APPENDIX - B

Case Studies

Name - Mrs. M.
Age - 28 years

Mrs. M. was working at New Okhla Industrial Estate, New Delhi, as a semi-skilled worker in an electronic factory, manufacturing the spare parts for television. She was doing the job of wiring and assembling. At the time of our survey and data collection, the management of the factory had declared lock-out. Mrs. M. was sitting for day long dharna in front of the factory. It was at the dharna, that the interview was taken. There was a long talk with Mrs. M. She was more regular than the men workers in case of sitting for dharna. Her morale was very high. She was very confident of vicotry in this case, as she felt that there was no fault on the part of workers. The management had ilegally declared the lock-out. The management wanted to close down this unit, as they were running a different unit, manufacturing the same item at NOIDA, Distt. Ghaziabad, Uttar Pradesh. But the workers would not allow this unit to be closed down. Mrs. M. and other co-workers were sitting on dharna for the last 20 days and they were not minding sitting for longer period, if need arose. She was the de-facto leader of workers sitting on dharna.
The police from police station visited the site of dharna almost daily, at sometime or the other. Both the police and the management threatened the workers for serious consequences; but because of Mrs M's boldness, no worker was afraid of police and management threats of dire consequences. Mrs. M. was prepared to have a fight with the police and management, if they dare to attack the workers first. She was of the strong view and opinion that the workers would never take the first step to attack on anybody. They wanted a peaceful, democratic and honourable settlement of the dispute that arose. But she never approved of succumbing to unreasonable and undignified pressures of police, administration and management.

Mrs. M. was born in agricultural family of Bihar. She was uneducated and never went to school. She was youngest child of her parents. She belonged to Bhumihar caste, an upper caste in caste hierarchy. She was married at the young age of 15 and her husband was 10 years senior to her in age. He was intermediate passed and was working as a highly skilled worker in a factor at New Okhla Industrial Estate. He was working in the factory for the last 15 years. She had two children, a daughter, aged about 10 years and studying in a Govt. school in 5th standard and a son, aged about 8 years and studying in a public school. The family was residing in their own house.
unauthorised colony of Sangam Vihar, about 5 Km. from New Okhla Industrial Estate. Her mother-in-law was also staying with them. They came for work on a bycycle, driven by her husband.

Though Mrs. M. was illeterate, yet she was concius of her rights as an industrial worker. She was politically concious worker. She gave credit to her husband for all this. Her husband was the President of a worker union in New Okhla Industrial Estate and General Secretary of a Resident's Society in Sangam Vihar Colony. He was a politically active and concious person. Mrs. M. was bold, active and concious fighter for workers' cause because of her husband. She herself admitted this fact and revealed all these aspects at the time of interview. She was once, an executive member of a Trade Union for one year and her husband was the treasurer of that union. Now, she was not the executive committee member, but an ordinary but active member of the union. She had taken part in various rallies and demonstrations organised by the union at local level as well as at state or even at National level also.

But inspite of her being a concious industrial worker and active member of a Trade Union and her husband being the President of a Trade Union, she could not properly explain the reasons for discrimination against the daughter in education matters. She tried to blame her husband for it; but somewhere blame fell on her also. She expressed
resentments against her husband on this point as well as on other aspects also. She said that all males were alike as far as their attitude towards women was concerned. She grumbled that she was to work for 15-16 hours daily. Though her husband was cooperative; yet because of his union, social and political activities, she was do all the household chores. She wished that her mother-in-law would cooperate in household chores; but she never got desired cooperation from her. If she was to say something to her, her husband would also sided with his mother. She always felt agitated over those issue; but was helpless. She always wanted to be more active politically and socially, but she was afraid of the society, the social system existing. She performed the dual role. She was a worker, where she had to work for 8 hours daily, besides at least one hour in travelling to and fro. Then she had to do her role in household chores, as a mother, as a wife and above all as a woman. She was tired of this role; but still she was to continue. If she could get proper leadership from some woman comrade, She was prepared to be active and face all the consequences. She was feeling lot of restraints in leading the political, social and workers movement, because she was uneducated and now she felt ashamed of studying at this age. She was very frank, out spoken and open-hearted lady.

Mrs. M. felt that women workers were the most exploited persons. She felt pained, whenever, she saw the
wretched condition of industrial women workers. She, sometimes, found time to visit other factories to meet the women workers. She was of the opinion that there should be a separate union for industrial women workers and the leadership of such a union should be with women, only then their grievances can be somewhat resolved. Workers, whether men or women should never fight among themselves, but they should built unity to fight for their rights. The police, Govt. administration, labour inspectors, labour courts always favour the management against the interest of the working class. It was only a strong and conscious unity of all the workers, that can give them victory against all these evil forces, who are sucking the blood of workers.

