CHAPTER - I

INTRODUCTION

1.1 INTRODUCTION –

Globalisation has serious implications for Indian Industry. For a long time Indian industry exhibited such characteristics as high cost, low productivity, junk machinery, outdated technology, inferior quality, high sickness and very low competitive spirit. With all these, industrialists were still making money because of protected environment. Environment in future will not be the same thanks to economic reforms and globalisation. Catchwords from now onwards shall be competitiveness, efficiency, probability, technology upgradation, foreign capital safety net and golden handshake.

India is also blessed with the exemplary characteristics associated with any booming economy – a huge and productive compliment of skilled manpower and excellent earnings growth providing attractive opportunities for international investors to diversify portfolio risks.

One of the requisites for success in Globalisation is to think Global but to act local. What this implies is that one must have an open mind to accept what is good but not to forget one's own moorings. ¹This is what Mahatma Gandhi told us long back, “I don’t mind, said he, to keep windows open, but I don’t want the wind to blow off my feet.” This is also the lesson, which Japanese teach to the rest of world. Japanese have accepted foreign technology, but never forgot their local culture.

¹ Dr. K. Aswathappa, Bus. Envr. For strategy Mgt., 81
The flip side of the coin should not, however, be ignored. We have the inequalities inherent in our traditional social structure, based on caste, community, class and gender which influence women's economic roles and opportunities. With complexity of society and complexity of industrial economic activities there has been increase in the problem of women at work especially in unorganised sector. Society should change its attitude towards women employment. Areas and sectors where women employment is low should be identified and measure for improving their prospects should be taken. To face the challenges of Globalisation. Employment of women can be increased by supporting labour intensive, appropriate intermediate technologies in selected instances rather than capital intensive high technologies, particularly in Bidi Industry.

Labour is the primary and most productive factor of production, which maintain a sound level of the economic activity in any country. The magnitude of labour problems increases with the tempo of industrial activities in a country. The problem of labourers is not the problem of one person but the community at large. "The approach to the labour problems generally depends on considerations which are related on one hand to the requirement of the well being of the labour force and on the other hand to its contribution to economic progress and stability of the country."

Hence researcher has chosen following topic for her research work.

Title

A STUDY OF WOMEN BIDI WORKERS IN NASHIK DISTRICT WITH SPECIAL REFERENCE TO SINNAR.
All over the world it has been scientifically acclaimed that cigarette smoking is injurious to health. All popular brands of cigarette bear a statutory warning to this effect on the packs. And yet the sale of various branded cigarettes is increasing throughout the world. India is no exception to this.

Bidi is a cheap alternative to cigarette. It is made of Tendu leaves and tobacco. Bidi smoking is more popular among the Indian people who do manual work for their living. It is “the poor man’s cigarette.” It is commonly consumed by cart pullers, vegetable vendors, coolies, construction workers etc. Even women from low class are no exception to this.

1.2 SOME HISTORICAL RECORDS AND ANECDOTES.

- Tobacco cultivation has a history of about 800 years.
- Europeans were introduced to tobacco when Columbus landed in America in 1492.
- Portuguese traders introduced tobacco in India during 1600. Tobacco became a valuable commodity in barter trade and its use spread rapidly.
- Tobacco’s easy assimilation into the cultural rituals of many societies were facilitated by the medicinal (and perhaps intoxicating) properties attributed to it.
- Tobacco smoking became a popular leisure activity in Europe during the early seventeenth century.
- Introduced initially in India as a product to be smoked, tobacco gradually began to be used in several other forms. Paan (betelquid) chewing became a widely prevalent form of smokeless tobacco use.
- Although some Chinese and European systems of medicine supported the use of tobacco, Ayurveda – the Indian system of medicine never supported the use of tobacco as a medicine.

- The ill effects of tobacco use on human health were recognised even in the sixteenth century, which led to restrictions on its use even in earlier centuries.

Tobacco, thrived everywhere in the world despite social and some religious disapproval.

Thus, these are the key messages about tobacco and bidi industry where a woman plays a significant role. The concept of employment of women today has assumed a dominant role in the economic structure of the world. However, traditionally women's occupational status has always been closely associated with the home and family.

