CHAPTER V
SOCIO – ECONOMIC CONDITIONS OF THE LABOURS
IN TOBACCO UNITS.

5.1 INTRODUCTION

The workers in the tobacco processing units have limited skills are engaged in economic activities where the incomes are low. Most of the workers try to earn incomes not simply to survive but improve upon their previous position. It is therefore of great importance to analyse how the female workers use the limited income opportunities available in the face of an uncertain economic environment and what efforts they make to copy with the socio economic conditions answers to come of these questions emerge from the analysis of economic data collected in respect of the female workers working in the tobacco industry.

The data is presented with reference to:

a) Income group wise classification of house holds.

b) Monthly average income, monthly average expenditure and average size of the family.

c) Average monthly expenditure by items of consumption.

d) Assets of the female workers.

e) Source for purchase of major consumption item.

f) Relationship between income and expenditure

g) Extent of indebtedness.

The analysis is based on the actual collection of data with the help of sample covering 105 sample elements [Female workers (60) + male
workers [25] + Manager (20) ] belonging to Jaysingpur of the Kolhapur District. The survey was conducted by visiting the female workers, male worker and Managers at the place of their work and their residence. This survey was conducted in the month of 1st Dec 2010 to Feb end 2011.

5.2 ANNUL INCOME FROM ALL SOURCES

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

The household income has been calculated by adding the income of the head of the household and other workers in the family. It was not difficult to ascertain the income of wage earning workers though there was a tendency among them to report the income on the lower side. Two particular observation need to be recorded here a] at the wage rates in tobacco units are mainly weekly rates or piece rates. b] the general wage level of the workers.

Table No. 5.1 shows the family income of the respondents from their wages as well as other sources
Table No. 5.1
Classification of annual income from all sources 2010-11

<table>
<thead>
<tr>
<th>Annual income in Rs.</th>
<th>No. of workers</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Managers</td>
<td>Female workers</td>
</tr>
<tr>
<td>Upto 10,000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>10001 to 20000</td>
<td>0</td>
<td>01 [1.67]</td>
</tr>
<tr>
<td>40001 to 50000</td>
<td>03 [15]</td>
<td>20 [33.33]</td>
</tr>
<tr>
<td>50001 to 60000</td>
<td>00</td>
<td>24 [40.00]</td>
</tr>
<tr>
<td>60001 to 70000</td>
<td>10 [50]</td>
<td></td>
</tr>
<tr>
<td>70001 to 80000</td>
<td>00</td>
<td></td>
</tr>
<tr>
<td>80001 to 90000</td>
<td>1 [05]</td>
<td></td>
</tr>
<tr>
<td>90001 to 100000</td>
<td>00</td>
<td></td>
</tr>
<tr>
<td>Above 1,00,000</td>
<td>06[30]</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>20</strong></td>
<td><strong>60</strong></td>
</tr>
</tbody>
</table>

Bracketed figure shows percentage
Family income is defined as the total income of family of the workers under study. From all sources i.e. the income earned by all the earning member in the family.

In the Table No. 5.2 we have give classified the range of their annual income including agriculture, service, chit fund etc. 25.71 percent workers income by all sources is Rs. 10,001 to 40,000.

58.09 workers reported that their annual income by all sources is Rs. 40,001 to 60,000. 9.52 workers income by all sources is Rs. 60,001 to 70,00. And few workers income from alls sources is Rs above 1,00,000.

It is clear that the family members of the workers do some work. Some member from the female workers family are engaged in tailoring,
shoe-making and carpenters etc. the percentage of these type of family members do some prive work.

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

5.2.1 AVERAGE MONTHLY INCOME

Table No. 5.2 shows the respondents average monthly income including tobacco processing units

Table No. 5.2
Classification of average monthly income including tobacco processing units

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Average Monthly Income In Rs</th>
<th>No. of workers</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Managers</td>
<td>Female workers</td>
</tr>
<tr>
<td>1.</td>
<td>Upto 10,000</td>
<td>0</td>
<td>01 [1.67]</td>
</tr>
<tr>
<td>3.</td>
<td>2001 to 3000</td>
<td>0</td>
<td>40 [66.67]</td>
</tr>
<tr>
<td>4.</td>
<td>3001 to 4000</td>
<td>02[10]</td>
<td>0</td>
</tr>
<tr>
<td>5.</td>
<td>4001 to 5000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>6.</td>
<td>5001 to 6000</td>
<td>10[50]</td>
<td>0</td>
</tr>
<tr>
<td>7.</td>
<td>6001 to 7000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>8.</td>
<td>7001 to 8000</td>
<td>08[40]</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>20</td>
<td>60</td>
</tr>
</tbody>
</table>

Bracketed figure shows percentage
In table No. 5.2 we have given classification by the range of their monthly income of the respondents from their wages as well as other sources.