In spite of all the revolutionary ideas and sentiments expressed by Mrs. M., she herself felt discriminated at all levels, from family to work place and society at large. In spite of her being uneducated, she did not believe in any religious faith.

Mrs M. started working in a factory because of economic factors. But now felt that every woman must work, earning gave dignity, self-confidence and status in the family to a woman. If woman did not earn, men became proud of them and their earnings. Husband and wife should run the household cooperatively. But she got irritated and angry because of over work and heavy burden of household
activities. She sometimes thought of committing suicide and immediately thought came that women would have to fight for better life, a life of dignity and self-respect.
Miss M.K. was working as a semi-skilled worker in an electronic factory at New Okhla Industrial Estate. She was born in old Delhi, walled city area. Both her parents were no more. She was staying with her mother and brothers after her father expired. But a few years back her mother also expired and she was not able to pull on well with her brothers and sisters-in-law, so she left them and now she was staying alone in a rented room in Daryaganj. Her brothers wanted to subdue her; but was not ready to live a life of repression and submission, so she left their house and started working in a factory as a worker. She had done her 10+2, she did not feel ashamed to do the job of a factory worker.

She wanted to live a life of self-respect and dignity. She did not want to get married, as she hated the males. She did not find any happily living families, so she would never opt for marriage. Under all sorts of sufferings, troubles and strains, she thought of ending her life, but till then, some how she was keeping courage to live. She thought of struggles, so why one should die? She wished to be some important person in life, so that she could show her own family members that she had also some status in society and life. Human beings must make efforts
and struggle, it is our duty, a duty of all human beings. She was not very sure of success. But she was not prepared to accept defeat. She never felt tired of hard-work.

She could not tolerate exploitation of self or other girls. If she saw some women in distress or being exploited, she always came to her help and rescue. She always encouraged such women to keep courage and struggle. She had all praise for her mother, who always did nice works in life. She was very much opposed to her brothers, who never proved helpful to their parents and they would never be helpful and cooperative to her.

Miss M.K. belonged to upper caste urban family of Delhi, but did not feel ashamed to work as a factory labourer. She did not feel any sexual discrimination at work place. She continuously worked without even a lunchbreak. This was her habit or young age enthusiasm, it was difficult to comment. She had not participated in any kind of workers, trade union, social or political movement or struggle so far.
Mrs. S.K. was working in a large-scale refrigerator manufacturing factory. She came from an upper caste, Hindu family. Her husband, father-in-law and mother-in-law were all working in the same factory. Her earnings were higher than that of her husband and mother-in-law. She had two young children aged 7 and 5 years. Both were going to a public school. She had been working in this factory for the last 14 years.

She had to do the dual role of a factory worker, mother, wife and household activities. They were staying in a joint family. She was of the opinion that women would have to work outside home. It helped the family budget and the worker's status in the family got enhanced. Males would have to cooperate equally in household chores, but for this women would have to struggle.

She was of the opinion that women workers were being discriminated in factories. Women had to do more work. Male workers were given more freedom than females. The union was controlled by men and females played no role in union activities. Women were in a capacity to do any hard work, but they were discriminated and they were segregated in less paid jobs. In the factory, the payments were on piece-rate basis, so by working hard, they could earn more in some cases.
Mrs. D. Was working in a factory in Faridabad. She was blind. She had two young kids aged 2½ years and 1½ years. She was married at the age of 17. Her husband deserted her 4 months earlier. She had no other source of income and no support from any other source. She started working only after her husband deserted her. She was coming to work in that factory for last 15 days only. She was given the job as per the Government policy to get job to hadicaped.

After her husband deserted her she took courage to be self-sufficient and to earn by doing any available job. She was feeling the hardship of life, but she took life as a challange. She was to manage the whole family affairs of her own. She was to bring up children. She left the children with neighbour when she was out of house for work. She wanted to show to the society that nothing could prevent her to lead a dignified life.
Mrs M.D. was born in 24 Pargana District of West Bengal. Her parents were agriculturists. She belonged to upper caste, Brahmin family. She was Matriculate and her husband was Graduate and he too was working in a factory as a clerk. They were married only 2 years back. She was working in an electrical factory in Delhi. In Delhi she was staying in a joint family and only the two of them were earning members. She was working in a factory before her marriage also.

In West Bengal, she was active with a women youth leader. Since she had shifted to Delhi, she would like to work for the same political party in Delhi. She would work in trade Union activities also if she got a chance. At present there was no trade union in their factory, because the management was so nice that all their reasonable demands were immediately met. But she was not aware of many rights of workers provided in labour laws. She wanted to know the rights of workers.
Miss S. was born in Kerala. She followed Christian religious faith. Both her parents expired a few years back.