Women are considered the human resource of choice for the unorganised sector especially for bidi industries because they lack education and training, they are amenable to accept lower wages for equal work due to gender casting and they have no recourse for any remedies owing to the invisible and unorganised nature of their work.

So far the society is concerned the Indian society is primarily a male dominated society, where little or no change is expected. If in any case the change is being introduced then one has to face multiple problems. In most

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2 Source – From the Report of Tobacco Control in India.
3 Socio-eco-backwardness in Women – pg. 63.
cases, it is the woman who resents to these changes. Therefore, it seems that the women are "Socially bounded" to their old values, and they are not at all aware with their 'status,' 'exploitation' and 'economic deprivation' in the society. This exists only because women are lacking in clarity about themselves.

The researcher selected the topic titled "A study of women bidi workers in Nashik District with special reference to Sinnar" also for the reason that the importance of industrial development particularly for a region or a part there of cannot be minimised. It offers employment opportunities, which lead to a betterment of the standard of living of people. It is especially, so in the case of the Nashik district which has considerably advanced in the industrial field during the last two decades or so, thus the progress of any region also depends on the research work conducted by many researchers in different fields. In other words Research has always been instrumental in the progress of the city.

Women bidi workers the most neglected and deprived section of the society especially in Sinnar has not received any due consideration till today. Bidi industries in Sinnar are considered a vital one in many respects. They provide major employment opportunities to women in this area. Majority of them are self motivated to work and they are engaged in Bidi industries due to lack of any other skill and are inducted without any training. Thus bidi rolling plays an important role in the household economy, especially in Sinnar area of Nashik District.

The researcher being a Commerce student, opted Labour Economics at M. Phil. Level. For research work this topic was selected because the
researcher has been born and brought up in Nashik. The life of women bidi workers with all its hazards has always created a desire to know them better and closer. It is this desire, which has culminated into the present research work. The present study has been undertaken with a view to highlight the miserable lot of women bidi workers in Sinnar and their socio-economic conditions which are more deplorable. Further this study also attempts a qualitative analysis of the socio-economic conditions of women bidi workers, their working conditions, employer-employee relations and Government Role in the line with legislative measures for women bidi workers.

1.3 INDIAN SCENARIO WITH REFERENCE TO BIDI INDUSTRY.

Bidi production in India started in the beginning of 19th century. Bidis were first made in Jabalpur in Madhya Pradesh. It is estimated that the Tendu leaves and tobacco both grow in abundance in Jabalpur and production of Bidi grew tremendously to become a major source of employment. However in a predominantly agricultural country like India, Bidi Industry plays a very vital role as it provides the means of livelihood. This is the only industry, which is giving employment on a large scale without any financial support of infrastructure development expenditure from the Government. This is the only industry, which does not need utilities such as power, water etc. and does not contribute to pollution at society level.

Bidi industry is contributing about Rs. 250 crores per annum by way of central excise to the Central Government. This Industry is also significantly contributing to the revenues to various state government taxes, local taxes, royalty on tendu leaves, etc. As the entire Bidi manufacturing and packing operations are done manually, it is not only providing work to bidi workers, but
it provides employment to lakhs of adivasis / tribals in forest areas for plucking tendu leaves.

Bidi making is an agro-based cottage industry solely dependent on tendu leaves and tobacco. The industry is highly labour intensive as entire manufacturing process is done manually requiring special skill.

CHART – I

ECONOMIC IMPACT OF TOBACCO INDUSTRY ON EMPLOYMENT

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Type</th>
<th>Million</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Tendu leaf pluckers</td>
<td>2.2</td>
<td>M. P. Govt. Advertisement (TOI, June 8, 2000).</td>
</tr>
<tr>
<td>5</td>
<td>Trade / Retailers</td>
<td>2.0</td>
<td>ORG-MARG-Research Data.</td>
</tr>
<tr>
<td><strong>Total No. of Employee</strong></td>
<td></td>
<td><strong>34.6</strong></td>
<td></td>
</tr>
</tbody>
</table>

Over 90% of employment in the tobacco industry in India is in bidi manufacture. The largest proportions of workers are rural, women and many of them are home based workers. Today there is a fear in the bidi industry that it is on the decline.

