Pirn winder/warping cleaning	Packing/sorting/finishing	Cutting/Sealing/Printing	Assembler	Ring making/Stripping/Drying/Testing of Balloons	Buffer/General workers	Super-visors	Other occupations
1	2	26	27	28	29	30	31	32	33
1	1981	6.2	32.8	9.2	6.2	32.5	4.3	0.3	8.5
2	1982	6.2	32.5	8.7	6.2	33.8	5.2	0.3	7.1
3	1983	6.0	32.8	8.6	6.3	34.4	5.0	0.3	6.6
4	1984	6.5	30.4	8.2	5.8	35.1	6.5	0.3	7.2
5	1985	5.8	31.9	8.2	5.8	33.6	6.9	0.3	7.5

Sl. No.	Year	Manufacture of Chinaware and Porcelainware						
		Assembler	Glazing	Finishing	Labour/Helper/Helper to Karigar	Water Dipper	Cup and Saucer maker	Others
1	2	34	35	36	37	38	39	40
1	1981	5.7	21.1	6.8	44.7	4.2	4.7	12.8
2	1982	6.6	22.1	6.6	42.4	3.4	4.0	14.9
3	1983	6.8	22.4	6.8	40.4	3.8	4.1	15.7
4	1984	6.1	21.8	5.9	41.3	5.3	4.2	15.4
5	1985	5.9	21.1	5.6	37.9	5.0	4.8	19.7

TABLE 2.3—Contd.

Sl. No.	Year	Manufacture of Electrical Machinery, Apparatus and Appliances					
		Assembler/ Machine Operator/ Wiring Operator	Winder	Packer	Checker/ Tester/ Benchviewer	Helper	Other occupa- tions
1	2	41	42	43	44	45	46
1	1981	45.4	2.9	5.0	7.6	11.5	27.6
2	1982	44.5	2.9	4.3	7.3	13.6	27.4
3	1983	44.0	2.9	4.7	7.2	13.6	27.6
4	1984	42.8	2.9	4.8	7.2	14.3	28.0
5	1985	42.4	3.0	4.4	7.2	13.8	29.2

Sl. No.	Year	Manufacture of Electronic Goods and Components (except Manufacture of Radio and T.V. Sets)					
		Assembler/ Operator	Winding	Testing	Supervisory	Helper	Other Occupa- tions
1	2	47	48	49	50	51	52
1	1981	58.8	4.7	4.6	3.8	2.2	25.9
2	1982	61.0	4.7	4.2	4.3	1.9	23.9
3	1983	62.1	3.7	4.6	6.4	2.5	20.7
4	1984	62.5	2.9	4.4	5.5	4.5	20.2
5	1985	59.0	2.9	3.9	4.4	4.9	24.9

other occupations in which they were engaged were (Sieving/Sifting/Feeding' Sorting/Grading' and Packing'. These occupations taken together accounted for nearly 22 per cent of the total women employment in the sampled factories. Women workers were also engaged in small numbers in occupations like rotor vaning/rolling machine workers, material quality control workers, leaf carriers, drying machine workers, sweepers, etc. The job of stalk picking which was done manually in almost all the tea factories, was a female prerogative. In 'Sorting/Grading' and 'Packing' also, the proportion of women to total workers employed in these occupations was as high as 75.1 per cent and 63.6 per cent respectively. In 'Sieving/Sifting/Feeding' about 40 per cent of the workers were women. Women were not at all employed in occupations, like 'Fixing/Roasting', 'Engine Driver', 'Oilman', 'Rolling/Drying', 'C.T.C. Machine Attendant' and 'Mechanic/Fitter', etc.

Coffee Curing

2.3.3 A special feature of this industry was preponderance of women workers. Women workers

formed as much as 70 per cent of the total employment in the sampled factories. Almost all the women workers were employed in occupations related directly or indirectly with production processes. Women workers were engaged mainly as garblers and drying yard workers. The work of garbling involves separating out with the help of packing triages the inferior stuff like huller cuts, shrivelled and malformed beans and other unwanted material from the coffee beans. This work is most suitable for women workers as this is a light job of repetitive nature requiring great patience. A staggering 85 per cent of the women workers were garblers while no male worker was found on this job. In the drying yard both male and female workers were engaged. Women drying-yard workers were attending to a variety of jobs like spreading, drying and heaping coffee beans, packing, stitching of gunny bags, weighing and stacking uncured coffee in the yard and bundling of gunny bags whereas the corresponding male workers performed jobs like carrying bags containing coffee from one place to another, stacking, attending to hulling, weighing and other hazardous jobs. About 6 per cent of the total women workers were engaged as drying-yard workers and the total employment in

this occupation was shared almost equally by men and women. About 5 per cent of the total women workers in the sampled factories were also engaged in sweeping, winnowing and stitching jobs. Women workers were also engaged in small numbers in occupations like sorting, grinding, withering, weighing, sieving/sizing, etc. Women were not employed as 'Roasters', 'Mechanics', 'Boiler Attendants', 'Machine Cleaners' and 'Machine Operators', 'Yard and Huller workers', 'Machine room workers', 'Godown workers', 'Head loaders', 'General workers', etc.

2.3.4 Manufacture of Match Splints and Veneers and Bobbins

The proportion of women employment was quite appreciable in these factories also. About three-fourths of workers in the sampled factories were women and almost all of them were employed as production workers. Most of the occupations in 'Match Splints and Veneers and Bobbins' factories were earmarked exclusively for women workers and no male employment was reported in these occupations. In bobbin factories, women workers were exclusively engaged in cutting small pieces of wood and in drilling and making holes in them to form bobbins with the help of small machines. Occupations like 'Ring Fitting' and 'Finishing/Colouring/Polishing' in Bobbins factories were also carried out exclusively by women workers. The number of male workers employed in Bobbin factories was found to be very low and they were mainly engaged in cutting big logs of wood into smaller ones with the help of machines. Similarly, most of the women workers in Match Splints and Veneers factories were engaged in arranging veneers and splints in trays and they were categorised as 'Tray Setters'. No male employment was observed in this occupation also. However, these workers in some cases were also attending to other jobs like making bundles of veneers and spreading them for drying, etc. In some factories, however, women workers were also categorised separately as 'Bundlers/Driers/Peeling Machine Helpers'. Men workers were engaged mainly in jobs like wood cutting, removal of outer skin of wooden logs, carrying of wooden logs, loading and unloading, packing and other general work in the factory. No woman worker was engaged in these occupations.

2.3.5 Paper and Paper Board factories

Women do not have an important role in Paper and Paper Board factories. They constituted only about 15 per cent of the total employment in the sampled factories and almost all of them were employed in lower levels of production. Almost all the main occupations relating to the production of paper and paper board, such as Maistry, Beaterman, Cutting Machine Operator, Finisher,

Calenderman, Pressman, Pulpmachine Operator, Kneader, Fitter, Turner, Welder, Hammerman, etc., were being carried out exclusively by men workers. Women workers were attending to only unskilled jobs like sorting of waste paper, drying wet boards in drying yard, label pasting, etc. About 38 per cent of the total women workers in the sampled factories were employed as 'Waste Paper Sorters Pickers' while 5.0 per cent were working as 'Dryers'. Women label pasters were reported in one paper envelope factory and constituted about 18 per cent of the total women workers in all the sampled factories. While half of workers employed as 'Dryers' were females, 'Waste Paper Sorting/Picking' and 'Label Pasting' jobs were being undertaken exclusively by women workers. About 32 per cent of the total women workers were also engaged as 'Labourers' who were attending to a variety of unskilled jobs like drying of wet boards, waste paper sorting/picking, etc. Only one woman worker was employed as 'Envelope Machine Operator'.

2.3.6 Manufacture of Rubber and Plastic Products

Women formed about 22 per cent of the total employment in the sampled factories. A good number of women workers in Rubber and Plastic Products factories were engaged in removing extra material from the finished products and in sorting and packing small items. These workers were categorised as 'Finishers/Sorters/Packers' and constituted 31.9 per cent of the total women workers employed in the sampled factories. About 33.6 per cent of the women workers were engaged in 'Ring Making/Stripping/Drying/Testing' in balloon factories. Women workers in the sampled factories were also employed in 'Pirn Winding/Warping/Cleaning' and 'Cutting/Sealing/Printing' in plastic woven sacks and fabrics factories, 'Assembling' and 'Printing' in purse and key tags factories and as 'Buffer/General Mazdoor' in plastic mugs and buckets factories.

These occupations taken together accounted for 26.7 per cent of the total women employment in the sampled factories. Most of the workers engaged in 'Ring Making/Stripping/Drying/Testing of Balloons' and in 'Finishing/Sorting/Packing' were females whereas occupations like 'Assembling' and 'Cutting/Sealing/Printing' were done exclusively by women workers. Women workers were also engaged in small numbers in occupations, like drying of crepe, stitching of bags and helpers. Women workers were not engaged in occupations like 'Dipping' of frames into latex in balloon factories, (Loading/Unloading), 'Colourmixing', 'Machine Operator', 'Die-making', 'Moulder', 'Turner', 'Fitter', 'Oilmn' and 'Grinder' in plastic mugs and buckets factories, as only male workers were employed in these jobs.

2.3.7 Manufacture of Chinaware and Porcelain-ware

The proportion of women workers was not substantial in the sampled Chinaware and Porcelain-ware factories. They constituted only about 12 per cent of the total employment in the factories studied. Women workers were employed mainly in jobs like Finishing, Glazing, Assembling and Packing in insulators manufacturing factories and in Cup and Saucer making, Jolly Gigger Machine Operators, Cleaning and Glazing, Carrying of Unfinished and Finished goods from one place to another and as Helpers in crockery factories. They were mainly concentrated in occupations like 'Labourer/Helper' and 'Glazing' which together accounted for about 59 per cent of the total women employment in the sampled factories. The other occupations, viz., 'Assembler', 'Water Dipper', 'Finishing' and 'Cup and Saucer Making' engaged about 21 per cent of the total women workers. About 5 per cent of the women workers were also engaged in jobs like loading/unloading, packing, moulding, slip grinder, etc. Non-production women workers were engaged in occupations like Clerks/Stenos, Peons, Sweepers, Key Punch Operators, etc. A large majority of the workers engaged in cup and saucer making in crockery factories were females whereas the job of finishing in Insulators manufacturing factories was attended to exclusively by women workers. No woman worker was employed as Karigar, Pug Mill Worker, Loader/Unloader, Furnaceman, Turner, Electrician, Fitter, Carpenter, Mechanic, Plumber, Die-maker, Welder, Moulder, and Pressman, as only male workers were employed on these jobs.

2.3.8 Manufacture of Electrical Machinery, Apparatus and Appliances

This was one of the other industries where the participation of women workers was observed to be considerably low. Women formed only about 7 per cent of the total employment in sampled factories and about 77 per cent of them were employed in production processes. They were predominantly engaged as 'Assemblers/Wiring operators' accounting for nearly 42 per cent of the total women employment in the sampled factories. These workers generally performed the jobs of soldering and assembling small instruments used in the manufacture of switches, push buttons, dry cells, etc. About 14 per cent of the total women workers were also categorised as 'Helpers' who attended to a variety of jobs like winding, soldering and assembling of components. About 3 per cent of the women workers were also engaged mainly as winders. The other occupations in which they were engaged were 'Bench viewer/checker/Tester' and 'Packer'. These occupations taken together

engaged about 12 per cent of the total women workers. A few women were also employed as Engineers and Technical Assistants in one Electric Motor factory. Women workers were also engaged in small numbers in occupations like Analysts/Chemist, Engineers, Sweepers, Stemming and Decrimping of cells, etc. Women workers categorised as non-production workers were engaged in occupations like Superintendent/Office Supervisors, Clerks, Nurses, Secretary/Assistant Manager, Store Keepers/Telephone Operators, Receptionists, Sweepers, etc.. However, the persons engaged as Supervisors were found to be all males. Women were also not found employed in occupations like 'Foreman', 'Heavy Motor/Transformer Winder', 'Quality Controller', 'Welder', 'Fitter', 'Turner', 'Moulder', 'Press Man/Tool and Die Maker', 'Mechanic', 'Maistry', 'Electrician', etc. They were also not engaged in assembling heavy components where men workers were exclusively employed.

2.3.9 Manufacture of Electronic Goods and Components (Except manufacture of Radios and T.V. Sets)

Women accounted for about 23 per cent of the total employment in the factories studied under the above industry head. They were mainly employed as 'Assemblers/Operators' accounting for about 59 per cent of the total women employment in sampled factories. These women workers were engaged in assembling small electronic components or in fixing and joining them on the printed circuit boards. They were also sometimes attending to the work of soldering and wiring and testing of the assembled components. About two-fifths of the workers employed on these jobs were women. They were found more suitable for these jobs because of their having patience and nimble fingers. About 4 per cent of the total women workers were engaged exclusively in 'Testing'. The other occupations in which women were employed were 'Winder' and 'Helper' which accounted for nearly 8 per cent of the total women employment in the sampled factories. Women workers shown against 'other occupations employing women' under column 32 of Table 2.2 were those which were engaged in the jobs like Foilcutting, Sleeving, Ageing, Folding, Finishing, Electroplating, Machine Picking, Checking and Counting, Programmer, Quality Controller, Engineer, etc. About 4.4 per cent of the women workers were also engaged in the supervisory capacity. About 18 per cent of the total women workers, who were categorised as non-production workers, were engaged in occupations like Clerks, Account Clerks, PA/Steno/Secretary, Nurses, Telephone Operators, Peons, Sweepers, etc. Women were, however, not engaged in occupations like 'Carpenter/Fitter' 'Loader/

Unloader', 'Moulder', 'Welder', 'Turner/Driller', 'Die-Maker', 'Machine Operator', 'Electrician', which were exclusively performed by male workers.

2.3.10 It emerges from the preceding paras that many occupations which engaged women workers were those in which either they were exclusively engaged or their proportion to total employment in the occupation was higher than that of male workers. Further, most of the women workers in the industries covered were employed in unskilled occupations.

The proportion of women engaged in semi-skilled, skilled, professional, technical and supervisory jobs was very low. As would be seen from Table 2.3, most of the occupations did not reveal any wide variations in the proportion of women employment during the period 1981—85. The year-wise variations in the proportion of women employment in some occupations, as revealed by Table 2.3, were mainly due to the fact that they were rotated from one unskilled occupation to another.

2.4 Level of skill

2.4.1 For making a comparative sex-wise study of distribution of workers by level of skill and

broad occupational groups, men and women workers employed in the sampled factories were classified into following five broad categories:—

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

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

2.4.2 It would be seen from Table 2.4 that the percentage of women holding skilled, professional, technical, administrative, executive, managerial and supervisory jobs was far less than that of the corresponding men workers. As high as 86 to 99 per cent of women employees in the

TABLE 2.4—Percentage distribution of men and women workers in the sampled factories by broad occupational groups.

Sl. No.	Industrial Category	Distribution of employment by broad occupational groups as on the reference dates										
		Total employees in the sampled factories			Professional, Technical and related personnel		Administrative, Executive and Managerial Personnel		Clerical and related workers		Supervisors	
		Men	Women	Total	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Tea Processing	100.0 (3,936)	100.0 (1,166)	5,102	0.3 (14)	— (—)	1.3 (52)	— (—)	2.3 (89)	0.5 (6)	1.4 (55)	0.1 (1)
2	Coffee Curing	100.0 (533)	100.0 (1,221)	1,754	0.2 (1)	— (—)	2.4 (13)	— (—)	16.5 (88)	0.8 (10)	3.5 (19)	0.4 (5)
3	Manufacture of Match Splints and Veneers and Bobbins	100.0 (124)	100.0 (362)	486	— (—)	— (—)	6.5 (8)	— (—)	5.6 (7)	1.1 (4)	6.5 (8)	— (—)
4	Paper and Paper Board factories	100.0 (705)	100.0 (121)	826	1.3 (9)	— (—)	2.8 (20)	0.8 (1)	8.4 (59)	3.3 (4)	3.3 (23)	— (—)
5	Manufacture of Rubber and Plastic Products	100.0 (1,063)	100.0 (292)	1,355	5.5 (58)	0.7 (2)	3.0 (32)	0.7 (2)	5.8 (62)	4.8 (14)	4.2 (45)	0.3 (1)
6	Manufacture of Chinaware and Porcelainware	100.0 (2,625)	100.0 (356)	2,981	4.4 (115)	0.8 (3)	1.6 (42)	— (—)	5.6 (147)	8.1 (29)	7.1 (186)	0.6 (2)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	100.0 (7,497)	100.0 (566)	8,063	6.7 (498)	2.5 (14)	3.9 (295)	0.3 (2)	8.4 (625)	17.1 (97)	5.5 (411)	— (—)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	100.0 (2,463)	100.0 (751)	3,214	3.5 (85)	0.8 (6)	3.9 (97)	0.1 (1)	15.1 (373)	16.0 (120)	10.1 (248)	4.3 (32)

Note: Absolute figures are given in brackets.

TABLE 2.4—*contd.* Percentage distribution of men and women workers in the sampled factories by broad occupational groups

Sl. No.	Industrial Category	Distribution of employment by broad occupational groups as on the reference dates							
		Production and related workers							
		Skilled		Semi-skilled		Un-skilled		Others	
		Men	Women	Men	Women	Men	Women	Men	Women
1	2	14	15	16	17	18	19	20	21
1	Tea Processing	3.3 (131)	— (—)	6.1 (239)	0.2 (2)	79.5 (3,129)	99.0 (1,155)	5.8 (227)	0.2 (2)
2	Coffee Curing	4.9 (26)	— (—)	2.1 (11)	— (—)	62.1 (331)	97.9 (1,195)	8.3 (44)	0.9 (11)
3	Manufacture of Match Splints and Veneers and Bobbins	10.5 (13)	— (—)	25.8 (32)	9.1 (33)	41.9 (52)	89.8 (325)	3.2 (4)	— (—)
4	Paper and Paper Board factories	14.7 (104)	0.8 (1)	30.9 (218)	— (—)	31.2 (220)	93.4 (113)	7.4 (52)	1.7 (2)
5	Manufacture of Rubber and Plastic Products	37.6 (400)	3.8 (11)	13.6 (144)	3.0 (9)	25.2 (268)	86.0 (251)	5.1 (54)	0.7 (2)
6	Manufacture of Chinaware and Porcelainware	20.3 (534)	— (—)	18.6 (487)	28.7 (102)	35.3 (927)	57.9 (206)	7.1 (187)	3.9 (14)
7	Manufacture of Electrical Machinery and Apparatus and Appliances	22.2 (1,666)	3.7 (21)	26.0 (1,951)	26.7 (151)	20.9 (1,570)	46.3 (262)	6.4 (481)	3.4 (19)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	28.8 (710)	6.7 (50)	19.0 (467)	36.6 (275)	11.7 (289)	34.3 (258)	7.9 (194)	1.2 (9)

Note : Absolute figures are given in brackets.

sampled 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board' and 'Rubber and Plastic Products' factories were employed in unskilled capacity. No woman worker in the sampled 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins' and 'Chinaware and Porcelainware' factories and only one woman worker (0.8 per cent) in 'Paper and Paper Board' factories was employed in skilled jobs, whereas the proportion of corresponding men workers varied between 3 and 20 per cent. In 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories also the proportion of women employed in skilled occupations was only 3.8 per cent, 3.7 per cent and 6.7 per cent, respectively as against much higher percentages of 37.6, 22.2 and 28.8 respectively in the case of corresponding men workers. However, the percentage of women engaged in semi skilled jobs was substantial in the sampled 'Chinaware and Porcelainware', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, being 28.7, 26.7 and 36.6 respectively.

2.4.3 The proportion of women holding professional, technical, administrative, executive, managerial and supervisory jobs was found negligible in most of the factories studied. The number of women holding such jobs was only one in 'Paper and Paper Board' factories and four in 'Rubber and Plastic Products' and three in 'Chinaware and Porcelainware' factories. No such women were found employed in 'Match Splints and Veneers and Bobbins' 'Tea Processing' and 'Coffee Curing' factories. Even in 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, in which some women workers were holding professional, technical, executive and supervisory posts like Engineers, Technicians, Chemists, Accountants and Nurses, the proportion of women holding such jobs at higher levels of production was only 2.8 per cent and 5.2 per cent respectively as against much higher percentages of 16.1 and 17.5, respectively of men workers holding similar posts.

2.5 Reasons for not employing women

2.5.1 As already stated in Chapter-I, a questionnaire was also canvassed for factories not employing women but falling in the industry groups

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

2.5.2 Tea Processing

Most of the tea factories had some women employment. In Tea factories located in Assam and north West Bengal, women were found to be engaged in large numbers especially in those factories which produced Green and Orthodox qualities of tea. Women workers were, however, not found to be employed in one factory which produced only C. T. C. quality of tea. In this factory, sifting/grading machine had been installed and thus the necessity of engaging women for sifting and grading jobs was not being felt.

2.5.3 Coffee Curing

Women workers were found engaged in almost all the Coffee Curing factories. As such, no Coffee Curing unit not employing women could be selected for the study.

2.5.4 Manufacture of Match Splints and Veneers and Bobbins

Women workers were found to be invariably employed in these factories. Women employment was, however, not observed in most of other types of Veneer and Plywood factories not manufacturing the above items because women could not do the heavy work of carrying and cutting the big logs of wood.

2.5.5 Manufacture of Paper and Paper Board

As already stated in para 2.3.5, the participation of women in Paper and Paper Board industry was not appreciable because most of the production processes in these factories were carried out with the help of machines. Women workers were engaged mainly in sorting waste paper and drying wet boards. Women workers were not found to be employed in some factories where drying machines had been installed. They were not regarded suitable for handling the machines.