It is clearly seen that 45.71% of workers monthly income by above all source is of Rs. 2001 to 3000. and 20.95 of the workers reported that their monthly income by all sources is Rs. 1001 to Rs.2000 only. Only 0.95 of the workers reported that their monthly income by all sources is up to Rs. 1000.

However 15.24 per cent of the workers income is above 3001 to 4000. and 9.52 percent of the workers reported that their income is above 5001 to 6000.

It is clearly seen that 7.62% of managers average monthly income is Rs. 7001 to 8000.
5.2.2 BONUS

Table No. 5.3
Classification of Bonus received for the year 2010 -11

<table>
<thead>
<tr>
<th>Bonus In Rs.</th>
<th>No. of workers</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Managers</td>
<td>Female workers</td>
</tr>
<tr>
<td>Upto 500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1501 to 2000</td>
<td></td>
<td>27 [45]</td>
</tr>
<tr>
<td>2501 to 3000</td>
<td>2 [10]</td>
<td></td>
</tr>
<tr>
<td>3001 to 3500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3501 to 4000</td>
<td>3 [15]</td>
<td></td>
</tr>
<tr>
<td>4001 to 5000</td>
<td>2 [10]</td>
<td></td>
</tr>
<tr>
<td>5001 to 5500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5501 to 6000</td>
<td>4 [20]</td>
<td></td>
</tr>
<tr>
<td>6001 to 6500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6501 to 7000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7001 to 7500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7501 to 8000</td>
<td>4 [20]</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>20</strong></td>
<td><strong>60</strong></td>
</tr>
</tbody>
</table>

Bracketed figure shows percentage

In this industry the bonus is given to the female workers according to their present days. Only those workers are eligible to receive bonus who presents
at work at least 240 days in the year. The maximum limit of bonus is Rs. 2200/-

It is clear that near about 96 percent of the workers get bonus. However, it is also evident that 4% of the workers do not get bonus because they are new comers.

In this industry 56.19 percent workers get bonus Rs. 501 to 2000 and 30.47% percent workers get bonus Rs. 5501 to 8000.

5.2.3 SAVING BEHAVIOR

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

The pattern of average weekly savings of the respondents is given in Table No. 5.4

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Saving Amount in Rs</th>
<th>Managers</th>
<th>Female workers</th>
<th>Male workers</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Up to 50</td>
<td>0</td>
<td>0</td>
<td>10 [16.67]</td>
<td>0</td>
<td>10[9.52]</td>
</tr>
<tr>
<td>51 to 100</td>
<td>0</td>
<td>0</td>
<td>14 [23.33]</td>
<td>0</td>
<td>14[13.33]</td>
</tr>
<tr>
<td>Non saver</td>
<td>20</td>
<td>20</td>
<td>36 [60.0]</td>
<td>25</td>
<td>81[77.14]</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>60</td>
<td>25</td>
<td></td>
<td>105[100]</td>
</tr>
</tbody>
</table>

Bracketed figure shows percentage
In the above table 9.52 percent workers save Rs. Upto 50 per week in private weekly Bhishi/Chit fund. Where as the savers of Rs. 51 to 100 is only 13.33 percent.

In this industry large number of female workers and all male workers are non saver.

Saving Behavior and Keynes Approach:

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

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

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

Generally, majority of female workers do not save regularly. J. M. Keynes explains about the motives behind demand for money. We can say that workers in tobacco processing units of Jaysingpur city saves for transaction motive and precautionary motive. They told that they will use their saving for old age, for children’s education and marriage and for to purchase consumer durable goods. Near about 39% female workers save fore transaction and more particularly for precautionary motive.
5.3 INDEBTEDNESS

Table No. 5.5
Classification of workers by their indebtedness

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Level of education</th>
<th>No. of workers</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Manager</td>
<td>Female Worker</td>
</tr>
<tr>
<td>1</td>
<td>No debt</td>
<td>14[70]</td>
<td>33[55]</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>20[100]</td>
<td>60[100]</td>
</tr>
</tbody>
</table>

Bracketed figure shows percentage

The workers in tobacco industry borrowed mostly to meet their substance low levels of land holding and lack of other sources of income had forced them to borrow from non institutional sources at a high rate of interest. Thus payment of interest leaving them to persist in the same level of poverty continuously suck out part of their income.