The origin of Bidi is purely rural. It is obvious that people from economically low standard are engaged in this unorganised sector both in factories and at home. According to the Indian Government estimates, bidi rolling employs nearly 4.45 million people of whom 65% are women and 15 to 25% are children.
From the end of the 1980's, however a decline in bidi industry is set in. According to Government figures there has been a decline in production of bidis from 2885 crores in 1988 to 781 crores in 1999, in Indian scenario.

CHART - II
FOLLOWING CHART EXPLAINS THE STATUS OF BIDI INDUSTRY WORKERS IN INDIA.

<table>
<thead>
<tr>
<th>Sr. No</th>
<th>Name of the State</th>
<th>Total No. of Bidi workers at present</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Andhra Pradesh</td>
<td>6,25,000</td>
</tr>
<tr>
<td>02</td>
<td>Assam</td>
<td>7,725</td>
</tr>
<tr>
<td>03</td>
<td>Bihar</td>
<td>3,91,500</td>
</tr>
<tr>
<td>04</td>
<td>Gujarat</td>
<td>50,000</td>
</tr>
<tr>
<td>05</td>
<td>Karnataka</td>
<td>3,60,876</td>
</tr>
<tr>
<td>06</td>
<td>Kerala</td>
<td>1,36,416</td>
</tr>
<tr>
<td>07</td>
<td>Madhya Pradesh</td>
<td>7,50,000</td>
</tr>
<tr>
<td>08</td>
<td>Maharashtra</td>
<td>2,56,000</td>
</tr>
<tr>
<td>09</td>
<td>Orissa</td>
<td>1,60,000</td>
</tr>
<tr>
<td>10</td>
<td>Rajasthan</td>
<td>1,00,000</td>
</tr>
<tr>
<td>11</td>
<td>Tripura</td>
<td>5,000</td>
</tr>
<tr>
<td>12</td>
<td>Tamil Nadu</td>
<td>6,21,000</td>
</tr>
<tr>
<td>13</td>
<td>Uttar Pradesh</td>
<td>4,50,000</td>
</tr>
<tr>
<td>14</td>
<td>West Bengal</td>
<td>4,97,000</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>44,11,275</td>
</tr>
</tbody>
</table>


Use of Tobacco in India started near about 400 years ago, when Portuguese brought it in Goa and gave place for its trade. After 200 years British made cigarette as a product available in India and thereafter production of Tobacco started.

At present India ranks third in the production of tobacco, out of total production 20% of tobacco is used in cigarette and 40% is used in Bidi making and remaining is utilised in Pan Masala, Gutka, Hukka etc. In the world production of tobacco India constitute a major share of 7% in cigarette and 14% in the bidis and 30 lakhs people are engaged in the trade chain of
production and consumption. It is estimated that till 2007 India will sell 1031 billion bidis. Inspite of increase in Cigarette's turnover, which is around 70 billion dollars. Bidis in India has still maintained its position owing to the benefits of unorganised sector and concessions given by the Government.

The bidi industry is relatively unorganised, rural and labour intensive, with very few large producers. They wrap the product in tendu leaf and much of the industry volume is hand rolled. The market is very regional in character with different brands sporting different shapes and sizes dominating the market. The major centres of production are as follows:

Following chart will stress out the consumption of tobacco in different forms and importance of bidi in it.

CHART NO. III

Consumption of tobacco in different forms and importance of bidi.

![Pie chart showing distribution of tobacco consumption]

SOURCE – TOBACCO INSTITUTE OF INDIA.
As can be seen from the above Pie chart, Indian consumption of tobacco does not follow western trends, with 48% of tobacco being consumed as bidis, 38% as Chewing tobacco and only 14% as Cigarettes. That is bidis, snuff and chewing tobacco such as Gutka, Khaini and Zarda form the bulk (86%) of India’s total tobacco production.

India has monopoly in Bidi manufacturing to run the business the important requisites such as raw material i.e. tobacco and man power is available in plenty in India to fulfill the demand of the product. No any other country has this advantage.