2.5.6 Manufacture of Rubber and Plastic Products

Women workers were employed mostly in Rubber Balloon and Plastic factories producing items like buckets, jugs, purses, buttons, key tags, mugs, woven sacks, etc. Most of such factories were

employing women. However, a few such factories did not engage women partly because they were not in favour of men and women working together and partly because of the separate welfare facilities statutorily required to be provided for them. A few other employers felt that the rotation of workers among the three shifts would get disturbed if they would engage women because they could not be employed in night shifts.

2.5.7 Manufacture of Chinaware and Porcelainware

Women employment was observed in almost all the factories producing pottery, insulators, etc. Thus, only one factory not employing women could be selected for the study. The employer of this factory did not engage women partly because he considered women as less efficient than men and partly because he did not like the idea of men and women working together.

2.5.8 Manufacture of Electrical Machinery, Apparatus and Appliances

Women workers were not employed by all types of 'Electrical Machinery, Apparatus and Appliances' factories. They were, however, found to be employed in most of the factories producing light electrical machinery like, dry cells, switches, chokes, electric bells, push buttons, etc. A few employers did not employ women workers as they felt that women would not be in a position to do hard manual jobs and also they would not work on over-time basis.

2.5.9 Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T. V. Sets)

Most of electronic goods and components factories had some women employment. As such, only one electronic factory not employing women could be studied. The employer of this factory felt that by employing women he would have to provide separate welfare amenities for them and also the rotation of workers among various shifts would get disturbed because women could not be employed in night shifts.

2.6 Employment status

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

2.6.2 Table 2.5 gives sex-wise distribution of workers in the sampled factories by employment status. It will be seen from this table that the share of women workers in permanent jobs was very low in 'Tea Processing' factories. Only 30.5 per cent of the women workers, as against 60.4 per cent of men workers, employed in these factories were found holding a permanent status. As much as 67.9 per cent of the women workers in these factories were temporary and the remaining 1.6 per cent were casual. Temporary and casual women workers were mostly engaged as 'Stalk

Pickers', who were found employed in tea factories producing green and orthodox qualities of tea. They were seasonal workers employed only for 5 to 6 months in a year during the period May—October. In 'Paper and Paper Board' factories about three-fourths of the women workers were reported to be permanent and the rest were contract workers. In rest of the factories, however, the proportion of women workers holding permanent jobs was quite high varying from 83.2 per cent in 'Rubber and Plastic Products' factories to 96.4 per cent in (Match Splints and Veneers and Bobbins' factories.

TABLE 2.5—Sex-wise percentage distribution of workers in the selected industries by employment status as on the reference dates

Sl. No.	Industrial Category	Percentage distribution of workers by employment status									
		Permanent		Temporary		Casual		Contract		Total	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12
1	Tea Processing	60.4 (2,377)	30.5 (356)	37.9 (1,493)	67.9 (792)	1.7 (66)	1.6 (18)	— (—)	— (—)	100.0 (3,936)	100.0 (1,166)
2	Coffee Curing	73.7 (393)	83.9 (1,024)	6.6 (35)	16.1 (197)	— (—)	— (—)	19.7 (105)	— (—)	100.0 (533)	100.0 (1,221)
3	Manufacture of Match Splints and Veneers and Bobbins	100.0 (124)	96.4 (349)	— (—)	3.6 (13)	— (—)	— (—)	— (—)	— (—)	100.0 (124)	100.0 (362)
4	Paper and Paper Board factories	86.5 (610)	74.4 (90)	13.5 (95)	— (—)	— (—)	— (—)	— (—)	25.6 (31)	100.0 (705)	100.0 (121)
5	Manufacture of Rubber and Plastic Products	97.6 (1,037)	83.2 (243)	2.4 (26)	16.8 (49)	— (—)	— (—)	— (—)	— (—)	100.0 (1,063)	100.0 (292)
6	Manufacture of Chinaware and Porcelainware	96.6 (2,537)	94.1 (335)	0.8 (20)	1.7 (6)	1.8 (48)	— (—)	0.8 (20)	4.2 (15)	100.0 (2,625)	100.0 (356)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	92.6 (6,942)	93.8 (531)	6.4 (474)	6.2 (35)	0.9 (70)	— (—)	0.1 (11)	— (—)	100.0 (7,497)	100.0 (566)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	99.6 (2,452)	90.0 (676)	0.4 (11)	10.0 (75)	— (—)	— (—)	— (—)	— (—)	100.0 (2,463)	100.0 (751)

Note : Absolute figures are given in brackets.

2.6.3 Contract labour was found to be working on the reference dates in a few sampled 'Coffee Curing', 'Paper and Paper Board', 'Chinaware and Porcelainware' and 'Electrical Machinery and Apparatus and Appliances' factories. However, female contract labour was observed only in 'Paper and Paper Board' and 'Chinaware and Porcelainware' factories.

These women contract workers were engaged in sorting waste paper in 'Paper and Paper Board' factories and in loading and unloading jobs in 'Chinaware and Porcelainware' factories and formed 25.6 per cent and 4.2 per cent, respectively of the total women workers.

2.7 Length of service

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

2.7.2 It will be seen from Table 2.6 that all the 13 temporary women workers in 'Match Splints and Veneers and Bobbins', three in 'Chinaware and Porcelainware', two-fifths in 'Rubber and

Plastic Products', about 7 per cent in 'Tea Processing' and one-fourth of temporary women workers in 'Coffee Curing' factories continued to hold the same employment status after putting in more than one year's service. Some of these temporary women workers in 'Tea Processing', 'Coffee Curing' and 'Rubber and Plastic Products' factories had even more than five years of service to their credit. In the remaining industries, however, no temporary woman worker had completed one year's service.

2.7.3 The study revealed that there were no hard and fast rules for making temporary women

workers permanent. The employers claimed that women workers recruited against permanent posts were made permanent soon after their successful completion of minimum qualifying period of service subject to their being fit for the jobs.

2.7.4 So far as the permanent women workers were concerned, a majority of them in all industries, excepting Electronic Goods and Components factories had put in more than 5 years of service in the sampled factories. A large number of such permanent women workers were reported having a continuous service of even more than 10 years in the sampled units.

TABLE 2-6—Percentage distribution of women workers in the selected industries by length of service.

Sl. No.	Industrial Category	Employment Status	Percentage distribution of women workers by length of service					
			Under 1 year	1 year to less than 5 years	5 years to less than 10 years	10 years to less than 15 years	15 years and above	Total
1	2	3	4	5	6	7	8	9
1	Tea Processing	(a) Permanent	13.5 (48)	7.8 (28)	18.0 (64)	26.4 (94)	34.3 (122)	100.0 (356)
		(b) Temporary	93.1 (737)	4.0 (32)	2.9 (23)	— (—)	— (—)	100.0 (792)
		(c) Casual	100.0 (18)	— (—)	— (—)	— (—)	— (—)	100.0 (18)
		(d) Contract Labour	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(e) Total	68.9 (803)	5.1 (60)	7.4 (87)	8.1 (94)	10.5 (122)	100.0 (1,166)
2	Coffee Curing	(a) Permanent	4.4 (45)	24.9 (255)	25.3 (259)	9.5 (97)	35.9 (368)	100.0 (1,024)
		(b) Temporary	74.1 (146)	23.9 (47)	2.0 (4)	— (—)	— (—)	100.0 (197)
		(c) Casual	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(d) Contract Labour	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(e) Total	15.7 (191)	24.7 (302)	21.5 (263)	8.0 (97)	30.1 (368)	100.0 (1,221)
3	Manufacture of Match Splints and Veneers and Bobbins	(a) Permanent	10.0 (35)	38.7 (135)	21.5 (75)	14.3 (50)	15.5 (54)	100.0 (349)
		(b) Temporary	— (—)	100.0 (13)	— (—)	— (—)	— (—)	100.0 (13)
		(c) Casual	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(d) Contract Labour	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(e) Total	9.7 (35)	40.9 (148)	20.7 (75)	13.8 (50)	14.9 (54)	100.0 (362)
4	Paper and Paper Board Factories	(a) Permanent	— (—)	8.9 (8)	15.6 (14)	12.2 (11)	63.3 (57)	100.0 (90)
		(b) Temporary	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(c) Casual	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(d) Contract Labour	100.0 (31)	— (—)	— (—)	— (—)	— (—)	100.0 (31)
		(e) Total	25.6 (31)	6.6 (8)	11.6 (14)	9.1 (11)	47.1 (57)	100.0 (121)

TABLE 2-6—*contd.*

Sl. No.	Industrial Category	Employment Status	Percentage distribution of women workers by length of service					Total
			Under 1 Year	1 Year to less than 5 Years	5 Years to less than 10 years	10 years to less than 15 years	15 years and above	
1	2	3	4	5	6	7	8	9
5	Manufacture of Rubber and Plastic Products	(a) Permanent	10.7 (26)	21.4 (52)	25.9 (63)	18.5 (45)	23.5 (57)	100.0 (243)
		(b) Temporary	57.1 (28)	22.5 (11)	20.4 (10)	— (—)	— (—)	100.0 (49)
		(c) Casual	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(d) Contract Labour	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(e) Total	18.5 (54)	21.6 (63)	25.0 (73)	15.4 (45)	19.5 (57)	100.0 (292)
6	Manufacture of Chinaware and Porcelainware	(a) Permanent	1.8 (6)	21.2 (71)	17.6 (59)	7.8 (26)	51.6 (173)	100.0 (335)
		(b) Temporary	50.0 (3)	50.0 (3)	— (—)	— (—)	— (—)	100.0 (6)
		(c) Casual	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(d) Contract Labour	100.0 (15)	— (—)	— (—)	— (—)	— (—)	100.0 (15)
		(e) Total	6.7 (24)	20.8 (74)	16.6 (59)	7.3 (26)	48.6 (173)	100.0 (356)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	(a) Permanent	4.0 (21)	19.2 (102)	17.1 (91)	30.7 (163)	29.0 (154)	100.0 (531)
		(b) Temporary	100.0 (35)	— (—)	— (—)	— (—)	— (—)	100.0 (35)
		(c) Casual	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(d) Contract Labour	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(e) Total	9.9 (56)	18.0 (102)	16.1 (91)	28.8 (163)	27.2 (154)	100.0 (566)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	(a) Permanent	17.9 (121)	34.3 (232)	25.9 (175)	14.5 (98)	7.4 (50)	100.0 (676)
		(b) Temporary	100.0 (75)	— (—)	— (—)	— (—)	— (—)	100.0 (75)
		(c) Casual	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(d) Contract Labour	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
		(e) Total	26.1 (196)	30.9 (232)	23.3 (175)	13.0 (98)	6.7 (50)	100.0 (751)

2.8 Recruitment and labour wastages

2.8.1 Unskilled workers in the sampled factories were generally recruited by the employers directly. However, skilled, professional and executive jobs were usually filled in either through employment exchanges or by putting in advertisements in newspapers.

2.8.2 Each plantation has generally its own tea factory which is located in plantation itself. The additional labour requirement of the factory is sometimes met by transferring temporarily the labour meant for the concerned plantation. Such workers are again transferred to the plantation

when there is lesser work in the factory. Recruitment of labour is made generally out of the unemployed members of families residing in plantations.

2.8.3 Sex-wise data relating to 'Accessions' or the number of persons added to employment, and the labour wastages or 'Separations' occurred either at the instance of the workers or otherwise during the calendar year 1985 was collected during the course of the study.

2.8.4 Table 2.7 gives accession and separation rates separately for men and women workers of the sampled factories. 'Accession' and 'Separation'

rates have been expressed as percentages of the total cases of accessions and separations occurring during the reference year to total average mid-year employment of men and women.

2.8.5 Accession and separation rates among women were exceptionally high in tea factories. This was due to the fact that tea factories located in Assam and north West Bengal were seasonal in nature and worked only for about 9 months in a year. Temporary and casual women workers who were recruited mainly for stalk picking and

sorting jobs worked even for a shorter period of about five to six months in a year. Permanent factory workers were, however, transferred to the plantation when there was no work in the factory. A large number of women workers in tea factories located in Assam and north West Bengal were temporary and were recruited only for the period during which stalk picking and sorting jobs were undertaken and they were retrenched soon after the season was over. Thus, for tea factories rates of accession and separation worked out to be much higher for women than for men, being about

TABLE 2-7 Accession and separation rates among men and women workers in the sampled factories during the calendar year 1935

Sl. No.	Industrial category	Total cases of accession and accession rates		Total cases of separation and separation rates	
		Men	Women	Men	Women
1	2	3	4	5	6
1	Tea Processing	58.5 (2,172)	127.4 (1,461)	53.1 (1,970)	129.5 (1,485)
2	Coffee Curing	11.2 (59)	14.5 (180)	9.5 (50)	14.3 (178)
3	Manufacture of Match Splints and Veneers and Bobbins	18.4 (23)	11.6 (43)	18.4 (23)	15.9 (59)
4	Paper and Paper Board factories	9.7 (69)	45.0 (61)	10.9 (77)	66.4 (90)
5	Manufacture of Rubber and Plastic Products	8.7 (94)	19.8 (58)	11.2 (121)	15.4 (45)
6	Manufacture of Chinaware and Porcelainware	6.1 (161)	7.6 (27)	8.5 (224)	8.1 (29)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	4.9 (364)	12.3 (69)	3.9 (292)	10.9 (61)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	6.0 (146)	32.5 (238)	4.8 (118)	27.2 (199)

NOTE: Absolute figures are given in brackets.

127 per cent and 130 per cent and 59 per cent and 53 per cent, respectively. Accession and separation rates among women were also very high in the case of 'Paper and Paper Board' and 'Electronic Goods and Components' factories, being about 45 per cent and 66 per cent and 33 per cent and 27 per cent, respectively as against the lower rates of only 10 per cent and 11 per cent and 6 per cent and 5 per cent among the men workers. Rates of accession and separation in the case of remaining industries covered under the study were not significant.

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

2.8.7 Due to the reasons already stated in para 2.8.5, most of the separations in tea factories occurred due to 'retrenchment'. In some other industries also, viz., 'Coffee Curing' and 'Rubber and Plastic

Products' factories, a substantial proportion, viz., about one-fourth of the separations in the case of women workers occurred due to retrenchment. However, in the remaining industries covered, all the separations or a majority of them occurred either due to the workers' resignations or because of their leaving the service on their own.

2.8.8 Data regarding age at the time of leaving the factory and daily wages last drawn was also collected in respect of the women workers, who resigned or left on their own or were terminated or retrenched by their employers. These data have been presented in Tables 2.9 and 2.10. In the case of seasonal factories, the age distribution of women workers leaving the factory may not reflect any particular trend as the workers are retrenched at the end of each season. In the case of 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, a majority of the separations occurred in the age group of 18—24 years.

TABLE—2.8 Sex-wise distribution of separations by reasons for severance from employment during 1985

Sl. No.	Industrial Category	Total cases of separation		Distribution of cases of separation by causes							
				Resigned or left on their own		Retired or died		Terminated		Retrenched	
				Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12
1	Tea Processing	100.0 (1,970)	100.0 (1,485)	4.6 (91)	1.0 (14)	0.7 (13)	0.1 (2)	— (—)	— (—)	94.7 (1,863)	98.9 (1,469)
2	Coffee Curing	100.0 (50)	100.0 (178)	96.0 (48)	72.5 (129)	4.0 (2)	1.1 (2)	— (—)	— (—)	— (—)	26.4 (47)
3	Manufacture of Match Splints and Veneers and Bobbins	100.0 (23)	100.0 (59)	100.0 (23)	100.0 (59)	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
4	Paper and Paper Board factories	100.0 (77)	100.0 (90)	88.3 (68)	100.0 (90)	7.8 (6)	— (—)	3.9 (3)	— (—)	— (—)	— (—)
5	Manufacture of Rubber and Plastic Products	100.0 (121)	100.0 (45)	86.0 (104)	75.6 (34)	2.5 (3)	— (—)	4.1 (5)	— (—)	7.4 (9)	24.4 (11)
5	Manufacture of Chinaware and Porcelainware	100.0 (224)	100.0 (29)	32.6 (185)	79.3 (23)	15.6 (35)	17.2 (5)	0.5 (1)	— (—)	1.3 (3)	3.5 (1)
7	Manufacture of Electrical Machinery, Apparatus and Appliances.	100.0 (292)	100.0 (61)	51.0 (149)	100.0 (61)	37.0 (108)	— (—)	12.0 (35)	— (—)	— (—)	— (—)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	100.0 (118)	100.0 (199)	98.3 (116)	84.9 (169)	— (—)	— (—)	1.7 (2)	2.0 (4)	— (—)	13.1 (26)

NOTE: Absolute figures are given in brackets.

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

Sl. No.	Age groups at the time of leaving the factory	Tea Processing	Coffee Curing	Manufacture of Match Splints and Veneers and Bobbins	Paper and Paper Board factories	Manufacture of Rubber and Plastic Products	Manufacture of Chinaware and Porcelainware	Manufacture of Electrical Machinery, Apparatus and Appliances	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)
1	2	3	4	5	6	7	8	9	10
1	Adolescents/Children.	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)	— (—)
2	18-19 years	16.8 (249)	25.6 (45)	30.5 (18)	16.7 (15)	4.5 (2)	— (—)	11.5 (7)	15.6 (31)
3	20-24 years	30.8 (457)	24.4 (43)	47.5 (28)	51.1 (46)	24.4 (11)	12.5 (3)	52.5 (32)	47.2 (94)
4	25-34 Years	32.0 (475)	35.2 (62)	20.3 (12)	21.1 (19)	40.0 (18)	50.0 (12)	32.8 (20)	36.2 (72)
5	35 and above	20.4 (302)	14.8 (26)	1.7 (1)	11.1 (10)	31.1 (14)	37.5 (9)	3.2 (2)	1.0 (2)
	All age Groups	100.0 (1,483)	100.0 (176)	100.0 (59)	100.0 (90)	100.0 (45)	100.0 (24)	100.0 (61)	100.0 (193)

NOTE: Absolute figures are given in brackets.

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

Group of daily wages last drawn (in Rs. 0.00)	Tea Processing	Coffee Curing	Manufacture of Match Splints and Veneers and Bobbins	Paper and Paper Board factories	Manufacture of Rubber and Plastic Products	Manufacture of Chinaware and Porcelainware	Manufacture of Electrical Machinery, Apparatus and Appliances	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)
1	2	3	4	5	6	7	8	9
Up to Rs. 4.99	— (—)	— (—)	— (—)	94.4 (85)	— (—)	— (—)	— (—)	— (—)
Rs. 5.00 to Rs. 9.99	62.0 (920)	89.8 (158)	89.8 (53)	— (—)	6.7 (3)	— (—)	39.3 (24)	10.6 (21)
Rs. 10.00 to Rs. 14.99	36.8 (545)	10.2 (18)	10.2 (6)	1.1 (1)	2.2 (1)	— (—)	— (—)	43.2 (86)
Rs. 15.00 and above	1.2 (18)	— (—)	— (—)	4.5 (4)	91.1 (41)	100.0 (24)	60.7 (37)	46.2 (92)
All wage groups.	100.0 (1,483)	100.0 (176)	100.0 (59)	100.0 (90)	100.0 (45)	100.0 (24)	100.0 (61)	100.0 (199)

Note : Absolute figures are given in brackets

2.9 Migrated women workers

2.9.1 The study also assessed the proportion of migrated women workers in the sampled factories. For this, information about the native place of the sampled women workers covered in the selected factories was collected in the Worker-Level Questionnaire. Other details like reason for migration, occupation before migration, etc., were also collected in respect of the migrated women workers. Table 2.11 gives distribution of the sampled women workers by places to which they belonged.

2.9.2 It will be seen from Table 2.11 that almost all the sampled women workers employed in 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories and most women workers in 'Rubber and Plastic Products' and 'Electronic Goods and Components' factories belonged to the same place where the factory was located. In the remaining factories also only about one-fifth to one-fourth of the sampled women were migrated workers and the rest were reported to be employed at their native places. Some of the women workers employed in 'Tea Processing' and 'Electronic Goods and Components' factories were reported to have migrated from the States of Kerala, Tamil Nadu, Uttar Pradesh, Gujarat, West Bengal and Rajasthan.