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

The above table shows that the indebtedness of the respondents. 42% workers are taking debt because the workers in this industry could not fulfill their needs from their income some of the reasons e.g. daughters marriage, daughter delivery, other medicine they build of house so that take loans.
They get the loan from credit co-operative society, money lenders, friends, relatives, neighbors etc. the interest rate of loan is 10% to 14%. Many of the workers not repaid loan repaid only interest on the loan.

5.4 SOURCE FOR PURCHASE OF MAJOR CONSUMPTION ITEMS

It is fact that the caste of living of workers will be affected by the source from which they purchase major item of their consumption. For these people we have taken into consideration open market and fair price shop as a source. It is obvious that there is always a significant price differential for the some commodities sold in the open market and in the fair price shops being lower.
Table No. 5.6
Classification of sources for purchase of food edible oil and fuels by the respondents

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Source</th>
<th>No. of workers</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Manager</td>
<td>Female Worker</td>
</tr>
<tr>
<td>1</td>
<td>Fair price shop having ration card</td>
<td>19[95]</td>
<td>56[93.33]</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>20[100]</td>
<td>60[100]</td>
</tr>
</tbody>
</table>

Bracketed figure shows percentage

Graph No. 5.2 Graph Showing Monthly Income and Expenditure
It was found that 93.33 percent of workers have ration card and other did not have ration card.

It is clear that above 93.33% of the workers are the ration card holder of Government public distribution system. It is surprising to note that, these female workers bring and type of food grains from government public distribution system. All the workers told that they purchase food grain from G.P.D.S. at a low price.

It is to note that nearly all managers and male workers are also purchase food grains from G.P.D.s. at a low price and all the workers sometime purchase food grain from open market. Which is better quality and at a high price comparatively G.P.D.S. prices.

5.5 INCOME AND EXPENDITURE AND SIZE OF FAMILY

The pattern of income and expenditure in the family is generally considered valuable indicator of the economic status of worker.

Table No. 54 shows the information of the workers with respect to their monthly average income and monthly average expenditure and average dependency ratio of the workers.
Table No. 5.7

Classification Of Average Monthly Income And Expenditure And Average Dependency Ratio

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Monthly average income in Rs</th>
<th>Monthly average expenditure in Rs</th>
<th>Average dependency ratio in Rs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Manager</td>
<td>Female Worker</td>
<td>Male Worker</td>
</tr>
<tr>
<td></td>
<td>5325</td>
<td>4047.50</td>
<td>3392</td>
</tr>
</tbody>
</table>

Source: Computed by Researcher

In the above table in the case of managers income is greater than expenditure. But the female worker and male workers expenditure is greater than income because of hike in the prices of essential commodities and there is no increase in the wages of female worker proportion of price of commodity.

The inter area difference between the average monthly expenditure and also average monthly income are not large enough to be significant.

Even though these figures show a marginal saving potential. It has to be clearly noted that this saving potential is related to the work season only.

It is also noted that the male workers average monthly expenditure is greater than female workers.
5.6 FUNCTIONAL ANALYSIS

The technique of tabular analysis was not sufficient for the presentation and interpretation income expenditure analysis of the respondents. So whenever necessary some techniques of functional analysis were used in addition to tabular analysis.

In economics dispersion, regression and correlation are widely used. A random sample of an issue of Journal of Labour Economics had some version of dispersion regression or correlation in every article. Most articles in economics about in data analysis using dispersion regression or correlation.

The data regarding income and expenditure of the respondents under study are presented with the help of statistical tool for testing second hypothesis of our study and find out the living conditions of the respondents following statistical formula is used to analysis and interpreted the collected data of the sample.

Formula

1. \( \bar{X} = \frac{\sum X}{N} \)

   Where, \( \bar{X} = X \) bar refers to mean

   \( \sum X = \) sum of all variable

   \( N = \) Number of items

2. \( \sigma = \sqrt{\frac{\sum [X - \bar{X}]^2}{N}} \)

   Where,
\[ \sigma = \text{Standard Deviation} \]

\[ \sum [X - \bar{X}]^2 = \text{Income mean of income} \]

\[ N = \text{Number of items} \]

\[ C.V. = \frac{\sigma}{X} \times 100 \]

Where,

\[ C. V. = \text{Coefficient of variation} \]

\[ \sigma = \text{Standard deviation} \]

According to the \( \bar{X} = \text{Mean} \) data, and formula the Mean \( [\bar{X}] \), standard Deviation and coefficient of variation is as following