For sometime she was staying with her sister in her parental house in a village. Her sister got married two years back and she was left alone. She thought of leading an independent self-earning life. She left her school studies and accompanied her girl friend to seek some work. She sought work in a Pharma factory at New Okhla Industrial Estate, New Delhi. She was working there for last 19 months. She was staying with her girl friend in a nearby colony of Gobindpur.

She never felt discouraged even when she was in distress. She started working in a factory with the help of her friend. In future she would like to lead an independent life. She had the courage to face all eventualities.
Miss S. was born in Delhi. Her parents were staying in 'Jhuggis' in New Okhla Industrial Estate, New Delhi. She belonged to upper caste, Hindu religion. Her parents were originally from Nepal. She was working in a garment factory near her residence. She was working as a labourer for the last 2 years. She studied upto 8th standard. She wanted to study further, but, because of financial difficulties, she had to work and sustain the family. The parents were not working. Her father was a drunkard and used to beat her mother too often. Her mother had no regular source of income. She wanted to be a typist after passing her Matriculation. But it would be difficult in given situation of her.

She wanted to be a member of trade union, so that she could fight exploitation. She would make other workers also to be members. She wanted to be a member of an honest trade union. She said,"All the workers should unite to resist exploitation. Women are exploited in the society. We are to go out only after permission. Even if we earn,we are not free to spend. Parents always ask for accounts. None says anything to males, even if they do wrong things. My father exploits my mother. I will try, not to marry. There are many problems after marriage."
Miss S. would prove to be a strong fighter for the protection of industrial women workers' cause.
Miss S.C. was born in agricultural family of Uttar Pradesh. She working in an electronic industry in New Okhla Industrial Estate, New Delhi. At the time of our survey, the management had declared lock-out. All the workers of the factory, both men and women were sitting on dharna. They were staging demonstration in front of the factory almost daily. We met her at dharna place. She was staying with parents and brothers and sisters in a joint family. She was the eldest child. She was working in that factory for the last 8 years. She was Matriculate.

She was a member of a trade union affiliated to IFTU. She was active member of the union and attended the study classes. Whenever, the union arranged. She was very militant worker. She was leading the demonstration and shouting slogans. She was very bold. She said, "We shall fight for our rights. The management brings police. It is generally gents police, and no ladies' police. It is against the law. If the police interferes in our dispute, as they generally do, we will fight the police, we will beat the police if need be. We shall fight the management till the end and we emerge winner."
Miss S.C. was aware of her rights as worker and as women. She mentioned that women were discriminated in all spheres of life. We would change the society and a New India would be built. India, free of all exploitations and discrimination. She was a fighting and struggling worker.
Name - Miss S.D.
Age - 19

Miss S.D. was born in Delhi. She belonged to upper caste Hindu family. She was Matriculate. Her father was driver and mother was working in a garment factory. She had been working in this electricals factory for the last 2 years. She was staying in a joint family with her parents, brothers and sisters. She started working because of financial restraints.

Earlier she worked in another factory in the same area. She became a member of a trade union. The management declared a lock-out and she was retrenched because she was an activist of the union at such a young age. The factory, where she was working at the time of survey had no trade union. She would become the member, the day it is formed.

Miss S.D. felt, women are discriminated in all fields of life. We will have to fight get equal rights in all spheres of life. Out fight and struggle should start at home first. Women are to do dual roles and her household chores should be got shared equally by men folk. In the factory also women workers are discriminated. The young girls are to face many problems.

Miss S.D. was bit politically and socially aware of her rights. She wanted to know more about her rights as worker.
Mrs. R.K. was born in a Jat caste family of Haryana. Her father was agriculturist. She was married at a very young age. He was not doing any gainful work. In the beginning Mrs. R.K. also was not working anywhere except to work in the fields. Her husband took to drinking. He became a drunkard. She had two children. There was no way to pull on with the husband. Mrs. R.K. deserted her husband and his home. She came to Rohtak to get any job and she got this job as an industrial worker in the textile factory. She was working there for the last 12 years. She was operating two machines at a time like any other worker whether male or female.

She was staying with her children in the city near the factory and came to work walking. She was paid very low wages and the work was very hard. But she was prepared to tolerate all hardships, to live a life of dignity and honour. She had not gone to her husband's place and did not allow him to come to her. She was living separately for the last 12 years. There was lock-out in the factory for 6 months, where many women workers were retrenched. She had to lay many odd jobs to pull on. She was finding all round discrimination with women in society, but only women could fight for their rights and none else.