2.10 Absenteeism

2.10.1 Absenteeism data was collected separately for men and women workers. As the collection of sex-wise data relating to mandays worked and mandays lost due to absenteeism was found to be time consuming, therefore, in the case of factories employing more than 100 persons, absenteeism data were collected only in respect of those occupations in which either women alone or both men and women were employed. However, for factories employing upto 100 workers, absenteeism data were collected in respect of all occupations including those not employing women. These data were collected separately for time-rated and piece-rated workers employed directly by the sampled units excluding casual, badli and contract workers. From a sampled factory, month-wise data relating to only one particular quarter of the calendar year 1985 was collected. However, for arriving at estimates of absenteeism based on all the months of the reference year, the four quarters of the reference year were randomly allocated, in almost equal proportion, to various sampled factories falling in each minor group industry and month-wise data in respect of the quarter allocated to a particular sampled factory was collected. For the purposes of the study, an 'absence' was defined as a failure of a worker to report for work when he/she was scheduled to work. A worker was regarded as scheduled to work when the employer had

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

Sl. No.	Industrial Category	Total number of women workers studied	Number of women workers belonging to the same place where factory was located	Number of migrated women workers	Distribution of migrated women workers by places from which migrated		
					Same District	Other Districts of the same State	From other States
1	2	3	4	5	6	7	8
1	Tea Processing.	128	102 (79.7)	26 (20.3)	3 (11.5)	10 (38.5)	13 (50.0)
2	Coffee Curing	71	67 (94.4)	4 (5.6)	— (—)	1 (25.0)	3 (75.0)
3	Manufacture of Match Splints and Veneers and Bobbins	76	72 (94.7)	4 (5.3)	— (—)	4 (100.0)	— (—)
4	Paper and Paper Board factories	44	35 (79.5)	9 (20.5)	— (—)	2 (22.2)	7 (77.8)
5	Manufacture of Rubber and Plastic Products	75	65 (86.7)	10 (13.3)	— (—)	5 (50.0)	5 (50.0)
6	Manufacture of Chinaware and Porcelainware	63	48 (76.2)	15 (23.8)	3 (20.0)	9 (60.0)	3 (20.0)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	67	50 (74.6)	17 (25.4)	1 (5.9)	11 (64.7)	5 (29.4)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radio and T.V. Sets)	87	72 (82.8)	15 (17.2)	— (—)	1 (6.7)	14 (93.3)

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

2.10.2 It would be seen from columns 7 and 8 of Table 2.12 that there was not much difference between the absenteeism rates for men and women

employed in 'Tea Processing', 'Coffee Curing', 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Electrical Machinery, Apparatus and Appliances' factories. However, absenteeism among women employed in 'Electronic Goods and Components' factories was sufficiently lower than among men workers. In the case of remaining two industries, viz. 'Match Splints and Veneers and Bobbins' and 'Chinaware and Porcelainware' factories, rates of absenteeism for women worked out to be higher than those for the corresponding men workers. Among the various industries studied, 'Chinaware and Porcelainware' and 'Match Splints and Veneers and Bobbins' factories revealed slightly higher rates of absenteeism among women workers as compared to the remaining industries covered under the study.

TABLE 2.12—Rates of absenteeism for men and women in the selected industries during the Calendar year 1985

Sl. No.	Industrial category	Rates of absenteeism						
		Time-rated workers		Piece-rated workers		All workers		Total
		Men	Women	Men	Women	Men	Women	
1	2	3	4	5	6	7	8	9
1	Tea Processing	13.3	13.4	—	—	13.3	13.4	13.3
2	Coffee Curing	15.5	18.9	15.9	12.0	15.6	14.6	14.7
3	Manufacture of Match Splints and Veneers and Bobbins	13.5	15.4	16.3	20.4	14.5	18.7	17.7
4	Paper and Paper Board factories	11.0	10.7	14.9	9.5	11.2	10.6	11.1
5	Manufacture of Rubber and Plastic Products	14.8	16.2	19.5	—	15.0	16.2	15.3
6	Manufacture of Chinaware and Porcelainware	15.0	19.9	12.1	8.0	14.5	19.0	15.2
7	Manufacture of Electrical Machinery, Apparatus and Appliances	13.4	14.5	—	—	13.4	14.5	13.5
8	Manufacture of Electronic Goods and Components (except Manufacture of Radio and T.V. Sets)	13.3	10.2	—	—	13.3	10.2	12.5

2.11 Comparative efficiency of men and women workers

2.11.1 Employers' views regarding the comparative efficiency of men and women workers in occupations common to them were also collected. However, the employers, in some cases, expressed divergent views regarding the performance of men and women workers engaged even in the same occupation in different factories. This difference of opinion among employers was partly due to the varying standards of work in their factories and partly due to their personal out-look towards the employment of women. In such cases where the employers' opinion about the relative efficiency of men and women differed for the same occupation, the issue was decided according to what the majority of the employers reported.

2.11.2 The study revealed that in most of the occupations in which both men and women workers were employed, women were either as efficient as their male counterparts or were in some cases even more efficient than their male counterparts. In occupations like sorting, sifting, grading and packing in 'Tea Processing' factories, labourers in 'Paper and Paper Board', cup and saucer making in 'Chinaware and Porcelainware', finishers in 'Rubber and Plastic Products' and assembling, helper and soldering in 'Electronic Goods and Components' factories, the performance of women was considered to be better than the corresponding men workers by a majority of the employers. The women workers engaged as helpers and assemblers in 'Chinaware and Porcelainware' factories, helpers, assemblers, winders and wiring operators in 'Electrical Machinery, Apparatus and Appliances' factories, packers and general workers in 'Rubber and Plastic Products' factories and testers, checkers, winders and packers in 'Electronic Goods and Components' factories were considered as efficient as their male counterparts. However, in a few jobs like warping in 'Rubber and Plastic Products' factories and loading/unloading in 'Chinaware and Porcelainware' factories, women were reported to be less efficient than male workers. In occupations where only women workers were engaged, their performance could not be compared with that of men workers.

2.12 Promotion prospects and training

2.12.1 Lack of proper education and training and absence of in-service training facilities are some of the main obstacles which come in the way of women securing jobs at higher levels of production. The study revealed that the prospects of women graduating from unskilled to semi-skilled, skilled and supervisory jobs were existent in only a few factories covered under the study. Employers of

only two electronics factories and one rubber products factory reported that unskilled women workers in their factories were sometimes promoted to semi-skilled skilled and supervisory jobs after imparting necessary training to them. In these two electronics factories, seven unskilled women workers engaged as operators, three women workers employed as monitors and three women engaged in junior supervisory grades were promoted to semi-skilled, supervisory or senior supervisory grades. Similarly, one woman workers engaged as general worker in the plastic products factory was promoted to supervisor'. There were, however, no regular channels of promotion for women workers in the remaining factories studied. Women workers continued to be engaged in the same unskilled occupations in which they were engaged many years ago.

2.12.2 The sampled unskilled and semi-skilled women workers interviewed in the sampled factories were asked whether they were desirous of undergoing some technical training for bettering their promotion prospects. Only a few of them employed in 'Coffee Curing', 'Paper and Paper Board', 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories expressed their desire for getting training in trades like tailoring, embroidery, electronics and machine operators. In 'Tea Processing', 'Match Splints and Veneers and Bobbins' and 'Chinaware and Porcelainware' factories, where most of the women workers were illiterate, no sampled woman worker was interested in acquiring skill in any trade. Most of them were not eager to undergo any technical training partly due to their household responsibilities and partly because of the fear of losing their present jobs. Moreover, in most of the factories, the prospects of promotion from unskilled to semi-skilled and skilled jobs were virtually non-existent.

2.13 Effect of protective legislative provisions on women's employment

2.13.1 Like the workers engaged in other segments of the organised industrial sector, women factory workers are also covered by certain protective legislative provisions which seek to provide them a certain degree of protection with regard to their wages, working conditions, welfare, etc. These legislative provisions include the payment of equal remuneration to men and women engaged in same or similar occupations, prohibition of their employment during night hours and in dangerous and heavy operations, extension of maternity benefits and provision of separate welfare amenities like creche, toilets, etc. The compliance of some of these statutory provisions like extension of maternity benefits, creche facility, etc., involves slight additional financial burden on the part of

the concerned employers whereas some other provisions impose restrictions on the employment of women. With a view to studying the impact of these protective legislative provisions on women's employment, details regarding the actual additional expenditure incurred by the employers during the year 1984-85 by way of extension of special benefits to women workers together with their views regarding women's employment were collected. Table 2.13 gives average additional expenditure incurred per woman worker employed and the percentage of additional expenditure to total wage bill during 1984-85.

2.13.2 Most of the sampled factories did not incur any additional expenditure on women workers during the reference year because no separate

welfare facility like creche, etc., existed in these units. No additional expenditure on women workers was reported to have been incurred in any sampled factory covered under 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Chinaware and Porcelainware' industries. As almost all these sampled factories were covered under the Employees' State Insurance Scheme, so the provisions of maternity benefit also did not constitute any financial burden on the employers. In the case of remaining industries also, the average additional expenditure incurred either on maternity benefit or on the provision of separate welfare amenities, like creches, separate washing and toilets, etc. for women was insignificant in relation to total wage bill.

TABLE 2.13 — Average expenditure incurred on women workers on account of separate welfare measures in the sampled factories during the year 1984-85

o.	Industrial category	Average expenditure per woman worker employed in the sampled units (Rs. 0.00)				Percentage of expenditure to total wage bill			
		Maternity Benefit	Creche	Separate Toilet facility	Total	Maternity Benefit	Creche	Toilets	Total
1	2	3	4	5	6	7	8	9	10
1	Tea Processing	23.19	20.58	17.15	60.92	0.20	0.17	0.15	0.52
2	Coffee Curing	14.39	20.32	—	34.71	0.25	0.35	—	0.60
3	Manufacture of Match Splints and Veneers and Bobbins	—	—	—	—	—	—	—	—
4	Paper and Paper Board factories	—	—	—	—	—	—	—	—
5	Manufacture of Rubber and Plastic Products	—	—	—	—	—	—	—	—
6	Manufacture of Chinaware and Porcelainware	—	—	—	—	—	—	—	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	—	68.64	—	68.64	—	0.02	—	0.02
8	Manufacture of Electronic Goods and Components (except Manufacture of Radio and T.V. Sets)	2.53	—	—	2.53	0.01	—	—	0.01

2.13.3 Although almost all the tea processing and coffee curing factories were covered under the Maternity Benefit Act, yet the average annual expenditure incurred per woman worker employed on this count worked out to be only Rs. 23.19 and Rs. 14.39, respectively constituting only about 0.20 and 0.25 per cent. respectively of the total wage bill. The remaining industries, however, mostly came under the purview of the Employees' Insurance Scheme. In only one electronics factory, women workers were reported to have received maternity benefit under the Maternity Benefit Act. The expenditure on the provision of creche facility was reported to have been incurred in only

a few factories covered under 'Tea Processing', 'Coffee Curing' and 'Electrical Machinery, Apparatus and Appliances' industries and constituted only 0.17 per cent., 0.35 per cent. and 0.02 per cent. respectively of the total wage bill of the sampled factories. Expenditure on separate toilet facilities for women was reported by only a few tea processing factories. Taking the total expenditure incurred on the provision of statutory facilities like maternity benefit, creche, toilets, etc., together, the average annual additional expenditure per woman worker employed varied between Rs. 2.53 and Rs. 68.64 and constituted only 0.01 per cent to 0.60 per cent of the total wage bill.

2.13.4 The study revealed that in most of the cases the additional financial obligations on account of the protective legislative provisions did not have any adverse effect on women's employment. Most of the employers were not feeling any burden of the small additional expenditure which they were incurring on their women employees in providing separate statutory facilities for them. However, a few employers were found to be biased towards women's employment and were not prepared to treat them at par with men. Some emplo-

yers did not allow the women employment in their factories to exceed 30 so that they did not have to provide creche facility. Some employers, especially of sampled 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, discouraged the employment of married females as they considered unmarried women more suitable for the jobs. However, many employers had a very good opinion about women and considered them as more disciplined and efficient than men workers.

CHAPTER III

WAGES AND EARNINGS

3.1 Introductory

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

3.2 The Equal Remuneration Act, 1976

3.2.1 The Directive Principles of State Policy embodied in the Constitution, *inter-alia*, stipulate that the State shall strive to secure equal pay for equal work for both men and women. The I.L.O.

Convention concerning this principle was ratified by India as early as in September, 1958. The necessary enactment for the implementation of this principle was, however, made only on the 26th September, 1975 when the Equal Remuneration Ordinance was promulgated by the President of India. Later on, an Act called the Equal Remuneration Act, 1976 was passed by the Parliament on the 11th February, 1976 after repealing the Ordinance. The Act makes it obligatory on the employers to pay equal remuneration to men and women workers for performing the same work or work of a similar nature. The Act also provides for the prevention of discrimination against women in matters connected with or incidental to recruitment and employment. A fine extending upto Rs. 5,000 can be levied on an employer for making any discrimination against women in matters of recruitment or for paying remuneration at unequal rates to men and women engaged on the same work or work of a similar nature. The Act has been extended to almost all the employments but its implementation has not been so effective partly because there are certain flaws in the Act itself and partly because certain employers have no will to implement the Act. It is always easy for the employers to circumvent the Act by claiming that jobs performed by women are not similar to those done by men.

3.2.2 In 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories, all the jobs in which women were employed had no male employment as these were done exclusively by women. Thus, in such cases the comparative study of rates of wages of men and women could not be made. It was, however, observed that in many cases the daily wages of the lowest paid women were less than those of the corresponding men workers. In tea factories, where wages of workers were regulated through periodic agreements between the representing Employers' Associations and Workers' Unions, the daily-rated women workers employed in Assam and north West Bengal were getting lesser daily wages than those of the corresponding men workers. In five out of the eight tea factories studied in Assam, the women workers' daily wages were less by 17 or 18 paise than those of men workers, being Rs. 10.97 or Rs. 10.88 as compared to Rs. 11.15 or Rs. 11.05, respectively for men workers. The main reason put forward by the management for paying lesser wages to women was that they were engaged on light jobs. This

reason was not found plausible because in a few cases the women doing even exactly the same type of work like transportation of leaf to withering troughs, fermenting, etc., as done by men workers were also getting lesser wages. Furthermore, the wage agreement which regulated the daily wages of workers in tea units did not reveal any difference in the rates of wages of men and women. The study revealed that difference in the rates of daily wages of men and women was more due to the earlier practice of paying less to women than due to any other reason. Till the implementation of the Equal Remuneration Act, 1976, the wages of women in tea units in Assam have been lower than those of men workers. Thus, while in many cases the daily wages of women were brought at par with those of men, in some other units the practice of paying less to women is still continuing. The daily-rated men workers generally performed the jobs of transporting green tea leaf, withering, rolling, C. T. C. machine attendant, fermenting, firing machine attendant, etc., whereas women workers were mostly engaged in stalk picking, sieving, sifting, sorting and grading of processed tea.

3.2.3 In most of the tea estates in Assam, there was not any difference between the wages rates of daily-rated factory workers and those engaged in plantations. However, in West Bengal the factory workers were receiving Re. 0.85 paise per day in Dooars and Terai areas and Re. 0.68 paise per day in Darjeeling area, over and above their daily field wages for working in the factories. In seven out of the nine tea factories studied in north

West Bengal, women factory workers engaged in stalk picking and sorting/grading jobs were, however, not being paid this pay of post which amounted to discrimination against women in matter of wages.

3.2.4 In few other industries also, the daily wages of some women workers were less than those of their male counterparts. Some women workers engaged as assemblers, helpers and packers in two 'Electrical Machinery, Apparatus and Appliances' factories, sun dryers in one 'Paper Board' factory, general workers in one 'Rubber Products' factory and some assemblers and wiring operators in three 'Electronics' factories were getting lesser daily wages than their male counterparts.

3.3 System of wage payment

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

3.3.2 As would be seen from Table 3.1 almost all the men and women workers employed in the sampled 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories were employed on time rates. In 'Paper and Paper Board' and 'Chinaware and Porcelainware' factories also, most of the men and women workers were being paid by time and the proportion of piece-rate workers was very low. How

TABLE 3.1—Sex-wise percentage distribution of workers in various industries by system of wage payment as on the reference dates

Sl. No.	Industrial Category	Number of workers studied		Percentage distribution of men and women workers by system of wage payment			
		Men	Women	Time-rated		Piece-rated	
				Men	Women	Men	Women
1	2	3	4	5	6	7	8
1	Tea Processing	3,936	1,166	100.0	57.0	—	43.0
2	Coffee Curing	533	1,221	71.1	39.1	28.9	60.9
3	Manufacture of Match Splints and Veneers and Bobbins	124	362	72.6	34.3	27.4	65.7
4	Paper and Paper Board factories	705	121	96.9	92.6	3.1	7.4
5	Manufacture of Rubber and Plastic Products	1,063	292	98.1	100.0	1.9	—
6	Manufacture of Chinaware and Porcelainware	2,625	356	81.4	93.8	18.6	6.2
7	Manufacture of Electrical Machinery, Apparatus and Appliances	7,497	566	100.0	100.0	—	—
8	Manufacture of Electronic goods and Components (Except Manufacture of Radios and T.V. Sets)	2,463	751	100.0	100.0	—	—

ever, a majority of the women workers in 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories were employed on piece rates. The proportion of women employed on piece rates in these factories was also much higher than the similar proportion for men workers. As much as 65.7 per cent of women workers in the sampled 'Match Splints and Veneers and Bobbins' factories and 60.9 per cent in 'Coffee Curing' factories were reported to be piece-rated, whereas the similar percentages for men were only 27.4 and 28.9, respectively. Women workers engaged on piece rates were mostly garblers in 'Coffee Curing' factories and tray-setters in 'Match Splints and Veneers' factories. Similarly, in 'Tea Processing' factories, where stalk picking work was being done on piece-rate basis, as high as 43 per cent of women workers were reported to be piece-rated whereas among men workers, none was engaged on piece rates.

3.4 Periodicity of wage payment

3.4.1 The Payment of Wages Act, 1936 makes

it obligatory on the part of the employers to fix wage periods for their employees which are in no case to exceed one month. Information regarding wage periods was collected in respect of only those occupations in which either women alone or both men and women workers were employed. These details have been analysed in Table 3.2.

3.4.2 It would be observed from Table 3.2 that wage payment to both men and women workers were being made on monthly basis in all the sampled 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories. The periodicity of wage payment was also monthly in most of the sampled 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Chinaware and Porcelainware' factories. In as many as 14 out of the total 15 'Rubber and Plastic Products' factories studied, both men and women workers were paid on monthly basis whereas in the remaining one sampled unit the system of wage payment was weekly. Similarly, the periodicity of wage payment was monthly in as many as seven out of the nine 'Paper and

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

Sl. No.	Industrial Category	Number of workers studied		Percentage distribution of workers by periodicity of wage payment					
		Men	Women	Weekly		Fortnightly		Monthly	
				Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10
1	Tea Processing	2,561	1,050	38.1	73.1	56.3	23.0	5.6	3.9
2	Coffee Curing	—	1,195	—	98.7	—	—	—	1.3
3	Manufacture of Match Splints and Veneers and Bobbins	—	358	—	83.8	—	—	—	16.2
4	Paper and Paper Board factories	9	114	—	13.2	—	27.2	100.0	59.6
5	Manufacture of Rubber and Plastic Products	44	272	22.7	5.9	—	—	77.3	94.1
6	Manufacture of Chinaware and Porcelainware	804	293	—	6.8	1.6	6.2	98.4	87.0
7	Manufacture of Electrical Machinery, Apparatus and Appliances	1,322	434	—	—	—	—	100.0	100.0
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	121	568	—	—	—	—	100.0	100.0

Paper Board' factories and ten out of the 12 'Chinaware and Porcelainware' factories. Wage payments were being made on weekly basis in one 'Paper and Paper Board' factory and one 'Chinaware and Porcelainware' factory and on fortnightly basis in the remaining one 'Paper and Paper Board' factory where the women were employed on work exclusively done by them. In the remaining one 'Chinaware and Porcelainware' factory, men and women workers were paid on fortnightly basis.

In the case of 'Tea Processing' factories, the periodicity of wage payment was monthly in 6 units, fortnightly in 7 units and weekly in 8 units. In one tea factory, wage payments to permanent male and female daily-rated workers were being made on monthly basis whereas women stalk pickers were paid weekly. In another tea factory, the daily-rated male workers were paid on fortnightly basis whereas in the case of piece-rated women stalk pickers, the periodicity of wage

payment was weekly. The periodicity of wage payment was, however, weekly in most of the sampled 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories. In nine out of a total of ten 'Coffee Curing' units and 12 of the 15 'Match Splints and Veneers and Bobbins' factories studied, women workers were paid on weekly basis, whereas in the remaining sampled units, they were monthly-rated. No male worker was reported to be employed in occupations employing women in these 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories.

3.5. Average daily wage rates in different occupations

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

3.5.2 Statement 3.1 in the Appendix gives occupation-wise comparative picture of the average minimum and maximum wage rates for men and women workers separately for time-rated and piece-rated systems of wage payment. The average minimum and maximum wage rates for a particular occupation have been calculated by taking separate weighted averages of the minimum and maximum values of the various sets of scales of daily wages or fixed rates or actual daily earnings (in the case of piece-rated workers) for that occupation, the weights being the employment reported in the sampled units under the corresponding sets of values of wage rates for that common occupation. In some cases, two or three related occupations having very low women employment have been grouped together and the combined values of the average wage rates for such groups of occupations have been worked out and presented in Statement 3.1.

3.5.3 Except for the cases mentioned in paras 3.2.2 to 3.2.4, men and women workers engaged on the same or similar work within the same factory were generally paid equal remuneration. The difference in the average wage rates of men and women employed in the same occupation was sometimes due to the inter-factory variations in the wage-levels and also the proportion of men and women employment. Industry-wise comparative picture of the average minimum and maximum wage-rates of men and women engaged in various occupations is given in the ensuing paragraphs.

3.5.4 Tea Processing

The wage structure of workers engaged in tea factories, which is more or less the same as for tea plantation workers, is governed mostly through periodic agreements between the representing Employers' Associations and Workers' Unions. Workers engaged in tea plantations and factories located in Assam and north West Bengal are also entitled to fringe benefits like fixed quantity of rice and wheat at concessional rates, free quarters, fire wood and dry tea, etc., whereas the workers engaged in tea factories and plantations in Southern areas did not enjoy such fringe benefits except for free quarters. As already stated in paras 3.2.2, and 3.2.3, the wage rates of the daily-rated women workers in tea factories located in Assam and north West Bengal were in some cases less than those of the corresponding men workers. Thus, the average daily wages of daily-rated women workers worked out to be slightly less than those of the corresponding men workers. It will also be seen from the Statement 3.1 that in stalk picking occupation where only women were employed, the average daily wages worked out to be quite low. The piece-rate wages fixed for stalk picking job varied from Re. 0.35 per Kg. to Re. 0.65 per Kg. of tea picked. In tea factories located in Southern areas also, the average wage rates of women engaged in 'Packing' and 'Sorting/Sifting/Sweeping' occupations worked out to be less than those of their male counterparts. However, in the case of 'Rolling Machine Workers', women's average daily maximum wage rates worked out to be higher than those of the corresponding men workers.