**Table No. 5.8**

**Information regarding income**

<table>
<thead>
<tr>
<th></th>
<th>( \bar{X} )</th>
<th>( \sigma )</th>
<th>C. V.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manager Income</td>
<td>5325</td>
<td>2034.73</td>
<td>38%</td>
</tr>
<tr>
<td>Male workers income</td>
<td>3292</td>
<td>906.73</td>
<td>26.73%</td>
</tr>
<tr>
<td>Female workers income</td>
<td>4047.5</td>
<td>1351.00</td>
<td>33.37%</td>
</tr>
</tbody>
</table>

Source : Computed by researcher

**Table No 5.9**

**Information regarding Expenditure**

<table>
<thead>
<tr>
<th></th>
<th>( \bar{X} )</th>
<th>( \sigma )</th>
<th>C. V.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manager Expenditure</td>
<td>3786</td>
<td>718.44</td>
<td>18%</td>
</tr>
<tr>
<td>Male workers Expenditure</td>
<td>5077</td>
<td>1651.33</td>
<td>32.52%</td>
</tr>
<tr>
<td>Female workers Expenditure</td>
<td>4489.95</td>
<td>2306.93</td>
<td>51.62%</td>
</tr>
</tbody>
</table>

Source : Computed by researcher
In the above table managers incomes variation is large. Female workers income [C.V.] is greater than male workers income [C.V.]. Male workers income are more consistent than female income. Male worker having stability in their income.

Managers expenditure are stable very less variation in their expenditure. Female workers expenditure [C.V.] is greater than male workers [C.V.]. Male workers expenditure is more consistent than female workers expenditure. It means that, female workers expenditure is not stable.

According to various formula Mean \( \bar{X} \), standard Deviation \( \sigma \), coefficient of variation [C. V.] of the workers is as follows:

**Manager Income**

1. \( \bar{X} = \frac{\sum X}{N} \)

\[ \bar{X} = \frac{106500}{20} \]

\[ \bar{X} = 5325 \]

2. \( \sigma = \sqrt{\frac{\sum (X - \bar{X})^2}{N}} \)

\[ \sigma = \sqrt{\frac{8280290}{20}} \]

\[ \sigma = \sqrt{4140145} \]

\[ \sigma = 2034.73 \]

3. \( C.V. = \frac{\sigma}{\bar{X}} \times 100 \)
C.V. = \frac{2034.73}{5325} \times 100
C.V. = 0.3821 \times 100
C.V. = 38.21\%

Manager Expenditure

1. \overline{X} = \frac{\sum X}{N}
\overline{X} = \frac{75720}{20}
\overline{X} = 3786

2. \sigma = \sqrt{\frac{\sum [X - \overline{X}]^2}{N}}
\sigma = \sqrt{\frac{10323230}{20}}
\sigma = \sqrt{516161.5}
\sigma = 718.44

3. C.V. = \frac{\sigma}{\overline{X}} \times 100
C.V. = \frac{718.44}{3786} \times 100
C.V. = 0.1897
C.V. = 18.97\%
Female Workers Income

1. \( \bar{X} = \frac{\sum X}{N} \)
\[
\bar{X} = \frac{242850}{60} \\
\bar{X} = 4047.5
\]

2. \( \sigma = \sqrt{\frac{\sum [X - \bar{X}]^2}{N}} \)
\[
\sigma = \sqrt{\frac{109516409.09}{60}} \\
\sigma = \sqrt{1825273.48} \\
\sigma = 1351.02
\]

3. \( C.V. = \frac{\sigma}{\bar{X}} \times 100 \)
\[
C.V. = \frac{1351.02}{4047.5} \times 100 \\
C.V. = 0.3337 \times 100 \\
C.V. = 33.37\%
\]

Female Workers Expenditure

1. \( \bar{X} = \frac{\sum X}{N} \)
\[
\bar{X} = \frac{268137}{60} \\
\bar{X} = 4468.95
\]
2. \[ \sigma = \sqrt{\frac{\sum (X - \bar{X})^2}{N}} \]
\[ \sigma = \sqrt{\frac{319316209.67}{60}} \]
\[ \sigma = \sqrt{5321936.82} \]
\[ \sigma = 2306.93 \]

3. \[ C.V. = \frac{\sigma}{X} \times 100 \]
\[ C.V. = \frac{2306.93}{4468.95} \times 100 \]
\[ C.V. = 51.62\% \]

**Male Workers Income**

1. \[ \bar{X} = \frac{\sum X}{N} \]
\[ \bar{X} = \frac{84800}{25} \]
\[ \bar{X} = 3292 \]

2. \[ \sigma = \sqrt{\frac{\sum (X - \bar{X})^2}{N}} \]
\[ \sigma = \sqrt{\frac{20554349.6}{25}} \]
\[ \sigma = \sqrt{822173.98} \]
\[ \sigma = 906.73 \]