3.5.5 Coffee Curing

Wage rates fixed through agreements between representing Employers' Associations and Workers' Unions were generally paid to men and women workers engaged in this industry. As the jobs in which women were employed had no male employment, so a comparative study of the rates of wages of men and women workers could not be made. However, in most of the occupations like

withering, grinding, sieving/sizing, weighing/stitching, drying yard worker and garbler, the average wages of time-rated women worked out to be quite low varying between Rs. 5.00 to Rs. 5.57 per day.

3.5.6 Manufacture of Match Splints and Veneers and Bobbins

Wage rates as fixed under the Minimum Wages Act were being paid to men and women workers engaged in this industry. As all the occupations in which women were employed were being performed exclusively by them, hence a comparative study of the rates of wages of men and women workers was not possible. Most of the women workers in this industry were employed on piece-rate basis as 'tray setters'. The average wages of time-rated women workers engaged in 'Tray Setting' and 'Bundling/Drying/Helper' jobs were quite low.

3.5.7 Manufacture of Paper and Paper Board

In four out of the nine factories studied, the wage rates of workers were being regulated through agreements between the employers and the workers' unions whereas in the remaining five units these were being regulated through the Minimum Wages Act. As would be seen from Statement 3.1, 'Waste Paper Sorters/Pickers', 'Label Pasters' and 'Labourers' were all females and men workers were not engaged in these jobs. Thus, in these cases, a comparative study of wage rates of men and women was not possible. Men and women were both employed only as 'Card Board Sun Dryers' and 'Envelope Machine Operators'. While there was no difference between the average wage rates of men and women engaged as 'Envelope Machine Operators', the average wages of women engaged as 'Dryers' worked out to be slightly less than those of the corresponding men workers. Wages of women engaged as 'Waste Paper Sorter' in one sampled factory were quite low, being only Rs. 4.00 per day.

3.5.8 Manufacture of Rubber and Plastic Products

Wage rates as fixed under the Minimum Wages Act were mostly paid to men and women workers engaged in this industry. The occupations, like 'Ring Making/Stripping/Drying/Testing of Balloons', 'Packing', 'Cutting/Sealing/Printing', 'Assembling', 'Drilling Machine Operator/Helper', 'Stitching of Bags' and 'Buffing' were exclusively performed by women workers and men workers were not engaged in these jobs. In some of the sampled factories the job of 'Finishing' was also done exclusively by women. Men and women were both employed as 'Finishers', 'Pirn Winders', 'Warpers', 'Cleaners', 'General Workers' and 'Supervisors'. In the case of 'Finishers', 'Warpers' and 'General Workers', the maximum values of the average daily wages of women worked out to be

lower, whereas the minimum values were slightly higher than the corresponding values in respect of their male counterparts. However, the minimum value of women's average daily wages engaged in 'Pirn Winding' and both average minimum and maximum wages of women engaged in cleaning worked out to be higher than those of the corresponding men workers. No difference was observed in the average wages of men and women engaged as 'Supervisors'.

3.5.9 Manufacture of Chinaware and Porcelainware

In nine out of the 12 factories studied, the wages of workers were being regulated through the Minimum Wages Act, whereas in the remaining three factories the wages as fixed through the agreements between the workers and the employers were being paid. In the sampled units where the wage rates as fixed under the Minimum Wages Act were being paid, the wages of men and women varied between Rs. 15.95 and Rs. 17.25 per day. However, the wages in one sampled public sector unit were very high ranging between Rs. 39.36 and 64.02 per day which helped in pushing up the average wage rates of men and women workers engaged in 'Glazing', 'Helper' and 'Assembler' occupations. Men and women workers engaged in the same or similar occupation within the same factory were generally paid equal wages. However, in a few occupations the average daily wages of women worked out to be lower than those of their male counterparts because of the inter-factory variations in the wage levels and also due to the proportion of men and women employment. The average minimum and maximum daily wage rates of time-rated women workers engaged in 'Glazing' and 'Helper' occupations worked out to be much less than those of the corresponding men workers. There was not much difference between the average wage rates of men and women engaged as labourers and as cup and saucer makers. The average minimum and maximum daily wage rates of men and women were identical in the case of assemblers who were found engaged in the public sector sampled unit. Workers engaged in 'Finishing' or in 'Removing excess Material' were all females and men workers were not employed in these jobs. The average maximum daily wages of piece-rate women workers engaged in all the four occupations, viz., 'Slip Grinder', 'Moulder', 'Packer' and 'Water Dipper' worked out to be sufficiently less than those of the corresponding male workers.

3.5.8 Manufacture of Rubber and Plastic Products paratus and Appliances

All the workers in the sampled factories were employed on time rates. The rates of wages were quite high in big and public sector factories and

relatively low in small factories where wages of workers were being regulated under the Minimum Wages Act. In four out of the 12 factories studied, wages as fixed under the Minimum Wages Act were being paid whereas in the remaining 8 factories, the wages were fixed through agreements between the employers' and the workers' unions. The wage rates of men and women workers in the small sampled units varied between Rs. 6.49 and Rs. 20.15 per day whereas in big and corporate sector units, these varied between Rs. 22.60 and Rs. 64.49 per day. Most of the men and women workers in these factories were engaged as Assemblers/Machine Operators and the average minimum and maximum daily wages of women in these occupations worked out to be much less than those of the corresponding men workers. In most of other occupations also, viz., 'Packer', 'Checker/Tester/Benchviewer' and 'Helper', the average daily wages of women were much less than those of their male counterparts. In only one occupation, viz., 'Winder', engaging very small number of women workers, the average daily wages of women worked out to be slightly higher than those of their male counterparts.

3.5.11 Manufacture of Electronic Goods and Components (except Manufacture of Radio and T. V. Sets)

Wage rates in Electronic Goods and Components factories differed quite appreciably not only from State to State but also from unit to unit within the same State. In corporate sector units, where wages of workers were being regulated either through corporations' own wage structure or through agreements and settlements between the employers and the representative workers' trade unions, the rates of wages were much higher than those units where only the wages as fixed under the Minimum Wages Act were being paid. An overwhelming majority of women workers in the sampled factories were engaged as 'Assemblers' and their average minimum and maximum daily wage rates worked out to be much less than those of the corresponding men workers. In some other occupations also, viz., 'Winding' and 'Testing', the average daily wage rates of women worked out to be lower than those of their male counterparts. However, the average minimum and maximum daily wage rates of men and women engaged as 'Machine Pickers and Checkers' and 'Helpers' were either same or there was not much difference in their average wages. The average daily wage rates of women engaged as supervisors/monitors worked out to be higher than those of the corresponding men workers. Occupations like foil cutting, stitching, sleeving, finishing/polishing, etc., were being performed exclusively by women.

3.6 Overall average daily wage rates in various industries

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

3.6.2 It will be seen from Table 3.3 that barring 'Rubber and Plastic Products' factories, the industry-level overall average minimum and maximum daily wage rates of women workers worked out to be lower than those of the corresponding men workers. The sex-wise comparative study of industry-level overall daily wage rates of workers employed in 'Coffee Curing' and 'Manufacture of Match Splints and Veneers and Bobbins' factories could not be made as the occupations in which women were employed were being performed exclusively by them. The proportion of male workers in the selected occupations employing women was also very low in 'Paper and Paper Board' and 'Rubber and Plastic Products' factories and, therefore, the relative industry-level average daily wage rates of men and women workers calculated on the basis of the average daily wage rates in the selected occupations may not be strictly comparable. As already stated in paras 3.2.2 and 3.2.3, the wage rates of daily-rated women workers in some tea factories were slightly less than those of the corresponding men workers. Further, the piece-rate wages in stalk picking occupation, where only women were employed, were much less than those of the daily-rated workers. These factors helped in lowering down the overall average daily wage rates of women engaged in tea industry. The industry-level overall average minimum and maximum daily wage rates of women workers engaged in 'Chinaware and Porcelainware', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories also worked out to be lower than those of the corresponding men workers. The difference in the overall average daily wage rates of men and women was quite significant in the case of 'Electrical Machinery, Apparatus and Appliances' factories where the industry level average daily wage rates of men worked out to be about 30 per cent higher than those of the women workers. This was partly due to the fact that in a few factories the daily wage rates of women in the occupations mentioned in para 3.2.4 were less than those of their male counterparts and due to the inter-factory variations both in wage-levels and also in the proportion of men and women engaged in various selected occupations.

TABLE 3.3—Industry-level overall average minimum and maximum daily wage rates of men and women workers during the reference pay period

Sl. No.	Industrial Category	No. of workers covered		Overall average minimum and maximum daily wage rates of men and women workers			
		Men	Women	Men		Women	
				Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8
1	Tea Processing { Assam and north West Bengal	2,447	936	11.48	11.48	8.58	10.36
		114	114	15.34	15.38	12.06	13.46
		2,561	1,050	11.65	11.65	8.96	10.70
2	Coffee Curing	—	1,196	—	—	8.18	10.41
3	Manufacture of Match Splints and Veneers and Bobbins	—	358	—	—	7.24	11.58
4	Paper and Paper Board factories	9	114	16.36	23.02	13.64	15.48
5	Manufacture of Rubber and Plastic Products	44	272	15.72	18.86	22.43	23.50
6	Manufacture of Chinaware and Porcelainware	804	293	30.81	40.75	26.56	34.89
7	Manufacture of Electrical Machinery, Apparatus and Appliances	1,322	434	42.85	50.22	32.67	39.07
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	121	568	17.05	26.00	14.74	21.01

3.6.3 Of the various industries studied, (Electrical Machinery, Apparatus and Appliances' and 'Chinaware and Porcelainware' factories, on an average, provided relatively higher daily wages to both men and women workers. The overall average daily wage rates of women workers were found to be relatively low in the case of 'Tea Processing', 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories.

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

3.7.1 While under the time-rate system the wages are generally not linked with production, the piece-rate system of wage payment helps the workers to earn higher wages by producing extra units of goods. The piece rates are generally so determined as to enable an average worker to earn as much as the corresponding worker gets under time-rate system. Table 3.4 gives a sex-wise comparative picture of industry-level average daily wage rates of time-rated and piece-rated workers. These average wage rates have been arrived at by calculating the weighted averages of wage rates in the concerned individual occupations separately for both the systems of wage payments, the weights being the employment in various occupations under the corresponding system of wage payment.

3.7.2 Both time-rate and piece-rate workers were reported in 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins', 'Paper and Paper Boards' and 'Chinaware and Porcelainware' factories whereas in the remaining industries

studied only the time-rate system of wage payment was found prevalent. Thus, the comparative study of industry-level average daily wage rates of time-rated and piece-rated women workers was possible only for the above five industries. It will be seen from Table 3.4 that only females were employed on piece-rate jobs in 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins' and 'Paper and Paper Board' factories whereas both men and women were employed on piece rates in only one industry, i.e., 'Chinaware and Porcelainware' factories. As already stated in para 3.5.4, stalk picking was essentially a piece-rate job in 'Tea Processing' factories and carried very low daily wage rates. As the stalk picking job was exclusively handled by women workers, so the industry-level average minimum daily wages of piece-rated women worked out to be even less than half of the average minimum daily wages of time-rated women workers. In 'Match Splints and Veneers and Bobbins' and 'Chinaware and Porcelainware' factories also, the piece-rate women workers, on an average, earned less than those of the time-rated women workers. However, in the case of 'Coffee Curing', the industry-level average minimum and maximum daily wages of piece-rated women workers worked out to be much higher than those of the time-rated women workers. There was not much difference between the overall industry-level average daily wage rates of time-rated and piece-rated women workers engaged in 'Paper and Paper Board' factories. Under both time-rate and piece-rate systems of wage payment in 'Chinaware and Porcelainware' factories, the industry-level average daily wages of women worked out to be much less than those of the corresponding men workers.

TABLE 3-4—Industry-level average minimum and maximum daily wage rates of time-rated and piece-rated men and women workers during the reference pay period

Sl. No.	Industrial Category	No. of workers covered				Average daily wage rates							
		Time-rated		Piece-rated		Time-rated				Piece-rated			
		Men	Women	Men	Women	Minimum		Maximum		Minimum		Maximum	
						Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Tea Processing	2,561	623	—	427	11.65	11.43	11.65	11.69	—	5.35	—	9.25
2	Coffee Curing	—	457	—	738	—	5.93	—	6.07	—	9.57	—	13.09
3	Manufacture of Match Splints and Veneers and Bobbins	—	120	—	238	—	10.93	—	11.65	—	5.31	—	11.49
4	Paper and Paper Board factories	9	105	—	9	16.38	13.56	23.02	15.54	—	14.65	—	14.75
5	Manufacture of Rubber and Plastic Products	44	272	—	—	15.72	22.43	18.86	23.50	—	—	—	—
6	Manufacture of Chinaware and Porcelainware	706	271	98	22	32.19	27.20	41.96	35.64	20.89	18.61	32.05	25.63
7	Manufacture of Electrical Machinery, Apparatus and Appliances	1,322	434	—	—	42.85	32.67	50.22	39.07	—	—	—	—
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	121	568	—	—	17.05	14.74	26.00	21.01	—	—	—	—

3.8 Average daily earnings of men and women workers

3.8.1 Sex-wise data regarding mandays paid for and total earnings were collected for each occupation in which either women alone or both

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

TABLE 3-5—Average daily earnings of men and women in various occupations in which women were employed in the sampled factories during the reference pay period

Sl. No.	Industrial Category	Name of the Occupation	Number of workers in the Pay-roll			Average daily earnings	
			Men	Women	Total	Men	Women
1	2	3	4	5	6	7	8
I. Tea Processing—							
(i)	Assam and north West Bengal	1. Daily rated women workers	—	509	509	—	11.29
		2. Daily rated men workers	2,447	—	2,447	11.48	—
		3. Stalk Pickers	—	427	427	—	6.13
		All selected occupations	2,447	936	3,383	11.48	9.49
(ii)	South	1. Rotorvaning Machine Workers	—	6	6	—	9.24
		2. Drying/Collection, Rolling/Roll Breaking Machine Workers	6	24	30	8.50	9.49
		3. Packers	6	10	16	13.84	11.46
		4. Material Quality Control Workers	—	4	4	—	39.38
		5. Sorting/Sifting/Sweeping	102	70	172	15.82	13.25
		All selected occupations	114	114	228	15.31	13.13

TABLE 3.5—concl'd.

1	2	3	4	5	6	7	8
II. Coffee Curing							
	1. Sorter	—	—	11	11	—	6 98
	2. Withering	—	—	1	1	—	5 33
	3. Grinding	—	—	3	3	—	5 48
	4. Seiver/Sizer	—	—	6	6	—	5 40
	5. Weighing/Stitching	—	—	2	2	—	5 52
	6. Yard workers	—	—	77	77	—	5 48
	7. Garbler	—	—	1,030	1,030	—	10 37
	8. Supervisor/Maistry/Mukadam	—	—	5	5	—	6 28
	9. Sweeping	—	—	60	60	—	10 50
	All selected occupations	—	—	1,195	1,195	—	9 75
III. Manufacture of Match Splints and Veneers and Bobbins							
	1. Out cutting	—	—	9	9	—	15 95
	2. Hole Making	—	—	12	12	—	15 95
	3. Ring Fitting/Pressing	—	—	12	12	—	15 74
	4. Colouring/Polishing/Finishing	—	—	25	25	—	15 89
	5. Tray Setting	—	—	277	277	—	8 08
	6. Bundling/Drying/Helpers	—	—	23	23	—	6 40
	All selected occupations	—	—	358	358	—	12 19
IV. Paper and Paper Board factories							
	1. Envelope Machine Operator	—	3	1	4	39 59	32 83
	2. Labourer	—	—	39	39	—	15 99
	3. Picker/Sorter	—	—	46	46	—	12 84
	4. Paster	—	—	22	22	—	15 96
	5. Sun Drying	—	6	6	12	10 67	9 73
	All selected occupations	—	9	114	123	19 96	16 03
V. Manufacture of Rubber and Plastic Products							
	1. Ring Making/Stripping/Drying/Testing	—	—	83	83	—	19 64
	2. Packing	—	—	54	54	—	41 08
	3. Finishing	15	—	46	61	20 34	16 98
	4. Cutting/Sealing/Printing	—	—	24	24	—	19 88
	5. Assembler	—	—	17	17	—	22 47
	6. Drilling Machine Operator/Helpers	—	—	10	10	—	22 15
	7. Pirn Winding	12	—	9	21	15 04	18 13
	8. Warping	5	—	2	7	17 00	19 24
	9. Cleaning	9	—	6	15	12 75	16 26
	10. Drying Crepe/Stitching of Bags	—	—	9	9	—	19 37
	11. Buffers	—	—	8	8	—	5 37
	12. General Workers	2	—	3	5	6 79	6 33
	13. Supervisors	1	—	1	2	9 42	9 42
	All selected occupations	—	44	272	316	15 30	23 25
VI. Manufacture of Chinaware and Porcelainware							
	1. Glazing	—	73	93	166	62 53	50 56
	2. Helper	—	574	87	661	40 50	36 44
	3. Cup and Saucer Maker	—	7	17	24	16 72	17 25
	4. Labourer	—	12	30	42	15 95	16 30
	5. Excess Material cleaning/Finishing	—	—	20	20	—	12 11
	6. Assembler	—	40	21	61	63 92	62 90
	7. Sweeper	—	—	3	3	—	55 31
	8. Slip Grinder	—	16	1	17	28 20	25 45
	9. Moulding	—	21	1	22	27 50	21 64
	10. Packing	—	48	2	50	24 45	21 44
	11. Water Dipper	—	13	18	31	28 04	29 39
	All selected occupations	—	804	293	1,097	41 49	39 59
VII. Manufacture of Electrical Machinery, Apparatus and Appliances							
	1. Assemblers/Machine Operators	—	1,062	240	1,302	56 68	43 17
	2. Winders	—	4	17	21	36 94	40 59
	3. Packers	—	35	25	60	54 56	39 36
	4. Checker/Tester/Benchviewer	—	88	41	129	58 32	46 99
	5. Helper	—	99	78	177	16 96	16 23
	6. Other occupations employing women	—	34	33	67	39 19	38 51
	All selected occupations	—	1,322	434	1,756	52 82	38 25
VIII. Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)							
	1. Assembler	—	59	408	465	25 08	17 11
	2. Winder	—	18	22	40	17 15	15 43
	3. Machine Picking and Checking	—	3	5	8	11 48	11 34
	4. Foil Cutting	—	—	8	8	—	16 32
	5. Stitching	—	—	17	17	—	16 15
	6. Slewing	—	—	4	4	—	15 92
	7. Testing	—	2	29	31	20 84	17 69
	8. Helper	—	30	29	59	16 66	16 59
	9. Finishing/Polishing	—	—	8	8	—	12 22
	10. Supervisor/Monitor	—	9	32	41	19 03	22 41
	11. Technician	—	—	1	1	—	70 60
	12. Others (Apoxy, Counting, Folding/Pressing)	—	—	7	7	—	22 80
	All selected occupations	—	121	593	689	21 57	17 38

3.8.2 Table 3a5 gives industry-wise information on average daily earnings of men and women in various selected occupations. The average daily earnings of male and female workers in a particular occupation have been derived by dividing separately the total earnings of all the male and female workers engaged in that occupation in the sampled factories by the corresponding figures of the total number of days for which they were paid during the reference period. The industry-level estimates of average daily earnings have been derived separately for male and female workers by pooling the corresponding figures of all the occupations studied under a particular industry-group.

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

3.8.4 Tea Processing

Women's average daily earnings in occupations like 'Packer', 'Daily-rated Worker' and 'Sorter/Sifter/Sweeper' worked out to be less than those of the corresponding men workers. However, women workers employed in 'Drying/Collection/Rolling' earned, on an average, higher remuneration than those of the male workers.

3.8.5 Coffee Curing

A comparative study of average earnings of men and women could not be made as the occupations employing women were performed exclusively by them.

3.8.6 Manufacture of Match Splints and Veneers and Bobbins

In this industry group also, there was no occupation in which both men and women were employed.

3.8.7 Manufacture of Paper and Paper Board

Both men and women workers were employed as 'Sun Dryers' and 'Envelope Machine Operators' and in both these occupations women's average daily earnings worked out to be less than those of the corresponding men workers.

3.8.8 Manufacture of Rubber and Plastic Products

In 'Pirn Winding', 'Warping' and 'Cleaning' occupations, women's average daily earnings worked out to be more than those of the corresponding men workers mainly because of the inter-factory variations both in wage levels and also in the proportion of men and women engaged in various selected occupations. However, women workers engaged as 'Finishers' and 'General Workers' were, on an average, in receipt of lesser daily earnings than those of their male counterparts.

3.8.9 Manufacture of Chinaware and Porcelain-ware

In most of the occupations, viz., 'Helper', 'Glazer', 'Assembler', 'Water Dipper', 'Packer', 'Slip Grinder' and 'Moulder' in which both men and women were employed, women's average daily earnings worked out to be less as compared to those of the corresponding men workers. However, women workers employed as 'Cup and Saucer Makers' and 'Labourers' were, on an average, getting higher remuneration than those of the corresponding men workers.