3. \[ C.V. = \frac{\sigma}{X} \times 100 \]
C.V. = \frac{906.73}{3292} \times 100 \\
C.V. = 0.2673 \times 100 \\
C.V. = 26.73\% \\

**Male Workers Expenditure**

1. \[ \bar{X} = \frac{\sum X}{N} \]
   \[ \bar{X} = \frac{126940}{25} \]
   \[ \bar{X} = 5077 \]

2. \[ \sigma = \sqrt{\frac{\sum [X - \bar{X}]^2}{N}} \]
   \[ \sigma = \sqrt{\frac{68172727}{25}} \]
   \[ \sigma = \sqrt{2726909.08} \]
   \[ \sigma = 1651.33 \]

3. \[ C.V. = \frac{\sigma}{\bar{X}} \times 100 \]
   \[ C.V. = \frac{1651.33}{5077} \times 100 \]
   \[ C.V. = 0.3252 \times 100 \]
   \[ C.V. = 32.52\% \]

**5.7 EXPENDITURE PATTERN OF THE WORKERS**

After having discussed the structure and different elements that constitute the total emolument of the workers, we now turn our attention to the analysis of their expenditure pattern. We have classified the workers
according to the different ranges of monthly expenditure which are given in
the following table

**Table No. 5.10**
Pattern of average monthly specific food consumption

<table>
<thead>
<tr>
<th>Items</th>
<th>Average Amount in Rs</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Managers</td>
<td>Female</td>
</tr>
<tr>
<td><strong>A] Food</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1] Food grains</td>
<td>1060</td>
<td>938.00</td>
</tr>
<tr>
<td></td>
<td>[25.16]</td>
<td>[20.75]</td>
</tr>
<tr>
<td></td>
<td>[9.77]</td>
<td>[16.79]</td>
</tr>
<tr>
<td></td>
<td>[13.33]</td>
<td>[12.79]</td>
</tr>
<tr>
<td>4] Meat fish &amp; eggs</td>
<td>25[0.59]</td>
<td>59.50</td>
</tr>
<tr>
<td></td>
<td>[1.31]</td>
<td>[0.95]</td>
</tr>
<tr>
<td>5] Fruits</td>
<td>115[3.68]</td>
<td>55.50</td>
</tr>
<tr>
<td></td>
<td>[1.22]</td>
<td>[1.75]</td>
</tr>
<tr>
<td><strong>Sub Total</strong></td>
<td>2655</td>
<td>2097.17</td>
</tr>
<tr>
<td></td>
<td>[63.97]</td>
<td>[46.38]</td>
</tr>
<tr>
<td><strong>B] Others</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6] Clothing and other</td>
<td>240[5.69]</td>
<td>313.50</td>
</tr>
<tr>
<td></td>
<td>[6.93]</td>
<td>[36.98]</td>
</tr>
<tr>
<td>7] Education</td>
<td>96[2.27]</td>
<td>397.50</td>
</tr>
<tr>
<td></td>
<td>[8.79]</td>
<td>[3.98]</td>
</tr>
<tr>
<td>No</td>
<td>Description</td>
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</tr>
<tr>
<td>-----</td>
<td>------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>8</td>
<td>House rent and repair</td>
<td>$200</td>
</tr>
<tr>
<td>9</td>
<td>Health &amp; Medicine</td>
<td>$263</td>
</tr>
<tr>
<td>10</td>
<td>Fuel</td>
<td>$325</td>
</tr>
<tr>
<td>11</td>
<td>Traveling &amp; Social Ceremia</td>
<td>$75</td>
</tr>
<tr>
<td>12</td>
<td>Electricity</td>
<td>$270</td>
</tr>
<tr>
<td>13</td>
<td>Entertainment</td>
<td>$30</td>
</tr>
<tr>
<td>14</td>
<td>Tobacco and Pan</td>
<td>$32.5</td>
</tr>
<tr>
<td>15</td>
<td>Loan Repayment</td>
<td>$25.00</td>
</tr>
<tr>
<td></td>
<td>Sub Total</td>
<td>$1556.5</td>
</tr>
<tr>
<td></td>
<td>Grand Total</td>
<td>$4211.5</td>
</tr>
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</table>

Bracketed figure shows percentage
The data regarding household expenditure was obtained from the sample households indicating approximately how much money was spent on different items. This data is shows in table No. 5.10 which gives information in this regard.

Respondents were free to provide information on different items of expenditure on a monthly basis depending upon their ways of accounting. Most often it was found that the amount spent was reported on a weekly or daily basis or in lump-sum.