3.8.10 Manufacture of Electrical Machinery, Apparatus and Appliances

A large number of male and female workers in these factories were engaged as 'Assemblers/Machine Operators' and in these occupations the average daily earnings of women worked out to be much less than those of the corresponding men workers. In some other occupations also, viz., 'Packer' and 'Checker/Tester/Benchviewer' in which both men and women were employed, women's average daily earnings were much less as compared to those of the corresponding men workers. However, the average daily earnings of women employed as 'Winders' worked out to be higher than those of the corresponding men workers. In the case of 'Helpers' and other occupations employing women, not much difference in the average daily earnings of men and women was observed.

3.8.11 Manufacture of Electronic Goods and Components (except Manufacture of Radio and T. V. Sets)

In occupations, viz., 'Assembler', 'Winder and Tester' where both men and women were employed, the average daily earnings of women worked out to be lower than those of their male counterparts. However, in the case of 'Helper' and 'Machine Picking/Checking' occupations, there was only marginal difference between the average daily earnings of men and women workers. Average daily earnings of women engaged as supervisors/monitors worked out to be slightly higher than those of the corresponding men workers.

3.8.12 Among the various industries studied, Coffee curing factories revealed the lowest average daily earnings for women workers. The average daily earnings of women also worked out to be relatively low in the case of 'Tea Processing', 'Match Splints and Veneers and Bobbins' and 'Paper and Paper Board' factories as compared to the remaining industries covered under the study. Although the industry-level average daily earnings worked out to be quite high for women workers engaged in 'Chinaware and Porcelainware' and 'Electrical Machinery, Apparatus and Appliances' factories, which was mainly due to the fact that some corporate sector factories having exceptionally high wage rates were covered under these industry heads, these were, however, less than the average daily earnings of the corresponding men workers. Industry-level average daily earnings of women also worked out to be lower than those of the male workers in the case of 'Tea Processing', 'Paper and Paper Board' and 'Electronic Goods and Components' factories. However, 'Rubber and

Plastic Products' factories revealed higher average daily earnings for women as compared to male workers. It may, however, be mentioned here that these figures of overall industry-level average daily earnings are based on only selected occupations in which either women alone or both men and women were found engaged. The difference in the average daily earnings of men and women was also partly due to the lesser proportion of women in skilled and supervisory jobs and partly due to inter-factory variations both in wage rates and also in the proportion of men and women workers engaged in various selected occupations.

3.8.13 In some tea factories located in Assam and north West Bengal, women workers engaged in stalk picking job were not found to have been shown in the factory's regular records. They were generally shown in only 'Kutchra' records as they were not treated employees of the factory. These women workers were, thus, debarred from the benefits like bonus, provident fund, etc.

APPENDIX

STATEMENT 3.1

Average minimum and maximum daily wage rates for men and women in various occupations where women were employed in the sampled factories during the reference pay period

Sl. No.	Industrial Category	Occupations	Number of workers covered		Average daily wage rates			
			Men	Women	Minimum		Maximum	
					Men	Women	Men	Women
1	2	3	4	5	6	7	8	9
I. Tea Processing		<i>Time-rated</i>						
(i) Assam and north West Bengal	1. Daily rated Women Workers*	—	509	—	11.29	—	11.29	—
	2. Daily rated Men Workers**	2,447	—	11.48	—	11.48	—	—
		<i>Piece-rated</i>						
		1. Stalk Pickers	—	427	—	5.35	—	9.25
(ii) South		<i>Time-rated</i>						
		1. Rotorvane Machine Workers	—	6	—	8.50	—	9.83
		2. Rolling/Roll Breaking Machine Workers, Drying and Collection	6	24	8.50	8.50	8.50	9.83
		3. Packing	6	10	14.03	10.99	14.03	12.19
		4. Material Quality control workers	—	4	—	38.84	—	46.70
		5. Sorting/Sifting/Sweeping	102	70	15.82	12.21	15.86	13.29
		<i>Time-rated</i>						
II. Coffee Curing		1. Sorter	—	11	—	9.89	—	9.98
		2. Withering	—	1	—	5.33	—	5.57
		3. Grinding	—	3	—	5.33	—	5.57
		4. Seiver/Sizer	—	6	—	5.33	—	5.57
		5. Weighing/Stitching	—	2	—	5.33	—	5.57
		6. Drying Yard Worker	—	77	—	5.51	—	5.31
		7. Garbler	—	292	—	5.00	—	5.00
		8. Supervisor/Maistry/Mukadam	—	5	—	6.35	—	6.35
		9. Sweeping	—	60	—	10.35	—	11.35
		<i>Piece-rated</i>						
		1. Garbler	—	738	—	9.57	—	13.09
		<i>Time-rated</i>						
III. Manufacture of Match Splints and Veneers and Bobbins		1. Out Cutting	—	9	—	15.95	—	15.95
		2. Hole Making	—	12	—	15.95	—	15.95
		3. Ring Fitting/Pressing	—	12	—	15.74	—	15.74
		4. Colouring/Polishing/Finishing	—	25	—	15.85	—	15.99
		5. Tray Setting	—	39	—	5.95	—	7.87
		6. Bundling/Drying/Helpers	—	23	—	7.61	—	7.89
		<i>Piece-rated</i>						
		1. Tray Setting	—	238	—	5.31	—	11.49
		<i>Time-rated</i>						
IV. Paper and Paper Board factories		1. Envelope Machine Operator	3	1	28.03	28.03	47.26	47.26
		2. Labourer	—	30	—	15.88	—	17.16
		3. Label Paster	—	22	—	12.98	—	17.58
		4. Sun Drying	6	6	10.52	9.17	10.90	10.52
		5. Waste Paper Sorter/Picker	—	46	—	12.58	—	13.97
		<i>Piece-rated</i>						
		1. Labourer	—	9	—	14.65	—	14.75

1. *Sieving, Sifting, Sorting/Grading.

2. **Transportation of Leaf, Withering, Rolling/Machine Attendants, Firing, Sorting, Fermenting, Packing, etc.

STATEMENT 3-1—contd.

1	2	3	4	5	6	7	8	9
<i>Time-rated</i>								
V. Manufacture of Rubber and Plastic Products	1. Ring Making/Stripping/Drying/Testing	—	83	—	18.70	—	18.70	—
	2. Packing	—	54	—	38.56	—	39.71	—
	3. Finishing	15	46	16.07	16.21	19.94	17.72	—
	4. Cutting/Sealing/Printing	—	24	—	19.30	—	21.30	—
	5. Assembler	—	17	—	21.50	—	23.75	—
	6. Drilling Machine Operator/Helpers	—	10	—	18.66	—	23.58	—
	7. Pirn Winding	12	9	15.90	21.28	21.28	21.28	—
	8. Warping	5	2	19.28	19.50	21.28	19.50	—
	9. Cleaning	9	6	15.90	21.28	15.90	23.50	—
	10. Drying Crepe/Stitching of Bags	—	9	—	19.35	—	19.35	—
	11. Buffers	—	8	—	5.50	—	6.50	—
	12. General Workers	2	3	5.50	6.00	8.19	6.50	—
	13. Supervisor	1	1	9.42	9.42	9.42	9.42	—
<i>Time-rated</i>								
VI. Manufacture of Chinaware and Porcelainware	1. Glazing	73	93	39.91	32.75	60.73	47.17	—
	2. Helper	574	87	31.07	26.64	38.89	31.89	—
	3. Cup and Saucer Maker	7	17	16.69	17.17	16.69	17.17	—
	4. Labourer	12	30	15.95	16.25	15.95	16.25	—
	5. Excess Material Cleaning/Finishing	—	20	—	11.80	—	12.80	—
	6. Assembler	40	21	41.67	41.67	64.02	64.02	—
	7. Sweeper	—	3	—	39.36	—	39.36	—
<i>Piecc-rated</i>								
	1. Slip Grinder	16	1	22.09	25.45	32.69	25.45	—
	2. Moulding	21	1	20.60	21.64	34.96	21.64	—
	3. Packing	48	2	21.40	21.44	27.26	21.44	—
	4. Water Dipper	13	18	17.98	17.75	44.23	26.33	—
<i>Time-rated</i>								
VII. Manufacture of Electrical Machinery, Apparatus and Appliances	1. Assembler/Machine and Wiring Operators	1,062	240	45.44	36.77	52.91	44.35	—
	2. Winders	4	17	30.97	34.22	36.12	39.17	—
	3. Packer	35	25	44.82	31.04	50.03	39.08	—
	4. Checker/Tester/Benchviewer	88	41	44.42	38.62	55.06	46.87	—
	5. Helper	99	78	15.89	14.77	20.54	18.63	—
	6. Other occupations Employing Women	34	33	35.95	36.00	41.91	41.18	—
<i>Time-rated</i>								
VIII. Manufacture of Electronic Goods and Components (except Manufacture of Radio and T.V. Sets)	1. Assembler	59	406	17.28	14.23	30.37	20.70	—
	2. Winder	18	22	17.00	13.28	24.00	17.10	—
	3. Testing	2	29	15.00	13.73	25.00	21.05	—
	4. Helper	30	29	15.91	16.16	18.34	17.84	—
	5. Supervisor/Monitor	9	32	18.79	19.11	31.90	36.33	—
	6. Foil Cutting	—	8	—	16.41	—	16.41	—
	7. Stitching	—	17	—	16.22	—	16.22	—
	8. Sleaving	—	4	—	15.90	—	15.90	—
	9. Finishing/Polishing	—	8	—	11.34	—	13.56	—
	10. Technician	—	1	—	70.60	—	70.60	—
	11. Machine Picking and Checking	3	5	10.38	10.38	11.54	11.52	—
	12. Others (Apoxy, Counting, Folding/Pressing)	—	7	—	20.09	—	21.85	—

CHAPTER IV

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

4.1 Introductory

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

4.1.2 The problems of women workers with regard to their working conditions and welfare facilities were also investigated from time to time by various Committees and the Commissions. For instance, the Royal Commission on Labour in its report not only mentioned about the inadequacy of creches then existing but also about the difficulties which the women workers had to face in factories having no such facility. The Commission,

inter-alia had suggested to make the provision or the rules made thereunder prescribe certain employing 250 women workers or more. However, many other aspects relating to health and welfare of women workers could not be brought under the factory labour legislation till the existing factory act was passed in 1948. The existing Act makes comprehensive provision relating to the health and welfare of women workers. The Act, *inter-alia*, provides for separate latrine and washing facilities for their use. Under the Act, a portion of the dining hall and service counter in canteens is to be partitioned off and reserved for women workers in proportion to their number. It also makes provision of creches a statutory obligation in all factories employing ordinarily more than 30 women workers. Employment of women between 7 p.m. and 6 a.m. and in certain dangerous occupations is generally prohibited under the Act. Women are also not supposed to carry excessive and heavy loads. The Employees' State Insurance 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 Data regarding working conditions of women workers and the welfare facilities actually available to them in the sampled factories was collected during the course of the study. The picture revealed by this data *vis-a-vis* the legislative provisions concerning women workers are discussed in the ensuing paras :—

4.2 Shifts and normal hours of work

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

the State Government to vary these limits or exempt this restriction in the case of women working in fish curing and fish-canning factories.

4.2.2 Table 4.1 gives the distribution of sampled factories by number of daily work-shifts separately for men and women workers. It would be seen from this table that in most of the sampled factories women were working in the day shift. As many as 97 sampled factories, out of the 111

factories studied, had single-shift system for women workers. Women employment was distributed over two shifts in only three 'Tea Processing' factories, two 'Coffee Curing' factories, one 'Paper and Paper Board' factory, three 'China-ware and Porcelainware' factories and one 'Electrical Accessories' factory. Three-shift working for women was noticed in only two 'Tea Processing' factories and one 'Electronics' factory while four-shift working for women was found in one 'Tea Processing' factory. Twenty-two women workers in one 'Tea Processing' factory were found

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

Sl. No	Industrial Category	No. of factories studied	No. of factories having								
			One Shift		Two Shifts		Three Shifts		Four Shifts		
			Men	Women	Men	Women	Men	Women	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	
1	Tea Processing	23	5	17	7	3	10	2	1	1	
2	Coffee Curing	10	3	8	3	2	4	—	—	—	
3	Manufacture of Match Splints and Veneers and Bobbins	15	15	15	—	—	—	—	—	—	
4	Paper and Paper Board factories	9	3	8	3	1	1	—	2	—	
5	Manufacture of Rubber and Plastic Products	15	8	15	1	—	2	—	4	—	
6	Manufacture of Chinaware and Porcelainware	12	8	9	—	3	1	—	3	—	
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	6	11	2	1	1	—	3	—	
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	12	14	2	—	1	1	—	—	

employed in two night shifts whose timings extended from 5 p.m. to 1 a.m. and from 1 a.m. to 9 a.m. Discussions with the employer revealed that he could not comply with the law because sufficient work was not available for women workers during the day shift. No woman worker in the remaining industries was employed during night shift.

4.2.3 Information regarding normal hours of work of men and women workers employed in the sampled factories was also collected during the course of the study. Table 4.2 gives the distribution of sampled factories by normal hours of work of men and women workers. It will be seen from the table that there was no discrimination between men and women workers in regard to the daily normal hours of work. Men and women workers in most of the sampled factories were normally working for 7 to 8 hours per day. In

no sampled factory the number of normal daily hours of work of men or women workers was found to exceed the statutory limit of 9 hours. However, in five 'Tea Processing' factories, the spread-over of work, including rest intervals, exceeded the statutory maximum of 10½ hours. The spread-over of work including the rest interval in the case of both men and women workers in these five factories varied between 12 and 16 hours.

4.3 Other working conditions

4.3.1 As per rules framed under the Act, no woman shall, unaided by another person, lift, carry or move, by hand any material, article, tool or appliance exceeding 30 Kg. in weight. Enquiries made from the selected women workers employed in the sampled factories revealed that no woman worker had to carry or move material weighing more than the prescribed limit.

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

Sl. No.	Industrial Category	Number of factories studied	Distribution of sampled factories by normal hours of work							
			6 to 7 hours		More than 7 hours but upto 8 hours		More than 8 hours but upto 9 hours		More than 9 hours	
			Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11
1	Tea Processing	23	1	1	21	21	1	1	—	—
2	Coffee Curing	10	—	—	9	9	1	1	—	—
3	Manufacture of Match Splints and Veneers and Bobbins	15	—	—	15	15	—	—	—	—
4	Paper and Paper Board factories	9	—	—	4	4	5	5	—	—
5	Manufacture of Rubber and Plastic Products	15	—	—	15	15	—	—	—	—
6	Manufacture of Chinaware and Porcelainware	12	—	—	12	12	—	—	—	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	1	—	10	11	1	1	—	—
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	—	—	13	13	2	2	—	—

4.3.2 However, in most of the tea factories studied women workers engaged in stalk picking, sieving and sifting operations had not been provided with any proper seating facility. They had to sit on floor continuously for four to five hours. In only a few tea factories, these women workers had been provided with woden 'Peerahs'. In some tea factories women engaged in stalk picking job were found working in over-crowded rooms which were not even adequately lighted. Some women workers engaged in dusty jobs of sieving and sifting in tea factories reported that they had not been provided with masks or protective clothings to safeguard against the health hazards.

4.4 Creches

4.4.1 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, below 6 years, of the working women. Before 1976, the provision of creches was a statutory obligation in all factories employing 50 or more women workers. However, the Act was amended in 1976 and factories employing ordinarily 31 to 50 women workers were also brought within the scope of 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 and sanitary condition. Creches are required to be under the charge of women trained in the care of children and infants.

4.4.2 Table 4.3 gives the number of sampled factories which were providing creches and of

those in which the facilities provided did not conform to the standards prescribed under the Rules. It will be seen from the table that most of the sampled 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Chinaware and Porcelainware' factories were employing less than 30 women workers and were, thus, not under a statutory obligation to provide creche facility. Only one out of the nine 'Paper and Paper Board' factories, two out of the 12 'Chinaware and Porcelainware' factories and one out of the 15 'Rubber and Plastic Products' factories studied were obliged to provide creches. Creches were, however, found to be non-existent even in some of those factories which were statutorily required to provide this facility. In all, 37 sampled factories, out of a total of 111 factories covered under the study, were under a legal obligation to provide creche facility. Of these, only 12 sampled factories were found to have actually provided the facility. Although one 'Paper' factory, four 'Match Splints and Veneers and Bobbins' factories, one 'Plastic Products' factory and six 'Electronic Goods and Components' factories were statutorily required to provide creches yet the facility was not maintained in any of these units. Only four out of the nine 'Tea Processing' units, four out of the nine 'Coffee Curing' factories and two out of the five 'Electrical Machinery, Apparatus and Appliances' factories were complying with the law. However, two 'Chinaware and Porcelainware' units which were under a legal obligation to provide creche facility, were actually doing so.

4.4.3 Plantation workers employed in tea estates covered under the Plantations Labour Act, 1951 are eligible for a number of welfare amenities like housing, medical, education of children,

TABLE 4.3—Number of factories which were providing creches and those in which creches were found deficient in one respect or the other

Sl. No.	Industrial Category	No. of factories			No. of factories where creches were not				
		Studied	Under legal obligation* to provide creches	Actually providing creches	Properly lighted/ventilated	Having structures conforming to standard laid down	White washed and maintained cleanly	Adequately furnished with cots and cradles	Having latrines and wash rooms
1	2	3	4	5	6	7	8	9	10
1	Tea Processing	23	9	4	1	3	1	2	2
2	Coffee Curing	10	9	4	2	1	2	1	1
3	Manufacture of Match Splints and Veneers and Bobbins	15	4	—	—	—	—	—	—
4	Paper and Paper Board Factories	9	1	—	—	—	—	—	—
5	Manufacture of Rubber and Plastic Products	15	1	—	—	—	—	—	—
6	Manufacture of Chinaware and Porcelainware	12	2	2	—	—	—	—	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	5	2	—	—	—	—	—
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	6	—	—	—	—	—	—

*Employing ordinarily more than 30 women workers.

Sl. No.	Industrial Category	No. of factories where creches were found deficient in							
		Milk	Refreshment	Soap and towels	Clothes	Toys	Trained Creche Incharge	Other Creche Staff	Playground
1	2	11	12	13	14	15	16	17	18
1	Tea Processing	2	2	2	4	2	2	2	2
2	Coffee Curing	1	3	2	4	1	1	—	4
3	Manufacture of Match Splints and Veneers and Bobbins	—	—	—	—	—	—	—	—
4	Paper and Paper Board Factories	—	—	—	—	—	—	—	—
5	Manufacture of Rubber and Plastic Products	—	—	—	—	—	—	—	—
6	Manufacture of Chinaware and Porcelainware	—	—	1	—	1	—	—	1
7	Manufacture of Electrical Machinery, Apparatus and Appliances	—	—	—	—	—	—	—	—
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	—	—	—	—	—	—	—	—

creche, recreation, etc., In theory, the welfare amenities enjoyed by plantation workers in a tea estate are also available to the workers of the tea factory located in that tea estate. However, in practice, mostly permanent women factory workers were eligible for these facilities. Casual and temporary/seasonal women workers engaged in stalk picking, etc., who were employed only for about 5 to 6 months in a year were generally not

eligible to avail of these welfare amenities. Thus, the creche facility provided for women plantation workers was available only to the permanent women factory workers. However, in certain cases the creches meant for plantation workers were located far from the factory and it was not possible for the women factory workers to avail of this facility. Thus, for purposes of the present study, the creche facility was regarded to be

'available' to the women factory workers only if it was located at a reasonable distance from the factory or where at least one woman factory worker was actually availing of the facility. In a few sampled tea factories, where creche facility was not available, unmarried women or those having no small children were preferred for employment in the factory.

4.4.4 The main reasons adduced by the management for not providing the creche facility were as under :—

- (i) Women workers being mostly either unmarried or old and consequently the need for the provision of creche was not felt;
- (ii) Lack of space for creche building; and
- (iii) Women workers do not bring their children.

Managements of some sampled tea factories reported that there were only a few permanent women workers in their factories and their houses were located near the factory and, thus, they did not require any creche facility. Employers of some sampled factories located in metropolitan and big cities reported that even if they provide the facility, women workers might not bring their babies to creches as they had to come for work from far off places. Some employers preferred to recruit unmarried or old women in their factories.

4.4.5 Figures in columns 6 to 10 of Table 4.3 indicate the extent to which the creche buildings in the sampled factories did not conform to the standards prescribed under the rules. The creche building, as per the rules, should have sound construction with its walls and roofs of suitable materials. Further, the room is to be of the prescribed height and should be adequately lighted and ventilated. Each creche should have a suitable room for washing and also a latrine for the sole use of the children. The creche should also be furnished with adequate number of cots and cradles. It would be seen from Table 4.3 that some employers were not complying with these statutory provisions. Three of the four creches in 'Tea Processing' factories and one out of the four creches in 'Coffee Curing' factories were functioning in buildings which were not of the prescribed standard of construction. These creches were functioning in unenclosed sheds and did not provide effective protection from the vagaries of weather. One creche in 'Tea Processing' factory and two creches in 'Coffee Curing' factories were functioning to be housed in inadequately lighted and ventilated rooms. These rooms were reported to be dirty as these had not been white-washed for the last many years and were wanting in sanitation and cleanliness. Two creches functioning in 'Tea Processing'

factories and one in 'Coffee Curing' factory had not been furnished with washrooms or latrines for the use of children attending creches. There was not even adequate provision of cots and cradles in a few creches functioning in 'Tea Processing' and 'Coffee Curing' factories.

4.4.6 As per the rules, each child attending creche should be fed with at least a quarter litre of clean pure milk. For children above two years of age, an adequate supply of wholesome refreshment is to be made in addition to milk. Furthermore, an adequate supply of clean clothes, towels, soap, etc., is to be made available for each child while he/she is in the creche. Sufficient supply of suitable toys for the children is also to be made in the creche. The study undertaken, however, revealed that the facilities provided in most of the creches functioning in tea and coffee factories were generally deficient in one item or the other. Milk was not being supplied to children in two out of the four creches functioning in 'Tea Processing' factories and in one of the four in 'Coffee Curing' factories. There was also no arrangement for the supply of refreshment to the older children in five creches functioning in 'Tea Processing' and 'Coffee Curing' factories. The essential items like soap, towel, etc., for providing a wash to the children were non-existent in the five creches, whereas clothes to the children were being supplied in only four of the 12 creches functioning in the sampled factories. Similarly, four of the 12 sampled units maintaining creches had not made any arrangement for the supply of playing material. The facility of playground did not exist in as many as seven creches.

4.4.7 It will be seen from column 16 of Table 4.3 that in two 'Tea Processing' factories and one 'Coffee Curing' factory, creches did not have any trained staff for looking after the children. In the absence of creche attendants, the elder members of the family had to look after the children in creches. The other creche staff, i.e., sweeper, etc., was also reported to be inadequate in two creches functioning in 'Tea Processing' factories.

4.4.8 The extent to which the creches functioning in the sampled factories were being utilised was also studied. For this purpose, information regarding the total number of women workers' children eligible to attend creches functioning in the sampled factories was also collected in the course of the study. This alongwith the corresponding information regarding the number of children actually attending creches have been analysed in Table 4.4.

4.4.9 The creche utilisation rate was found to be quite low especially for those functioning in 'Electrical Machinery, Apparatus and Appliances'

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

Sl. No.	Industrial Category	Total number of women workers children below 6 years of age in the sampled factories providing creches	No. of children actually attending creches			Utilisation rate Col. 6 — Col. 3 × 100	Average daily attendance per sampled factory providing creche facility
			Less than 2 years of age	2 years of age and above	Total		
1	2	3	4	5	6	7	8
1	Tea Processing	129	1	54	55	42.6	13.8
2	Coffee Curing	188	15	25	40	21.3	10.0
3	Manufacture of Match Splints and Veneers and Bobbins	—	—	—	—	—	—
4	Paper and Paper Board factories	—	—	—	—	—	—
5	Manufacture of Rubber and Plastic Products	—	—	—	—	—	—
6	Manufacture of Chinaware and Porcelainware	17	—	2	2	11.8	1.0
7	Manufacture of Electrical Machinery, Apparatus and Appliances	131	3	12	15	11.5	7.5
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	—	—	—	—	—	—

and 'Chinaware and Porcelainware' factories, wherein the percentage of children utilising the facility was only 11.5 and 11.8, respectively. The utilisation rate was also somewhat low (21.3 per cent) for the creches studied in 'Coffee Curing' factories.

4.4.10 The main reason adduced by the employers for the low attendance of children in creches was that women workers were having their own satisfactory arrangements for looking after their children. Managements of 'Tea Processing' factories maintained that houses of some women workers were very near to the factory and so, they could go to their houses during short breaks and were, thus, not keeping their children in creches. However, the study revealed that the main reasons responsible for the low creche utilisation rate were the lack of adequate facilities and the inadequate care of children in creches. There was also lack of initiative on the part of the employer to run creche in its true spirit. Most of the employers were maintaining creches merely to comply with the legal provisions and were neither concerned about the standard of facilities being provided in creches nor about the attendance therein.

4.5 Washing facilities

4.5.1 The Factories Act, 1948 makes it obligatory on the part of the employers to provide and maintain suitable washing facilities for men

and women workers. Such facilities, which include soap and nail brushes or other suitable cleansing material, are to be provided at conveniently accessible places and kept in a clean and orderly fashion. In the case of women workers separate washing facilities are to be provided with proper screens. The scale and extent of washing facilities to be provided are prescribed in the rules framed by the State Governments.

4.5.2 Table 4.5 gives details of separate washing facilities provided for women workers in the sampled factories. It would be seen from the table that some sampled factories were not having separate washing facility for women workers. Out of a total of 111 factories studied, 25 had no separate washing facilities for women workers. The separate washing facilities for women did not exist in as many as 11 sampled 'Tea Processing' factories, four 'Electrical Machinery, Apparatus and Appliances' factories, three 'Electronic Goods and Components' factories, one 'Chinaware and Porcelainware' factory, two 'Coffee Curing' factories, one 'Rubber Products' factory and three 'Match Splints and Veneers and Bobbins' factories. Many factories had inadequate number of washing arrangements for women as judged from the requirement of the law. Out of a total of 86 sampled factories providing the facility, as many as 18 units did not have sufficient number of separate washing arrangements for women. In many cases the separate washing places were either not screened or had no provision for cleansing material,

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

Sl. No.	Industrial Category	No. of factories studied	No. of factories providing separate washing facilities	No. of factories not having sufficient number of washing facilities	No. of factories in which washing facilities were deficient		
					Not properly screened	No soap or other cleansing material supplied	Inadequate water supply
1	2	3	4	5	6	7	8
1	Tea Processing	23	12	3	9	9	1
2	Coffee curing	10	8	3	—	1	—
3	Manufacture of Match Splints and Veneers and Bobbins	15	12	5	—	5	—
4	Paper and Paper Board factories	9	9	—	—	4	—
5	Manufacture of Rubber and Plastic Products	15	14	1	—	4	—
6	Manufacture of Chinaware and Porcelainware	12	11	—	1	6	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	8	1	4	1	1
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	12	5	—	4	—

such as, soap, towel, etc. The washing places meant for women were not screened in as many as nine 'Tea Processing' factories and in four 'Electrical Machinery, Apparatus and Appliances' factories and one 'Chinaware and Porcelainware' factory. There was also no provision for supply of soap or other cleansing material in as many as 34 sampled factories.

4.6 Latrine and urinal facilities

4.6.1 The Factories Act, 1948 makes it obligatory for every factory to maintain an adequate number of latrines and urinals of the prescribed type separately for men and women workers. Such facilities are to be conveniently situated and accessible to workers at all times while they are in the factory. Every latrine is required to be under cover and so partitioned off so as to secure privacy and have a proper door and fastenings. Sweepers are required to be employed to keep latrines, urinals and washing places clean. Standard of construction and the scale of latrine accommodation to be provided for men and women workers are contained in the rules framed by the concerned State Governments.

4.6.2 Table 4.6 gives details of separate latrine facility provided for women workers in the sampled factories. Although separate latrines for women

existed in most of the sampled factories yet their number was inadequate and maintenance was far from satisfactory in many cases. It would be seen from Table 4.6 that out of a total of 111 sampled factories, as many as 103 were having separate latrine arrangements for women workers. The separate latrine facility for women did not exist in five 'Tea Processing' factories, one 'Electrical Apparatus and Appliances' factory and two 'Electronic Goods and Components' factories. However, as many as 20 sampled units, mostly pertaining to 'Tea Processing' and 'Paper and Paper Board' factories had inadequate number of separate latrines for women as judged from the requirement of the law. These places were also not properly screened in five sampled 'Electronic Goods and Components' factories and five other sampled units. The separate latrines for women were not found in sanitary condition in five 'Rubber and Plastic Products' and four 'Electrical Machinery, Apparatus and Appliances' factories and in eight other sampled units. The arrangement for supply of water at these places was also reported to be inadequate in eight sampled factories. The separate latrine facility for women needed improvement in 'Tea Processing', 'Paper and Paper Board', 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories.

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

Sl. No.	Industrial Category	No. of factories studied	No. of factories having separate latrine facility for women	No. of factories not having sufficient number of latrines for women	No. of factories in which latrines were not		
					Properly screened	In sanitary condition	Having adequate water supply
1	2	3	4	5	6	7	8
1	Tea Processing	23	18	6	1	2	1
2	Coffee Curing	10	10	1	—	—	1
3	Manufacture of Match Splints and Veneers and Bobbins	15	15	—	1	1	—
4	Paper and Paper Board factories	9	9	9	—	2	1
5	Manufacture of Rubber and Plastic Products	15	15	—	—	5	1
6	Manufacture of Chinaware and Porecelainware	12	12	—	1	2	1
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	11	1	2	4	2
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	13	3	5	1	1

4.7 Maternity benefit

4.7.1 The maternity benefit to women workers employed in factories is generally provided under the Employees' State Insurance Act, 1948. However, in the case of factories not covered under this Act, viz., 'Tea Processing', women get the benefit under the Maternity Benefit Act. The E. S. I. Act provides for periodical payments in case of confinement or miscarriage and sickness arising out of pregnancy, confinement, premature birth of a child or mis-carriage, to an insured woman worker who is qualified for such benefit under the Act. An insured woman worker is eligible to claim the benefit under the Act for confinement, etc., in a benefit period if the contributions in respect of her were payable for not less than half the number of days of corresponding contribution period. The benefit is payable for all days on which the woman worker does not work for remuneration during a period of twelve weeks of which not more than six are to precede the expected date of confinement. Besides, the benefit is admissible in the case of sickness arising out of pregnancy, confinement, etc., for an additional period not exceeding one month. The daily rate of maternity benefit under the Act is twice the standard benefit rate corresponding to the average daily wages of the concerned woman worker during the corresponding contribution period.

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

4.7.3 All the sampled 'Tea Processing' factories and nine out of the ten sampled 'Coffee Curing' factories were covered by the Maternity Benefit Act, 1961. The rest of the sampled factories were mostly covered by the Employees' State Insurance Scheme. A few of these sampled factories located in rural areas were, however, covered under the Maternity Benefit Act. Women

workers employed in some 'Tea Processing' and 'Coffee Curing' factories and in a few sampled factories covered under the industry group 'Manufacture of Electronic Goods and Components' were reported to have availed of the benefit under the Maternity Benefit Act during the reference period.

4.7.4 As already stated in para 2.6.2, a large number of temporary women workers in 'Tea Processing' factories located in Assam and north West Bengal were engaged in stalk picking and were employed in the factories only for a period of 5 to 6 months in a year. The maternity benefit remained out of reach of these women workers as they failed to fulfil the necessary condition of having worked for at least 160 days in the twelve months period immediately preceding the date of the expected delivery. Further, these women stalk pickers were in many cases shown only in 'Kutchra' records and were not included in regular records of the factory, although in many cases, the same women workers were being recruited time and again at the start of each stalk picking season. Unless and until the qualifying condition for eligibility is relaxed for the casual and temporary women workers, they will not be able to avail of any maternity benefit. The other difficulty

reported by some of the sampled women workers was the delay in making payments of the maternity benefit.

4.7.5 Although a majority of the sampled women workers in the selected factories were satisfied with the benefits provided under the E.S.I. Scheme, yet some expressed dissatisfaction over the standard of pre-natal and post-natal medical facilities being made available to them in the E. S. I. hospitals/dispensaries. It was reported that medicines of good quality were not supplied to them.

4.8 Separate facilities for women in canteens

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

TABLE 4.7—Number of factories having separate arrangements for women in canteen

Sl. No.	Industrial Category	Total No. of factories studied	No. of factories under statutory obligation to provide canteen	No. of factories actually providing canteen	No. of factories having separate arrangements for women in canteen		
					Seating only	Service Counter only	Both seating and service counter
1	2	3	4	5	6	7	8
1	Tea Processing	23	8	6	1	—	1
2	Coffee Curing	10	3	3	2	—	1
3	Manufacture of Match Splints and Veneers and Bobbins	15	—	—	—	—	—
4	Paper and Paper Board Factories	9	1	1	1	—	—
5	Manufacture of Rubber and Plastic Products	15	1	2	—	—	1
6	Manufacture of Chinaware and Porcelainware	12	2	3	1	—	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	6	6	1	—	—
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	2	3	2	—	—

4.8.2 Table 4.7 shows the extent to which the factory owners were complying with the legal provisions relating to separate facilities for women in canteens. It would be seen from the table that separate seating or service facilities for women had not been provided in some canteens functioning in the sampled factories. Of the total 111 factories covered under the study, only 23 factories were obliged to provide the facility of canteen for the use of workers and of these, 20 factories were actually providing this facility. Four additional sampled factories had provided the facility voluntarily. The facility of canteen was non-existent in all the sampled 'Match Splints and Veneers and Bobbins' factories. Out of a total of 24 canteens functioning in various sampled factories, only three had provided separate seating arrangements as well as service counters for women. In additional eight canteens, there existed only separate seating arrangements for women with no separate service facility for them. Separate washing facilities for women in canteens were completely non-existent.

4.9 Other welfare amenities

A. Rest shelters

4.9.1 The Factories Act, 1948 or the Rules made thereunder lay down that in every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or lunch rooms of prescribed standards with provision for drinking water should be provided and maintained for the use of workers. However, it is not obligatory on the part of the employers to make separate arrangements in this regard for women workers. The study revealed that out of a total of 32 sampled factories obliged to provide rest shelters, only 16 factories (two 'Tea Processing' factories, three 'Coffee Curing' factories, one 'Paper Board' factory, five 'Electrical Machinery, Apparatus and Appliances' factories, two 'Electronic Goods and Components' factories, two 'Chinaware and Porcelainware' factories, and one 'Plastic Products' factory) had provided separate facility for their women employees either by providing separate rest shelters or by making separate seating arrangements for them in the rest rooms meant for both men and women workers. In the case of 'Tea Processing' factories where most of the workers were residing in plantation areas, the managements maintained that workers went to their nearby houses during rest intervals and hence, the need for rest shelters was not being felt. However, this was not true for the factories located in cities and urban areas where women workers had to come from long distances. In the absence of any canteen or any other separate facility, the women workers were found taking meals in their work rooms.

B. Medical facilities

4.9.2 As already stated in para 4.4.3, the welfare facilities enjoyed by plantation workers of a tea estate were also available to the workers of a tea factory located in that estate. Under the plantations Labour Act, 1951, it is obligatory on the part of the employers to provide and maintain dispensaries and hospitals of prescribed standard for the workers and their families. Thus, these medical facilities were also available to women tea factory worker. However, casual and temporary/seasonal women workers engaged in stalk picking in tea factories were not eligible to avail of these medical facilities. The rest of the sampled factories were mostly covered under the E.S.I. Scheme. Some sampled women workers reported that the facilities available through the E.S.I. Scheme were inadequate, whereas some others complained that not only the doctors were not paying adequate attention but also medicines of good quality were not supplied.

4.9.3 The Factories Act, 1948 provides that in each factory a first-aid box or a cup-board equipped with the prescribed contents should be maintained so as to be readily accessible during all working hours. In factories employing ordinarily more than 500 workers, an ambulance room of the prescribed size having the prescribed equipment and the facilities and in the charge of such medical and nursing staff as provided under the rules is to be maintained during the working hours of the factory. The study revealed that almost all the sampled factories had provided first-aid boxes. It will be seen from Table 4.8 that out of the 111 factories studied, only two factories had not complied with the statutory obligation. In 17 sampled units (five 'Match Splints and Veneers and Bobbins' factories, four 'Electrical Machinery, Apparatus and Appliances' factories, five 'Rubber and Plastic Products' factories, two 'Electronics' factories and one 'Chinaware and Porcelainware' factory), the contents of the first-aid boxes were found to be deficient. The study further revealed that 4 sampled factories (three 'Electrical Machinery, Apparatus and Appliances' factories and one 'Electronic Goods and Components' factory) were under a statutory obligation to provide an ambulance room and all these factories had actually complied with the provision of the law. One 'Coffee Curing' factory had also provided ambulance room voluntarily.

C. Recreational facilities

4.9.4 The Factories Act, 1948 or the rules made thereunder do not make it obligatory on the employers of factories to provide recreational amenities for their employees. However, the rules

TABLE 4.8—Number of factories where medical facilities existed at work place

Sl. No.	Industrial Category	Total No of factories studied	No. of factories having first-aid boxes	No. of factories in which deficiencies were found in first-aid boxes	No. of factories under statutory obligation to provide ambulance room/ dispensary	No. of factories actually providing ambulance room/ dispensary
1	2	3	4	5	6	7
1	Tea Processing	23	23	—	—	—
2	Coffee Curing	10	10	—	—	1
3	Manufacture of Match Splints and Veneers and Bobbins	15	15	5	—	—
4	Paper and Paper Board factories	9	9	—	—	—
5	Manufacture of Rubber and Plastic Products	15	15	5	—	—
6	Manufacture of Chinaware and Porcelain-ware	12	12	1	—	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	11	4	3	3
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	14	2	1	1

made under the Plantations Labour Act, 1951 make it obligatory upon the employers to provide and maintain one or more recreational centres which are to be conveniently situated from the workers' quarters and should provide adequate recreational facilities. As the facilities meant for plantation workers were also available to the factory workers in the estates, so the recreational facilities were found to be available to the workers in 17 of the total 23 tea factories studied. These facilities were being provided in the form of indoor and out-door games, film and video shows, facilities for women in the form of radios, T.V. sets, radio sets, newspapers, etc. Separate recreational books and in-door games like chess, carrom, etc., existed in only two tea factories. The recreational facilities in tea factories were, however, available

only to those workers who were residing in plantation areas and were not available to casual seasonal and temporary workers residing in the nearby villages. Among rest of the factories studied, only one 'Rubber Products' factory and three 'Electrical Machinery, Apparatus and Appliances' factories were reported to be providing recreational amenities to men and women workers. Because of their dual responsibility of employment and time-consuming household work, the women workers did not show any interest in participating in in-door and out-door games. They only enjoyed films and video shows in the tea estates where these were being arranged. In factories having no recreational facilities, some women workers expressed the need of providing such facilities in the form of newspapers, books, radios, T.V. sets, video shows, etc.

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

Sl. No.	Industrial Category	No. of factories studied	No. of factories providing recreational facilities in one form or the other		No. of units providing				
			For men and women	For only women	Recreational centres/clubs	In-door games facilities	Out-door games facilities	Radio and T.V. Sets	Newspapers periodicals, etc.
1	2	3	4	5	6	7	8	9	10
1	Tea Processing	23	17	2	17	10	11	10	2
2	Coffee Curing	10	—	—	—	—	—	—	—
3	Manufacture of Match Splints and Veneers and Bobbins	15	—	—	—	—	—	—	—
4	Paper and Paper Board factories	9	—	—	—	—	—	—	—
5	Manufacture of Rubber and Plastic Products	15	1	—	1	—	—	—	—
6	Manufacture of Chinaware and Porcelain-ware	12	—	—	—	—	—	—	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	3	—	3	3	—	—	—
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	15	—	—	—	—	—	—	—

CHAPTER V

SOCIO-DEMOGRAPHIC CHARACTERISTICS

5.1 Introductory

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

5.2 Age distribution

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

5.2.2 It would be seen from Table 5.1 that the proportion of women workers in the age group '45 years and above' was relatively high in the sampled 'Chinaware and Porcelainware', 'Coffee Curing' and 'Paper and Paper Board' factories, being 45.5 per cent, 30.4 per cent and 29.5 per cent, respectively. In the case of remaining industries studied, as much as 83 to 96 per cent of women workers in the selected factories were below the age of 45 years. In 'Electronic Goods and Components' factories, where the managements generally preferred to employ unmarried girls, most of the women workers (83 per cent) were below the age of 34 years. No female child or adolescent was reported to be working in any selected industry on the dates of visit to the sampled factories. However, 74 female adolescents were reported to be working in one tea factory on 31-8-1985.

TABLE 5.1—Percentage distribution of women workers in the sampled factories by age group

Sl. No.	Industrial Category	Total number* of women workers in the sampled factories studied	Percentage distribution of women workers by age groups (years)						
			Children	Adolescents	18—24	25—34	35—44	45—55	55 and above
1	2	3	4	5	6	7	8	9	10
1	Tea Processing	826	—	—	29.7	30.1	23.1	15.4	1.7
4	Coffee Curing	1,042	—	—	9.4	24.3	35.9	23.4	7.0
3	Manufacture of Match Splints and Veneers and Bobbins	352	—	—	41.8	25.0	18.2	12.2	2.8
4	Paper and Paper Board factories	122	—	—	19.7	13.9	36.9	23.8	5.7
5	Manufacture of Rubber and Plastic Products	267	—	—	19.1	40.4	24.7	13.9	1.9
6	Manufacture of Chinaware and Porcelainware	341	—	—	7.3	19.0	28.2	35.8	9.7
7	Manufacture of Electrical Machinery, Apparatus and Appliances	550	—	—	20.9	33.3	37.3	8.2	0.3
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	706	—	—	49.9	33.1	13.3	2.4	1.3

*As these figures pertain to the dates on which the sampled factories were visited hence they may not necessarily tally with those given in other chapters.

5.3 Marital status

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

5.3.2 The proportion of married women was very low, viz., 32.9 per cent in the sampled 'Electronic Goods and Components' factories. This was due to the fact that about half of the women workers in these factories were in the age group of 18—24 years. In the remaining industries studied, the proportion of married women varied between 44 per cent and 80 per cent of the total women workers. The percentage of married women was the highest in the sampled 'Chinaware and Porcelainware' factories where they formed 80.0 per cent of the total women employment. The proportion of widowed, separated and divorced

women workers varied between 3.4 per cent and 17.8 per cent of the total women workers in various industries covered under the study.

5.3.3 Unmarried and newly-married sampled women workers. The percentage of married women continue with the job after their marriage and/or the birth of the first child. Out of a total of 198 unmarried and newly-married sampled women workers studied in various industries, 120 women reported that they would continue with the job after marriage and/or the birth of the first child. Only nine sampled women workers expressed their desire to leave their present jobs after marriage and/or the birth of the first child, whereas the remaining 69 were undecided over the issue. The study further revealed that women workers had generally taken up employment in factories either to improve the standard of living of their families or to supplement their meagre family income rather than to achieve any personal independence or status for themselves.