It was difficult for them to account for expenditure on average monthly basis. However for the preservation of data the information
provided by them was converted into average monthly expenditure under the category food we included major food grains i.e. wheat, rice, jawar and cereals. All other items of expenditure are clearly distinct and easily shown separately.

There were several problems in precisely estimating the household expenditure. The actual amount of money spent thus depended upon the case available to them on a particular week. It was their way of spending the week. It was their way of spending the income irregular as it was in many cases to meet the necessities of life.

An examination of the expenditure pattern revealed that of the total consumption as much as 56.96 percent was mad on food alone, 42.31 percent of the expenditure was spent on shelter house repairs rent clothing, medicine, education and fuel was nominal.

This is followed by the expenditure on repayments of loans and advances taken from the employers. This item of expenditure accounts for averagely 0.49 percent of the monthly expenditure.

It is again interesting to note that the female workers working in tobacco industry spend around 1.21 percent to their monthly expenditure on habits and addictions mainly pan, tobacco entertainment etc.

The data regarding household expenditure was obtained from the sample households indicating approximately how much money was spent on different items. This data is shows in Table No. 5.10

After having discussed very broadly the distribution of the workers as between the different ranges of monthly expenditure, we turn an attention towards the pattern of expenditure on different items, which constitute the standards of living of the workers such items are as follows.
5.7.1 EXPENDITURE OF FOOD
As it is generally observe the workers give the top priority to food in their budgets. The smaller incomes of the workers the larger would be the proportion of expenditure on food items. About 62.55% of workers expenditure of food grains is Rs. 401 to 1400.

Remaining 37.45 percent workers expenditure on food grain is Rs. 1401 to 2000/-

5.7.2 EXPENDITURE ON MILK
Still another essential items of the consumption is milk. Milk being animal product it contains high proteins as compared to other items of food. The large the proportion of milk in the consumption baskets of the workers the grater world be their efficiency of work. 50.21 percent of workers reported that their monthly expenditure on milk is more than Rs. 200 and less than Rs. 800.

38.56 percent workers monthly expenditure on milk more than Rs. 800.
We may conclude from this, that either the workers have not changed their food habits i.e. they have yet shifted from the consumption mainly of crews to animal products, or the wages they received do not allow them to spend an increasing proportion of their income on milk.

5.7.3 EXPENDITURE ON VEGETABLES
Another food item on the basis of which the workers can be divided into the various categories of expenditure on vegetables ranging between Rs. 200 to 800 and Rs. 800 to 1400. It can be observed from the table No.
that 49.22 percent workers spends on vegetables varying between Rs. 200 to Rs. 800, And remaining workers who constitute just 50.77 percent of the total number, spend on vegetables exceeding Rs. 800 and below Rs. 1400/- per month.

It seems from the percentage distribution of the workers by different ranges of expenditure on vegetables that a large proportion of the workers smaller proportion of their incomes on vegetables as compared to the proportion of their expenditure on food grains.

5.7.4 EXPENDITURE ON MEAT, FISH AND EGGS
33.33 percent workers reported that their monthly expenditure on meat fish and eggs is more than Rs. 100 to less than Rs. 400. It is clear that the 66.67 percent workers are vegetarian.

5.7.5 EXPENDITURE ON FRUITS
Near about 29.83 percent workers are not purchased any fruits. And remaining 70.16 percent of workers reported that their expenditure on fruits up to Rs. 200/-

5.7.6 CLOTHING AND OTHERS
Clothing is a one of the primary need of human beings. All the workers, reported that their monthly expenditure on cloth is up to Rs. 300/-

5.7.7 EXPENDITURE ON EDUCATION AND READING
Coming is contact with the workers in the units, there workers a spire for primary secondary education and information technology (Information Technology) education for their sons and daughters. As such, they have to spend on purchase of books, not books and other stationary because of government policy of free education to economically backward classes
[E.B.C.] then majority of them are not expected to pay the tuition fees. They are expected to pay only examination and library fees. So in majority of cases in 37.89 percent of workers expenditure on education does not exceed Rs. 400/-

It is interesting to note that nearly 50 percent of workers do not incur any expenditure on education. The reasons why they do not spend on education are

i. Some of them do not have issues

ii. Some have issues but they are under age [below 6 years] and

1. Some have children falling in the age group of 6 to 14 years for which at least primary education is compulsory, but they dropped out in the middle. Hence no expenditure on education on the whole a negligible proportion of income is being spent on education by the workers. Very few households bought newspapers.

5.7.8 EXPENDITURE ON HOUSE RENT AND REPAIR

Expenditure on house rent and repair 97.22 percent of workers reported that their monthly expenditure on house rent and repair is more than Rs. 200 to less than Rs. 600/-.