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

Sl. No.	Industrial Category	Total number of women workers in the factories studied	Percentage distribution of women workers by marital status		
			Never married	Married	Widowed/ Separated/ Divorced
1	2	3	4	5	6
1	Tea Processing	826	26.3	66.6	7.1
2	Coffee Curing	1,042	12.2	70.0	17.8
3	Manufacture of Match Splints and Veneers and Bobbins	352	47.5	44.3	8.2
4	Paper and Paper Board factories	122	33.6	54.1	12.3
5	Manufacture of Rubber and Plastic Products	267	33.7	58.1	8.2
6	Manufacture of Chinaware and Porcelainware	341	5.6	80.0	14.4
7	Manufacture of Electrical Machinery, Apparatus and Appliances	550	29.6	66.9	3.5
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	706	63.7	32.9	3.4

5.4 literacy and education

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

5.4.2 It would be seen from Table 5.3 that the literacy standard was at the lowest ebb among the women workers studied in 'Tea Processing', 'Paper and Paper Board' and 'Chinaware and Porcelainware' factories. As much as 82.5 per cent of the

sampled women workers in 'Chinaware and Porcelainware', 71.9 per cent in 'Tea Processing' and 65.9 per cent in 'Paper and Paper Board' factories were illiterate. The position regarding literacy among the sampled women workers was also not quite satisfactory in 'Rubber and Plastic Products', 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories where the percentage of illiterates was as much as 42.7, 38.0 and 36.8, respectively. This was due to the fact that women workers in all the aforesaid factories were mostly employed in unskilled manual occupations where no level of education was generally required. However, in 'Electronic Goods and Components' and

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

Sl. No.	Industrial Category	Number of sampled women workers studied	Percentage distribution of sampled women workers by literacy standard						
			Illiterate	Literate but below Primary	Primary standard	Middle standard	Matric and above but below Graduate	Graduate and above	Having technical Education after passing matric or higher examination
1	2	3	4	5	6	7	8	9	10
1	Tea Processing	128	71.9	11.7	6.3	2.3	7.8	—	—
2	Coffee Curing	71	38.0	21.1	29.6	7.1	2.8	—	1.4
3	Manufacture of Match Splints and Veneers and Bobbins	76	36.8	15.8	38.2	6.6	2.6	—	—
4	Paper and Paper Board factories	44	65.9	15.9	9.1	4.6	4.5	—	—
5	Manufacture of Rubber and Plastic Products	75	42.7	13.3	8.0	17.3	18.7	—	—
6	Manufacture of Chinaware and Porcelainware	63	82.5	3.2	9.5	4.8	—	—	—
7	Manufacture of Electrical Machinery, Apparatus and Appliances	67	1.5	6.0	14.9	7.5	46.2	1.5	22.4
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)	87	—	3.5	10.3	8.0	63.2	1.2	13.8

'Electrical Machinery, Apparatus and Appliances' industries where generally educated persons were employed, almost all the sampled women workers were literates. As much as 78.2 per cent of the sampled women workers in 'Electronic Goods and Components' factories and 70.1 per cent in 'Electrical Machinery, Apparatus, and Appliances' factories were either matriculates or possessed even higher educational qualifications. Some of the women workers in these factories were also having technical educational qualifications like diploma in electrical engineering, diploma in electronics, typing, shorthand, etc.

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

5.4.4 It would be seen from Table 5.4 that all children of the women workers studied in 'Coffee Curing', 'Chinaware and Porcelainware', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories were attending schools. The position about the children attending schools was also quite satisfactory in

the case of 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board' and 'Rubber and Plastic Products' factories, where the proportion of children attending school was reported to be as much as 97.2 per cent, 84.1 per cent and 84.2 per cent, respectively. In 'Tea Processing' factories, however, about one-third of the total children of the sampled women workers were not attending school. The rate of enrolment for girls was relatively less than for boys in some sampled factories. This was due to the indifferent attitude of parents towards the education of their daughters. Some girls had to perform various household chores or were required to look after the younger ones while their parents were at work.

5.5 Work-life and leisure time

5.5.1 Data collected during the course of the study revealed that the sampled women workers, especially those with family responsibilities, were generally overburdened with their dual responsibility of family and employment. Apart from the work in factories, they had to attend to various household jobs. The study revealed that on an average, a sampled woman worker had to spend approximately 2 to 4 hours in doing household jobs. In big cities, where workers were residing far from their places of work, they had to spend a lot of time in to and for journey with the result that they were left with very little leisure time. Average leisure time available per day to a sampled woman worker was found to vary between one and two hours.

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

Sl. No.	Industrial Category	Total number of children in the age group 6—14 years			Percentage of children (6—14 years) actually attending school		
		Boys	Girls	Total	Boys	Girls	Total
1	2	3	4	5	6	7	8
1	Tea Processing	69	60	129	52 (75.4)	36 (60.0)	88 (68.2)
2	Coffee Curing	24	30	54	24 (100.0)	30 (100.0)	54 (100.0)
3	Manufacture of Match Splints and Veneers and Bobbins	20	16	36	20 (100.0)	15 (93.8)	35 (97.2)
4	Paper and Paper Board factories	24	20	44	21 (87.5)	16 (80.0)	37 (84.1)
5	Manufacture of Rubber and Plastic Products	22	16	38	18 (81.8)	14 (87.5)	32 (84.2)
6	Manufacture of Chinaware and Porcelainware	30	22	52	30 (100.0)	22 (100.0)	52 (100.0)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	25	20	45	25 (100.0)	20 (100.0)	45 (100.0)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)	13	3	16	13 (100.0)	3 (100.0)	16 (100.0)

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

5.6 Trade unionism among women workers

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

5.6.2 It would be seen from Table 5.5 that barring 'Match Splints and Veneers and Bobbins' factories, women workers employed in various industries covered under the study were not unionised to the same extent as the corresponding men workers. The difference was significant in the case of 'Electronic Goods and Components', 'Rubber and Plastic Products', 'Paper and Paper Board' and 'Tea Processing' factories in which the percentage of women workers who were members of trade unions was only 15.3, 27.4, 37.3 and 41.0, respectively as against much higher percentages of 91.7, 78.9, 83.6 and 76.3, respectively for the corresponding men workers. The extent of trade unionism among women workers was also reported to be less than among men workers employed in 'Coffee Curing', 'Chinaware and Porcelainware' and 'Electrical Machinery, Apparatus and Appliances' factories, being 56.3, 50.6 and (2.1 per cent, respectively, as against the corresponding higher percentages of 76.3, 62.5 and 89.7, respectively for men workers. The position regarding the extent of trade unionism was

highly unsatisfactory for both men and women workers employed in 'Match Splints and Veneers and Bobbins' factories where only 17.1 per cent of men and 17.6 per cent of women were found to be unionised.

5.6.3 A comparative study of figures in columns 6 and 12 of Table 5.5 would reveal that for all the industries studied excepting 'Match Splints and Veneers and Bobbins' factories, the proportion of women membership to total trade union membership was less than women workers' share in the total employment. The difference was found to be significant in the case of 'Tea Processing', 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Electronic Goods and Components' factories where the percentage of women membership to total trade union membership was as low as 15.5, 7.8, 9.7 and 5.5, respectively as against their much higher percentage share of 25.4, 15.9, 23.7 and 25.7, respectively in total employment. Ignorance about the utility of trade unions and lack of social awareness were found to be the main reasons for low women trade union membership. Even among the women trade union members, only a few understood the role of trade unions. Most of the women were only passive members and did not take any active part in the trade union activities. Only four sampled women workers in 'Coffee Curing' factories, three in

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

Sl. No.	Industrial Category	Number of factories studied	Number of units having trade unions	Total* number of production and related workers in the factories studied			Percentage of workers who were members of of trade union			Sex-wise percentage distribution of total membership		
				Men	Women	Total	Men	Women	Total	Men	Women	Total
1	Tea Processing	23	23	3,398 (74.6)	1,159 (25.4)	4,557 (100.0)	76.3	41.0	67.3	84.5	15.5	100.0
2	Coffee Curing	10	6	414 (25.5)	1,207 (74.5)	1,621 (100.0)	76.3	56.3	61.4	31.8	68.2	100.0
3	Manufacture of Match Splints and Veneers and Bobbins	15	3	105 (23.2)	348 (76.8)	453 (100.0)	17.1	17.6	17.4	22.8	77.2	100.0
4	Paper and Paper Board factories	9	6	580 (84.1)	110 (15.9)	690 (100.0)	83.6	37.3	76.2	92.2	7.8	100.0
5	Manufacture of Rubber and Plastic Products	15	5	871 (76.3)	270 (23.7)	1,141 (100.0)	78.9	27.4	66.7	90.3	9.7	100.0
6	Manufacture of Chinaware and Porcelainware	12	5	2,637 (88.6)	340 (11.4)	2,977 (100.0)	62.5	50.6	61.2	90.6	9.4	100.0
7	Manufacture of Electrical Machinery, Apparatus and Appliances	12	8	5,601 (92.8)	437 (7.2)	6,038 (100.0)	89.7	72.1	88.4	94.1	5.9	100.0
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)	15	5	1,777 (74.3)	614 (25.7)	2,391 (100.0)	91.7	15.3	72.1	94.5	5.5	100.0

NOTE :—Figures in brackets in Columns 5 to 7 show percentages to total number of production and related workers.

* :—The information relates to all the sampled factories including those having no trade unions. As these figures pertain to the dates on which the sampled factories were visited, hence they may not necessarily tally with the employment data presented in other tables.

'Electrical Machinery, Apparatus and Appliances' factories and two in 'Electronic Goods and Components' factories were found holding some executive jobs in the working of trade unions. No sampled woman worker in rest of the factories studied was found holding either a post of an office-bearer or any other responsible position at the decision and policy making levels of trade unions. Women workers were generally not alive to their interests. They regarded their employment as nothing more than a source of supplementing their family income and were not much concerned about the conditions of employment they got from their employers.

5.7 Awareness of beneficial legal provisions

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

5.7.2 It would be seen from Table 5.6 that most of the women workers studied in the sampled 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins', 'Paper and Paper Board', 'Rubber and Plastic Products' and in 'Chinaware and Porcelainware' factories were completely ignorant about the beneficial provisions contained in the important labour acts like the Factories Act, 1948, the Maternity Benefit Act/ESI Act and the Equal Remuneration Act, 1976. Not a single sampled woman worker in these factories was fully aware of these beneficial legal provisions, while a very small proportion of the women workers were having some knowledge about them. The position was, however, better in the case of 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories in which a large number of women workers were literate and educated. In these factories some of the beneficial legal provisions were fully or partially known to at least one-fourth of the women workers.

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

Sl. No.	Industrial Category	Number of women workers studied	Distribution of women workers by awareness of legal provisions under								
			The Factories Act, 1948			The Maternity Benefit Act/ESI Act			The Equal Remuneration Act, 1976		
			Fully aware	Partially aware	Not aware	Fully aware	Partially aware	Not aware	Fully aware	Partially aware	Not aware
1	2	3	4	5	6	7	8	9	10	11	12
1	Tea Processing	128	— (—)	13 (10.2)	115 (89.8)	— (—)	9 (7.0)	119 (93.0)	— (—)	9 (7.0)	119 (93.0)
2	Coffee Curing	71	— (—)	3 (4.2)	68 (95.8)	— (—)	15 (21.1)	56 (78.9)	— (—)	2 (2.8)	69 (97.2)
3	Manufacture of Match Splints and Veneers and Bobbins	76	— (—)	— (—)	76 (100.0)	— (—)	3 (4.0)	73 (96.0)	— (—)	— (—)	76 (100.0)
4	Paper and Paper Board factories	44	— (—)	3 (6.8)	41 (93.2)	— (—)	3 (6.8)	41 (93.2)	— (—)	3 (6.8)	41 (93.2)
5	Manufacture of Rubber and Plastic Products	75	— (—)	8 (10.7)	67 (89.3)	— (—)	8 (10.7)	67 (89.3)	— (—)	8 (10.7)	67 (89.3)
6	Manufacture of Chinaware and Porcelainware	63	— (—)	— (—)	63 (100.0)	— (—)	8 (12.7)	55 (87.3)	— (—)	— (—)	63 (100.0)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	67	2 (3.0)	22 (32.8)	43 (64.2)	3 (4.5)	27 (40.3)	37 (55.2)	2 (3.0)	17 (25.4)	48 (71.6)
8	Manufacture of Electronic Goods and Components (except Manufacture of Radios and T.V. Sets)	87	6 (6.9)	18 (20.7)	63 (72.4)	6 (6.9)	22 (25.3)	59 (67.8)	6 (6.9)	18 (20.7)	63 (72.4)

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

CHAPTER VI

ECONOMIC AND LIVING CONDITIONS

6.1 Introductory

6.1.1 In order to study the economic and living conditions of women workers' families, data on items like broad occupational structure of other members of the family, total family income and general housing condition was also collected in the worker-level questionnaire. Information collected regarding the housing conditions covered items like type of structure, ownership and provision of amenities like kitchen, bath room, latrine and water supply, etc. Since the worker-level questionnaire was canvassed for only certain selected women workers in a sampled factory, the information compiled on the basis of these questionnaires provides only a broad picture of economic and housing conditions of women workers' families.

6.2 Average earning strength and broad occupational structure of households

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

6.2.2 It would be seen from Table 6.1 that the average number of members per sampled woman worker's family varied between 4.7 and 5.6 in the industries studied. The average household size worked out to be the highest (5.6) for families of the selected women workers employed in 'Tea Processing' and 'Manufacture of Match Splints and Veneers and Bobbins' and the lowest (4.7) in the case of 'Coffee Curing', 'Paper and Paper Board'

TABLE 6-1—Average household size and average number of earners per family and the percentage distribution of earners other than women workers by broad occupational groups.

Sl. No.	Industrial Category	Total number of sampled women workers studied	Average household size	Average number of earners per household	Average percentage of earners to total members	Average percentage of earners other than women workers employed in					Total
						Factories	Manual employment in non-agricultural occupations	Non-manual wage-employment in non-agricultural occupations	In agricultural employment	Other occupations (self employment)	
1	2	3	4	5	6	7	8	9	10	11	12
1	Tea Processing	128	5.6 (720)	2.6 (334)	46.4	38.8 (80)	47.1 (97)	3.4 (7)	6.8 (14)	3.9 (8)	100.0 (206)
2	Coffee Curing	71	4.7 (333)	2.4 (171)	51.4	26.0 (26)	30.0 (30)	22.0 (22)	6.0 (6)	16.0 (16)	100.0 (100)
3	Manufacture of Match Splints and Veneers and Bobbins	76	5.6 (425)	2.5 (187)	44.0	27.9 (31)	27.9 (31)	4.5 (5)	25.2 (28)	14.5 (16)	100.0 (111)
4	Paper and Paper Board factories	44	4.7 (205)	2.2 (98)	47.8	42.6 (23)	29.6 (16)	7.4 (4)	3.7 (2)	16.7 (9)	100.0 (54)
5	Manufacture of Rubber and Plastic Products	75	4.8 (362)	2.2 (165)	45.6	57.8 (52)	18.9 (17)	15.5 (14)	— (—)	7.8 (7)	100.0 (90)
6	Manufacture of Chinaware and Porcelainware	63	4.7 (297)	2.1 (135)	45.4	59.7 (43)	16.7 (12)	11.1 (8)	2.8 (2)	9.7 (7)	100.0 (72)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	67	5.1 (343)	2.3 (154)	44.9	46.0 (40)	9.2 (8)	34.5 (30)	— (—)	10.3 (9)	100.0 (87)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)	87	4.8 (417)	2.3 (203)	48.7	40.5 (47)	14.6 (17)	32.8 (38)	— (—)	12.1 (14)	100.0 (116)

NOTE:—Figures in brackets indicate the absolute figures.

and 'Chinaware and Porcelainware' factories. The average proportion of earners to total members in the sampled households studied in various industries varied between 44 per cent and 51 per cent. The average proportion of earners worked out to be the highest in the case of 'Coffee Curing' and the lowest for 'Match Splints and Veneers and Bobbins' factories.

6.2.3 It will be seen from figures in column 7 of Table 6.1 that on an average, about 26 to 60 per cent of earners other than women workers, belonging to the sampled households covered in the selected industries were also employed in factories. Among the industries covered, 'Chinaware and Porcelainware' and 'Rubber and Plastic Products' factories revealed higher proportion of earners engaged in factories, being 59.7 per cent and 57.8 per cent, respectively. The non-agricultural manual jobs also engaged an appreciable percentage of earners of the sampled households studied in some industries. Slightly less than half of the earners, other than women workers of the sampled households studied in 'Tea Processing', slightly less than one-third in the case of 'Coffee Curing' and 'Paper and Paper Board' factories and slightly more than one-fourth in the case of 'Match Splints and Veneers and Bobbin' factories, were employed in establishments other than factories in non-agricultural wage-paid manual jobs like coolies, construction labourers, masons, drivers, carpenters, handloom workers, etc. The proportion of such workers was, however, comparatively less in the case of households studied in rest of the industries. The employment in non-manual non-agricultural wage-paid jobs in offices and establishments other than factories was observed to be higher in the case of sampled households studied in 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories which were mostly located in big cities. The households covered in rural-based industry, viz., 'Match Splints and Veneers and Bobbins' factories revealed relatively higher proportion of earners engaged in agricultural employment as compared to the households studied in some of the remaining industries. No sampled household studied in 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories was engaged in agricultural jobs. Some members of the women workers' families in all the industries studied were also reported to be self employed workers.

6.3 Average family income

6.3.1 Information regarding the total monthly family income of the sampled households from all

sources was collected in the worker-level questionnaire. Table 6.2 gives industry-wise position regarding the average monthly income per sampled household as revealed by the study.

6.3.2. It will be seen from Table 6.2 that the average monthly family income was much higher for households covered in 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, being Rs. 1,974 and Rs. 1,561, respectively as compared to those covered in the remaining industries where this varied between Rs.528 and Rs. 1,101. The average monthly family income worked out to be very low for households of the sampled women workers studied in 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories being Rs. 528 and Rs. 563, respectively. This was due to the fact that in these factories the wage rates of women workers were very low.

6.4 Housing conditions

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

6.4.2 Table 6.3 gives the distribution of sampled houses according to ownership and type of structure. The type of structure of houses was classified into three broad categories, viz., 'Pucca', 'Semi-Pucca' and 'Kutchra'. A house was regarded as 'Pucca' if its walls and roof were built of concrete or stone, cement and bricks and 'Kutchra' if its walls were built of mud and the roof of thatched grass or country tiles. A house having a part of its structure as 'Pucca' and the remaining 'Kutchra' was taken as 'Semi-Pucca'.

TABLE 6.2—Average monthly family income of the sampled households

Sl. No.	Industrial Category	Total number of sampled households studied	Average monthly family income (Rs.)
1	2	3	4
1	Tea Processing	128	829
2	Coffee Curing	71	528
3	Manufacture of Match Splints and Veneers and Bobbins	76	563
4	Paper and Paper Board factories	44	872
5	Manufacture of Rubber and Plastic Products	75	1,101
6	Manufacture of Chinaware and Porcelainware	63	1,032
7	Manufacture of Electrical Machinery, Apparatus and Appliances	67	1,974
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)	87	1,561

6.4.3 It would be seen from columns 3 to 5 of Table 6.3 that no woman worker studied in 'Match Splints and Veneers and Bobbins' and 'Electronic Goods and Components' factories and only a few sampled women workers covered in 'Coffee Curing', 'Paper and Paper Board', 'Rubber and Plastic Products' and 'Electrical Machinery, Apparatus and Appliances' factories were residing in houses provided by their employers. The women workers in these factories were mostly residing in owned or rented houses. However, about three-fifths of the sampled women workers covered in the selected 'Tea Processing' factories and about one-fifth in 'Chinaware and Porcelainware' factories were residing in the housing accommodation provided by their employers and rest of the women workers in these factories were residing in owned or rented houses. As between 'owned' and 'rented' dwellings, the greater number of the sampled families were residing in the rented dwellings than in the owned houses in the case of 'Rubber and Plastic Products', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, as these were

located mostly in big cities. In rest of the industries covered, the proportion of women workers residing in owned houses was more than in rented dwellings.

6.4.4 Columns 6 to 14 of Table 6.3 reveal that in 'Tea Processing' factories most of the sampled 'owned' houses were 'Kutchas', whereas 'rented' houses and those provided by the management were 'Pucca' in a majority of the cases studied. In the case of other industries also, the houses, wherever provided by employers to the sampled households, were found to be mostly 'Pucca' or 'Semi-Pucca'. In 'Coffee Curing' and 'Match Splints and Veneers and Bobbins' factories, a majority of both 'owned' and 'rented' sampled dwellings were 'Kutchas'. A substantial proportion of 'owned' and 'rented' houses studied in 'Paper and Paper Board' and 'Rubber and Plastic Products' factories and of rented dwellings studied in 'Chinaware and Porcelainware' factories were also 'Kutchas'. However, in 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, most of the sampled women workers were found residing in 'Pucca' houses.