A few respondents owned their own houses and some stray cases were also found where a rent on land was paid.

Majority of the households got their tenements whitewashed once a year. Very few other repairs were done. Old houses had to be repaired after monsoon
5.7.9 HEALTH AND MEDICINE

Now a days expenditure on medicine and healthcare has become regular feature of the workers family budget. 75.66 percent workers monthly expenditure on Health and medicine is more than Rs. 200 and less than Rs. 600/-

5.7.10 EXPENDITURE ON REPAYMENT OF LOAN

37.66 percent workers are in debt. They have to repay their loans through monthly installment deducted directly from their salaries. The range of installment paid by workers varies between Rs. 100 to Rs. 200 per month. It seems that a number of workers who are in debut is evenly spread as between different ranges of monthly installments.

A noteworthy feature is that 62.33 percent worker do not borrow loans from the different source. This on indicative of their sound financial position. Which is attributable to their supplementary sources of income such as agricultural and employment of their sound financial position. Which is attributable to their supplementary sources of income such as agricultural and employment their close relatives i.e. husband, wife and daughter and son.

The health facilities available to the female workers and more particularly their behavior regarding family planning. It was found that in case of manor and recurring elements like cold, flew, general tuberculosis, heart problems etc. the workers generally made use of medical facilities available at public dispensary
5.7.11 EXPENDITURE ON TRAVELING, FESTIVAL AND RELIGIOUS CEREMONIES.

Expenditure on these cultural activities and traveling for could be regarded as non recurring. However we have tried to estimate average monthly expenditure on these counts by the workers in table No. 5.3 all the female workers, coolies and managers reported that our monthly expenditure on traveling festival and religious ceremonies is more than Rs. 200 and less than 600/-

5.7.12 EXPENDITURE ON TOBACCO AND PAN AND HABITS

Discussion on expenditure pattern of workers especially of industrial workers can not be complete unless a reference is made and is included in their told expenditure to the expenditure on different habits. The different habits which workers include in, are smoking, chewing Pan and tobacco, gambling and drinking. Among these, chewing of pan and tobacco are the most common to the workers.

5.8 WAGES AND MINIMUM WAGES

Wages may be defined as “remuneration paid by the employer to his employees in return for the services rendered by the letter to the former” it is the remuneration paid for the service of labour in production. The actual performance of the work in the processing units wholly depends upon workers.

So wages may be regarded as compensation paid to their workers in return for the contribution they make for the achievement of the corporate objective.
In India, different acts include different items under wages, though all the acts include basic wage and dearness allowance under the term wages for example, under the workmen’s compensation act 1923 “wages for the leave period, holiday pay overtime, pay bonus, attendance bonus and good conduct bonus” form part of wages.

Under the payment of wages act 1948 “retrenchment compensation, payment in lieu of notice and gratuity payable on discharge constitute wages.”

5.8.1 TYPES OF WAGES

The system of the payment of wages is of vital importance to the workers as it has an important bearing on the size of their earnings. There are different methods of wages payment prevent in the different industries. Whatever the method of wage payment, it must have certain characteristic. Firstly it should be conductive to the interest of both the parties the employer and the employees. It should also be capable of providing certain incentives to workers necessary to accelerate production. Secondly the wage system should be fairly simple as well as flexible. Above all it should be so devised as to avoid industrial conflict, and generate good will and a harmonious relationship between the employers and the employees which is so vital for the success of the industry.

There are basic two types of wage payment. These are

a. Time wages

Under this type wages depend on the time unit consumed in performing work in other words wage are paid for a given period of time. Wage may paid daily, weekly or monthly.
b. Piece wage

Under this type wages are paid on the basis of output of workers without considering the time taken in performing the work. Thus wages are paid on the quantity of work. This quantity of work is expressed in terms of units such as per meter, per tonne, per piece etc.

Both methods of payment differ markedly in their effects on production or output, cost of production and workers earning and have their respective merits and demerits. In some industries combination of time and piece rates is adopted. This type is known as balance or debt method. The worker is granted an hourly or dayrate with an alternative piece wages that is fair for one country at one time, may not be fair for another country or for next time. Therefore, fair wages can be determined only after considering the specific circumstances of the industry for which the wages are to be determined. The term ‘Fair wages’ has been defined as under. Encyclopedia of social sciences “Fair wages mean the remuneration which is paid to the workers for the jobs requiring equal efficiency, difficulty and pains” 1

5.8.2 WAGE RATE AND WORKERS IN TOBACCO PROCESSING UNITS

All female workers in tobacco processing units use to get Rs. 100/- wage per day for full day working i.e. eight hours. Though daily wage system is observed, the respondents were paid their wages once in a week i.e. on weekend. In some cases it was observed that, despite of giving the
entire amount of wages the advances were given against the wages and remaining amount was paid at the end of the season.

Up to last year the minimum wage act was not followed by employers but the wages were given as per the minimum wage act and wages were subject to revision for time to time.

Male Workers and managers get payment according to minimum wages act. wages. On the other hand, if piece rate wages are less than time rate earnings workers is paid time rate wages.

c. Living wages

Living wages means the wages that may be sufficient to provide for the bare necessities as well as certain amenities for the employee.

The term living wages has been defined as under. The wafer wage committee report “The living wage should enable the male earner to provide himself and his family not merely the base essentials of food, clothing and shelter but a measure of frugal comfort including education for the children, protection against ill health, requirements of essential social needs and measures of insurance against the more important misfortunes against old age.”

d. Minimum wages

According to fair wages committee, “Minimum wages should provide not only for the bare necessities of a worker. It should also provide for the maintenance of efficiency of the worker. From this point of view, minimum wages must be sufficient to provide for all requirements of education health and other essential amenities” 2
**e. Fair wages**

It is very difficult to give a precise definition of fair wages because it varies from country to and from time to time. Therefore it is possible that an amount.

**5.9 WAGE DETERMINATION**

In July 1957, 15th National Labour summit was held. It is important work regarding wage policy was done. It presented concrete concept of minimum wage for the first time. According to its opinion, minimum wage means “need based minimum wage”. Some specifications for determining minimum wage were also discussed in that summit.

The main specifications for minimum wage are as under. Family of four persons shall be base of minimum wage fixation. The income of other three family member is not to e counted in family of four persons.

Minimum food requirement per Adult is kept 2700 calories.

Need of cloth is kept as 18 meters per person per year.

So, 18 x 4 = 72 meters per year.

20% of minim wage is spared for fuel, electricity and other miscellaneous expenses.

Thus, it was decided to determine minimum wage according to total of these four expenses. This formula was accepted by Government, Employers and workers. But due to two reasons government could not implement those formula.

The decision was taken by the labour summit not the government.
Government do not have time to execute the administration for implementation of recommendation.\textsuperscript{3}

The workers of the tobacco processing units up to last year the minimum wage act was not followed by employers but the wages were given as per the minimum wage act and wages were subject to revision from time to time.

\section*{5.10 \textbf{INDUSTRIAL RELATIONS}}

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

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

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

According to the opinion of Dr. V. V. Giri favourable industrial relations are those in which “The worker comes to realize that they can not always agitate for greater share in the profits of the industry unless they put forth efficient work resulting in the improvement of the product both qualitatively and punitively. That alone would entitle them to secure higher standard living and other amenities in form of social society, benefits and reduction in the hours of work”\textsuperscript{4}. Even industry can be treated a social organization in which various human activities are combined and coordinated with the to achieve maximum results.
5.10.1 WORKERS – WORKERS RELATIONS

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

Formal relations are relations only for work at the workshop arising from the performance of one’s approved duties.

Informal relations are relations which are generally friendly and cordial. In tobacco processing units in the Jaysingpur city the workers have developed spontaneously the informal relations with their co-worker as they remain in close proximity with the another and their need to interact with a companion is being satisfied. Informal relations which do not form a part of their work but it is a natural tendency of human being to be in the company of others which is satisfied.

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

5.10.2 WORKERS AND MANAGEMENT RELATIONS

The term worker is used here for female worker coolies and term management used in managers of tobacco processing units.

Workers and managers relations are informal relations because of limited number of worker in unit. Generally the number of workers below 15 and they get direct opportunity to talk to manager and also free access to the owners of the units. The employer knows all the workers individually and he can approach them through personal communication. Sometimes
even manager play an important role of an agent to get female workers for the unit

5.10.3 TRADE UNION AND WORKERS PARTICIPATION

Trade unions are voluntary organizations of workers formed to promote and protect their interest by collective action. The modern industrial concerns employ a large number of workers. Individually the workers are not able to put forth their problems directly. The primary duty of trade union is to solve the labour problems created by modern industry. The trade union though its organized action can eliminates explanation and can provide better welfare facilities towards.

“A trade unionism must be posses definite aims, it members must welded together in a united front for the goals of the whole group rather than for the formation of any selfish, individual interest and it must take on a definite and permanent from of organization though which it strikes to accomplish its goals”

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

The relationship between workers and trade union is very healthy. Because the workers knew that trade union works for them for their problems.