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

Sl. No.	Industrial Category	Total number of dwellings studied			Type of structure								
		Owned	Rented	Provided by management	Owned Houses			Rented Houses			Houses provided by the management		
					Kutchas	Puccas	Semi-Puccas	Kutchas	Puccas	Semi-Puccas	Kutchas	Puccas	Semi-Puccas
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Tea Processing	31 (24.2)	21 (16.4)	76 (59.4)	29 (93.5)	2 (6.5)	— (—)	8 (38.1)	11 (52.4)	2 (9.5)	21 (27.6)	55 (72.4)	— (—)
2	Coffee Curing	40 (56.3)	29 (40.9)	2 (2.8)	23 (57.5)	10 (25.0)	7 (17.5)	15 (51.7)	9 (31.0)	5 (17.3)	— (—)	2 (100.0)	— (—)
3	Manufacture of Match Splints and Veneers and Bobbins	62 (81.6)	14 (18.4)	— (—)	38 (61.3)	11 (17.7)	13 (21.0)	8 (57.1)	5 (35.7)	1 (7.2)	— (—)	— (—)	— (—)
4	Paper and Paper Board factories	22 (50.0)	17 (38.6)	5 (11.4)	11 (50.0)	11 (50.0)	— (—)	6 (35.3)	8 (47.1)	3 (17.6)	1 (20.0)	1 (20.0)	60.0
5	Manufacture of Rubber and Plastic Products	29 (38.7)	41 (54.7)	5 (6.6)	14 (48.3)	13 (44.8)	2 (6.9)	15 (36.6)	19 (46.3)	7 (17.1)	— (—)	5 (100.0)	— (—)
6	Manufacture of Chinaware and Porcelainware	31 (49.2)	19 (30.2)	13 (20.6)	5 (16.1)	11 (35.5)	15 (48.4)	9 (47.4)	3 (15.8)	7 (36.8)	— (—)	8 (61.5)	5 (38.5)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	23 (34.3)	43 (64.2)	1 (1.5)	— (—)	15 (65.2)	8 (34.8)	3 (7.0)	33 (76.7)	7 (16.3)	— (—)	1 (100.0)	— (—)
8	Manufacture of Electronic Goods and Components (Except Radios and T.V. sets)	40 (46.0)	47 (54.0)	— (—)	1 (2.5)	35 (87.5)	4 (10.0)	5 (10.6)	35 (74.5)	7 (14.9)	— (—)	— (—)	— (—)

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

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

6.4.6 The facility of a separate kitchen, bathroom or a latrine was non-existent in a large number of cases studied. It will be seen from Table 6.4 that a majority of the sampled 'owned' or 'rented' dwellings studied in 'Rubber and Plastic Products' and 'Chinaware and Porcelainware' factories had no facility of a separate kitchen. About two-fifths of the 'owned' or 'rented' houses of the women workers studied in 'Tea Processing', 'Match Splints and Veneers and Bobbins' and 'Paper and Paper Board' factories and slightly more than one-fourth in 'Coffee Curing' and 'Electronic Goods and Components' factories were also not having this facility. The position was, however,

satisfactory in the case of houses studied in 'Electrical Machinery, Apparatus and Appliances' factories and also in respect of those provided by the employers of the sampled 'Rubber and Plastic Products' factories. The facility of a separate bath room or a latrine was also found to be non-existent in most of the cases studied in 'Tea Processing', 'Coffee Curing', 'Match Splints and Veneers and Bobbins', 'Rubber and Plastic Products' and 'Chinaware and Porcelainware' factories. The facility was also not found existing in about half of the sampled houses studied in 'Paper and Paper Board' factories. The position was, however, better in the case of 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, wherein a large majority of the sampled women workers' dwellings were having the facility of a separate bathroom or a latrine.

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

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

Sl. No.	Industrial Category	Number of dwellings studied		Number of dwellings having separate kitchen, bathroom and latrine facilities						
		Owned or Rented	Allotted by Management	Owned or Rented			Allotted by Management			
				Kitchen	Bathroom	Latrine	Kitchen	Bathroom	Latrine	
1	2	3	4	5	6	7	8	9	10	
1	Tea Processing	52	76	30 (57.7)	17 (32.7)	13 (25.0)	56 (73.7)	26 (34.2)	23 (30.3)	
2	Coffee Curing	69	2	50 (72.5)	26 (37.7)	23 (33.3)	1 (50.0)	— (—)	— (—)	
3	Manufacture of Match Splints and Veneers and Bobbins	76	—	47 (61.8)	13 (17.1)	13 (17.1)	— (—)	— (—)	— (—)	
4	Paper and Paper Board factories	39	5	22 (56.4)	20 (51.3)	20 (51.3)	— (—)	— (—)	— (—)	
5	Manufacture of Rubber and Plastic Products	70	5	27 (38.6)	23 (32.9)	23 (32.9)	5 (100.0)	4 (80.0)	— (—)	
6	Manufacture of Chinaware and Porcelainware	50	13	23 (46.0)	16 (32.0)	16 (32.0)	— (—)	— (—)	— (—)	
7	Manufacture of Electrical Machinery, Apparatus and Appliances	66	1	55 (83.3)	52 (78.8)	50 (75.8)	1 (100.0)	1 (100.0)	1 (100.0)	
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)	87	—	61 (70.1)	64 (73.6)	55 (63.2)	— (—)	— (—)	— (—)	

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

6.4.8 Most of the sampled households did not have an independent source of water supply and thus, had to depend upon the common sources of water supply available outside their houses. It would be seen from Table 6.5 that 'taps' formed the main source of water supply for most of the sampled households covered in 'Rubber and Plastic Products', 'Chinaware and Porcelainware', 'Paper and Paper Board', 'Electrical Machinery, Apparatus and Appliances' and 'Electronic Goods and Components' factories, which were generally located in cities. However, for the households covered in 'Coffee Curing' factories, both 'taps' and 'wells/tube wells' formed the important sources of water supply. About two-thirds of the households covered in 'Tea Processing' and three-fifths

in 'Match Splints and Veneers and Bobbins' factories were using water from wells and/or tube wells and the rest were mostly using tap water. A small proportion of the sampled households were also using water from hand-pumps. No satisfactory source of water supply was available to some of the households studied in 'Tea Processing' and a few households studied in 'Match Splints and Veneers and Bobbins', 'Rubber and Plastic Products' and 'Chinaware and Porcelainware' factories. These households were using water from sources like rivers, tanks, canals, streams, etc. As the water available to the households studied in some sampled 'Tea Processing' factories was not fit for human consumption, the workers in these factories were, therefore, reported to be prone to stomach and other diseases.

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

Sl. No.	Industrial Category	Number of dwellings studied	Distribution of dwellings by predominant source of water supply				
			Taps	Wells/ Tube wells	Hand pumps	Tanks/ Rivers	Other sources
1	2	3	4	5	6	7	8
1	Tea Processing	128	30 (23.4)	86 (67.2)	2 (1.6)	5 (3.9)	5 (3.9)
2	Coffee Curing	71	35 (49.3)	31 (43.7)	5 (7.0)	— (—)	— (—)
3	Manufacture of Match Splints and Veneers and Bobbins	76	28 (36.8)	45 (59.2)	— (—)	— (—)	3 (4.0)
4	Paper and Paper Board factories	44	33 (75.0)	6 (13.6)	5 (11.4)	— (—)	— (—)
5	Manufacture of Rubber and Plastic Products	75	69 (92.0)	3 (4.0)	2 (2.7)	— (—)	1 (1.3)
6	Manufacture of Chinaware and Porcelainware	63	61 (96.8)	— (—)	— (—)	— (—)	2 (3.2)
7	Manufacture of Electrical Machinery, Apparatus and Appliances	67	56 (83.6)	8 (11.9)	3 (4.5)	— (—)	— (—)
8	Manufacture of Electronic Goods and Components (Except Manufacture of Radios and T.V. Sets)	87	82 (94.3)	2 (2.3)	3 (3.4)	— (—)	— (—)

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

in 11 test spins and 7 centers and Hobbin. The
 forces were using water from wells and or from wells
 and the test were mainly using tap water. A small
 proportion of the sampled households were also
 using water from hand pumps. No satisfactory
 source of water supply was available to some of
 the households studied in Tea Processing and
 a few households studied in Rubber Spins and
 Yarn and Hobbin, Rubber and Plastic Pro-
 ducts and Gunwara and Potteryware factories.
 These households were using water from sources
 like rivers, tanks, canals, streams etc. As the
 water available in the households studied in some
 sampled Tea Processing factories was not fit for
 human consumption, the workers in these factories
 which the test reported to be prone to stomach
 and other diseases.

Most of the sampled households do not
 have an independent source of water supply and
 this has to depend upon the common source of
 water supply available outside their houses. It
 would be seen from Table 1 that tap water
 the main source of water supply for most of the
 sampled households. However, in Rubber and Pl-
 astic Products, Gunwara and Potteryware,
 Paper and Paper Board, Textile Machinery,
 Apparatus and Appliances and Electronic Goods
 and Components factories which were generally
 located in cities. However, for the households
 covered in Colla, Cotton, Yarn and Paper, Paper
 and wire tube work formed the important sources
 of water supply. About two-thirds of the house-
 holds covered in Tea Processing and three-fifths

TABLE 1 - Distribution of water supply sources in different types of factories

No.	Industrial Category	Number of factories studied	Distribution of findings for different sources of water supply			
			Tap	Wells/ Tube wells	Hand pumps	Other sources
1	Tea Processing	128	30 (23.0)	26 (45.0)	2 (1.5)	7 (5.5)
2	Cotton Yarn	71	32 (45.0)	37 (52.0)	2 (2.8)	0
3	Manufacture of Rubber Spins and Yarns and Hobbin	26	32 (90.0)	0 (0.0)	1 (3.0)	3 (11.0)
4	Paper and Paper Board Factories	44	38 (86.0)	5 (11.0)	1 (2.0)	0
5	Manufacture of Rubber and Plastic Products	75	60 (80.0)	13 (17.0)	2 (2.0)	0
6	Manufacture of Gunwara and Potteryware	62	5 (8.0)	1 (1.0)	1 (1.0)	55 (89.0)
7	Manufacture of Textile Machinery, Apparatus and Appliances	67	38 (56.0)	2 (3.0)	3 (4.0)	24 (35.0)
8	Manufacture of Electronic Goods and Components (except Manufacture of Radio and T.V. Sets)	87	33 (38.0)	3 (3.0)	2 (2.0)	49 (56.0)

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

ANNEXURE-I

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

CONFIDENTIAL

SURVEY OF SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS
 (Unit-level questionnaire)

BLOCK-I IDENTIFICATION PARTICULARS

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

BLOCK-II PARTICULARS OF FIELD WORK

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

BLOCK-III EMPLOYMENT

Sex	Total number of persons on rolls* of the factory as on							
	31-12-1981				31-12-1985			
	Time-rated	Piece-rated	Total	Time-rated		Piece-rated		Total
				Direct workers	Contract labour	Direct workers	Contract labour	
1	2	3	4	5	6	7	8	9
Men								
Women								
Male adolescents								
Female adolescents								
Male Children								
Female Children								
Total								

*All production and non-production.

BLOCK-III(B)

Distribution of total persons on roll s on 31-12-1981 and 31-12-1985 classified by level of skill and occupation*

Level of skill	Name of occupation*	31-12-1981			31-12-1985		Adolescents		Total
		Men	Women	Total	Men	Women	Children		
							male	female	
1	2	3	4	5	6	7	8	9	10
1. Professional, Technical and related personnel									
2. Administrative, Executive and managerial personnel									
3. Clerical and related workers									
4. Production and related workers :									
(i) Supervisory									
(ii) Skilled									
(iii) Semi-skilled									
(iv) Unskilled									
5. Watch and ward staff and other non-production workers									
6. Contract Workers									
Total—All employees									

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

† Including adolescents and children.

BLOCK-III(C)

EMPLOYMENT DURING LAST FIVE YEARS

Year	Total persons** on rolls (as on 31st December) each year			(C) Distribution of women employment by main occupations							Reasons for decline in women's employment (year-wise)
				*	*	*	*	*	*	*	
	Men	Women	Total								
1	2	3	4	5	6	7	8	9	10	11	12
31-12-81											
31-12-82											
31-12-83											
31-12-84											
31-12-85											

*Write here the name of occupation.

(C)Including adolescents & Children.

**All production and non-production workers.

BLOCK-III(D)

DESCRIPTION OF OCCUPATIONS EMPLOYING WOMEN

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

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

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

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

BLOCK-IV

RECRUITMENT AND WASTAGES

1. Distribution of persons recruited during 1985 by level of skill and method of recruitment through Employment Exchanges/open advertisement/direct.

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

2. Labour wastages during 1985 (Calendar year)

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

3. Distribution of wastages of women by wages last drawn (during calendar year 1985).

Daily wages last drawn (in Rs. 0.00)	Number of women	
	Resigned or left on their own	Retrenched or Terminated
1	2	3
Less than Rs. 5.00		
Rs. 5.00—9.99		
Rs. 10.00—14.99		
Rs. 15.00 and above		

4. Distribution of wastages of women by broad age-groups (during calendar year 1985).

Age at the time of leaving the factory	Number of women	
	Resigned or left on their own	Retrenched or Terminated
1	2	3
18—19 years		
20—24 years		
25—34 years		
35 and above		

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

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

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

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

BLOCK-VII

LENGTH OF SERVICE AND EMPLOYMENT STATUS OF WOMEN WORKERS

A. Distribution of women workers by length of service and distribution of total workers by employment status (as on 31-12-1985).

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

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

BLOCK-VIII

WAGES AND EARNINGS

- 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) :
- Earnings during one complete last pay period occurring during the month of December 1985, i.e. week/fortnight/month ending—

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

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

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

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

BLOCK-IX

ABSENTEEISM* DURING THE QUARTER ENDING.....

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

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

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

BLOCK-X

1. SHIFTS AND HOURS OF WORK

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

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

BLOCK-XI

1. Is the unit covered under the ESIC/Maternity Benefit Act.....

2. If covered under the M.B. Act then give the following information for the year 1985-86.

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

3. Expenditure on women workers on account of separate welfare measures meant exclusively for women during the year 1985-86.†

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

†Financial or calendar year 1985 as may be convenient for the employer.

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

BLOCK-XII(A)—WAGE RATES—FOR EACH OCCUPATION EMPLOYING WOMEN DURING THE COMPLETE PAY PERIOD OCCURRING IN THE MONTH OF DECEMBER, 1985

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

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

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

Time-rated Workers

Piece-rated Workers

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

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

BLOCK-XIII WELFARE AND WORKING CONDITIONS

1. *CRECHE* (a) Is the creche being provided in the unit? Yes/No
 (b) If yes, give the following details :—

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

BLOCK XIII—contd.

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

Sl. No.	Average daily attendance during the last week			deficiencies in attendance register	Staff appointed for creche and deficiencies	Quantity of milk		Type of refreshment	
	Less than 2 years	2 years or above	Total			Prescribed	Being supplied	Prescribed	Being supplied
1	15	16	17	18	19	20	21	22	23

- (e) (i) Is the provision of creche statutory ? Yes/No
 (ii) If yes, give reason there for (If granted exemption, then details thereof)
 (iii) If it does not conform to the prescribed standard then reason thereof.
 (iv) If no creche is functioning at present, then mention whether it was working previously, if so, during which period and reasons for its discontinuance.
 (v) Number of children under 6 years.
 (vi) Reasons for any significant difference between total number of children and the number of children actually attending creche.

2. CANTEEN

- (a) Is the provision of canteen statutory : Yes/No
 (b) Is the canteen provided by the management Yes/No
 (c) If yes, give details of separate seating and service facilities being provided in canteen to the women workers :
 (e) If so, give details

3. LATRINES, BATHROOMS & SHELTERS, ETC.

Facility	Number of arrangements exclusively for women workers		Whether properly screened and of prescribed standards	Deficiencies observed in the facilities being provided including that of supply of water and other items at these places
	Statutorily required	Actually provided		
1	2	3	4	5
Latrines				
Urinals				
Bathrooms				
Rest Shelters				
Washing facility				
Provision for keeping clothes/drying wet clothes				

4. Other welfare facilities provided by the employer at work place/locality.

Recreational facilities		Drinking water facilities	Medical facilities				
For men and women	Separately for women		First aid box		Ambulance Room/Dispensary		
			No.	Deficiencies	Whether Statutory	If provided	
1	2	3	4	5	6	7	8
						Types of facilities available	Deficiencies

5. Training facilities

Sl. No.	Trade/occupation in which training is imparted	Categories of workers entitled to receive training		Place and period of training	Number of workers who received training during the last three years 1982-85		No. of trained workers who are employed in the unit	
		Men	Women		Men	Women	Men	Women
1	2	3	4	5	6	7	8	9

6. Trade Unions

Particulars of Trade Unions of which workers are members.

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

7. Is there any woman welfare officer in the unit ?

Yes/No

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

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

Men

Women

9. (a) Age at which workers are generally superannuated :
 (b) If there is any difference in the retirement age of men and women, then give reasons :

BLOCK-XIV

EMPLOYER'S VIEWS

A—Recruitment, Employment and Promotion Prospects

1. Occupations in which preference is given at the time of recruitment to : Name of occupations
 (a) Women workers _____
 (b) Men workers _____

2. Reasons for not employing women in certain main occupations.

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

3. (a) Details of discrimination, if any, being made against women employment (Field Officer's views) _____
 (b) Occupations (not employing women at present) in which women can usefully be employed, after imparting the necessary training : _____
 (c) Details of training required for employing women in each occupation mentioned in item (a) above : _____

4. Is there any reluctance on the part of employer to recruit women workers ? If so, give details (Field Officers/Supervising Officer's views) : _____

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

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

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

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

(b) Details of promotions of women workers made during 1985.

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

B. WELFARE AMENITIES AND THE EFFECT OF THE LEGISLATIVE MEASURES

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

(a) Wage rates and Working conditions :

(b) Welfare amenities :

(i) Creche

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

(iii) Medical facilities

(iv) Recreational facilities, and

(v) Other facilities

- 2. Does the unit feel any financial burden of separate welfare provisions for women ? If yes, whether this is an obstacle in their employment ?
- 3. Employer's views on the prospects of their employment during night shifts. If women workers are already working during night shifts whether transport or other facility has been provided.
- 4. Details of legal provisions which may be relaxed for increasing their employment.
- 5. Views on making a provision for allowing her to take long leave in lump-sum or in instalments without causing any break in her service to enable her to fulfil certain family obligations.
- 6. Factors operating in the factory against the employment of women.

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

BLOCK-XVI

REMARKS BY FIELD OFFICER

BLOCK-XVII

COMMENTS BY SUPERVISING OFFICER

BLOCK-XVIII

Total number of persons on rolls of the factory as on 31-12-76 and occupation-wise distribution of both men and women in respect of those occupations only where women were employed.

Level of skill	Name of Occupations	Employment as on 31-12-76			Remarks
		Men	Women	Total	
1	2	3	4	5	6
	Total (Production, Non-production workers)				
	Name of Occupations*				
	(i)				
	(ii)				
	(iii)				
	(iv)				

*Information is to be given separately for each occupation having both men and women or women alone. Level of skill should be indicated within bracket.

ANNEXURE-II

GOVERNMENT OF INDIA
MINISTRY OF LABOUR
LABOUR BUREAU
SHIMLA-171004

SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS IN FACTORIES

(Worker-Level Questionnaire)

BLOCK-I

IDENTIFICATION PARTICULARS

- Name & address of the unit : _____

2. Name of Woman Worker : _____

3. Description of Industry and Industry Code (as per NIC, 1970) _____

BLOCK-II

PARTICULARS OF FIELD WORK

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

BLOCK-III

PERSONAL PARTICULARS

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

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

 (ii) Reasons for migration : _____
 (iii) Year of migration : _____
 (iv) Occupation before migration : _____
2. (a) Caste : _____ SC/ST/Other
 (b) Highest educational standard attained : _____
 (c) Technical education : _____
 (d) Marital Status : _____
 _____ Unmarried/Married/Divorced/Separated/Widowed.
3. (i) If not married/newly married, whether intends to continue in the job after _____
 (a) marriage : _____
 (b) birth of the child : _____
 (ii) If she wants to leave the job, then give reasons therefor : _____

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

Occupation	Mother	1st daughter	2nd daughter	3rd daughter

5. Demographic and other particulars of other family members.

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

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

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

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

(b) Duration of daily leisure time available :

BLOCK-IV

WORKING CONDITIONS

1. Details of employment.

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

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

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

3. Type of employment and promotions received

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

4. (a) If engaged in carrying loads, then mention maximum weight she generally carries :

(b) Details of dangerous occupations if engaged (see list)

(c) Whether transferred to lighter job during pregnancy, or after child birth, if so details thereof :

BLOCK-V

WELFARE FACILITIES

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

(a) The Factories Act, 1948

Fully/Partially/No

(b) The Maternity Benefit Act/E.S.I. Act

Fully/Partially/No

(c) The Equal Remuneration Act, 1976

Fully/Partially/No

2. (a) Total number of children

Boys

Girls

Total

(i) Below 6 years

(ii) 6—14 years

Boys

Girls

Total

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

(c) Reasons for not attending school :

Boys :

Girls :

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

4. Details of training received through employer or otherwise :

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

BLOCK-VI

HOUSING CONDITIONS

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

BLOCK-VII

TRADE UNIONISM

If member of any trade union or other worker's welfare organisation				
Name of trade Union	Central affiliation	Status held by woman worker	Reasons for joining	If not a member, then give reasons thereof
1	2	3	4	5

BLOCK-VIII

DIFFICULTIES EXPERIENCED

1. Difficulties experienced with regard to :

(a) Working conditions

(i) In carrying out job

(ii) Hours of work

(iii) Wages

(iv) Other working conditions

(b) Welfare facilities :

(i) Arrangements made for children not attending creche and difficulties in this regard

(ii) Creche

(iii) Toilet facilities

(iv) Medical

(v) Recreational

(vi) Maternity Benefit/E.S.I. Scheme

(vii) Other difficulties (mention)

(c) Housing and Living Conditions

BLOCK-IX

REMARKS BY FIELD OFFICER

BLOCK-X

COMMENTS BY SUPERVISING OFFICER