To the workers it is an excellent seasonal source of income. A good many of the workers are farmers who work in the bidi factory when the busy agricultural season is over and there is plenty of time for other pursuits. Often many farmers who used to waste their spare moments have turned to this profitable part time avocation.

The present bidi industry in India is completely fragmented and is in the hands of small proprietary companies. There is no National Brand in bidi sector. There are no major advertising campaigns, nor is there any strong brand equity development campaign (nor are manufacturers obliged to have any legal warnings on packaging of the bundle pack format). The market is so fragmented that there are different brands for almost every district of the country.

All the large manufactures of bidis have their own territories where they have a strong presence for example –
1) Pataka Bidi Manufacturing Co. Ltd. (W. Bengal) was established in the 1950s, and now has a production of 100 million bidis per day, through ten factories, their brand is called 502 Pataka Biri.

2) The Kajah Bidi Group is based in Kerala has a turnover in excess of Rs. 1 billion.

3) Bharath Beedi Works is a closely held public limited company set up in 1930, the company manufacturer 60 million bidis per day and their main brand is ‘Thirty Brand Bidis.’ They are more popular in the northern and western parts of the country, and they are also strong exporters.

4) Mangalore Ganesh Beedi works, another major player, sells through their 501 brand. The company claims to sell 20 billion bidis annually with a significant export market as well.

5) Kerala Dinesh Bidi workers co-operative is a successful and well run bidi production co-operative in the southern state of Kerala, where it products close to 30 million bidis per day. Unlike a large part of the non-organised bidi and human treatment of its workers.

There are no bidi manufacturers with a share of more than 5%. The market is highly fragmented, with several brands with a 1% share each and still bidis are expected to maintain their dominance amongst the rural population and blue collar workers in smoking population terms, it is only the strong presence of bidis which prevents India from being second only to China as a cigarette market.
1.4 ORGANISED AND UNORGANISED SECTORS OF INDIA.

The Indian economy has even today only "pockets" of factory type establishments that use modern technology, have hired workers covered by labour laws and where workers are organised in unions. The term "organised" and "unorganised" are loosely used to mean many different things which in practice occur together. By and large two important features distinguish the organised from the unorganised industries – scale of operation and the existence of unionisation of labour or labour covered by protective laws. Technology often goes with scale of operation but not always. The most telling feature of our economy is the extremely decentralised character of units.

In modern age, because of large scale industrialization and urbanization there are many work opportunities created and practiced under different types of economic activities. Change in the nature of work and work environment has changed status of men and women.

Women workers in India are of various types. To know the working condition, wage rate, life styles of various workers, it is essential to classify workers in different categories. Each category is markedly different from the other ones. Such classification helps us to assess the problems of women workers in each category.

The Indian Economy is divided into organised and unorganised sectors. The unorganised sector in this country is quite large. Whole of agriculture is in unorganised sector. Besides agriculture, most of mining, manufacturing, construction, trade, transport and communications, social and personal services are in the unorganised sector. By and large organised
sector is restricted to manufacturing, electricity, transport and financial services.

1.4.1 Organised Sector.

Organised sector can be defined as a sector consisting of activities carried out by the corporate enterprises and the Government at State, Central and local level solely with the help of wage paid labour which in a great measure, is unionised.

Following are some of the characteristics of organised labour.

1) The productivity of the labour is high as compared to unorganised labour.

2) Even the unskilled workers in the organised sector draws more salary than the skilled unorganised worker.

3) The conditions of works and services are protected by labour legislations and Trade Unions.

The industrial progress in India in recent years has led to a rapid increase in the number of workers employed in various industries in the organised sector. It comprises of public sector and private sector. Organised sector employment in 1999-2000 was 28.11 million, i.e. about 7.08 percent of the total employment. Factories are the most highly organised sector of the economy of the country and the number of workers engaged in factory establishments forms the bulk of organised labour, working mainly in registered factories, mines, plantations, government and quasi-government bodies, posts, insurance, banks, etc.
1.4.2 **Unorganised Sector.**

Since independence Indian society is essentially a male dominated society, in which the ascribed status of women has been very low. Even with educational achievements and economic independence, she continues to be subservient to man in almost all fields though constitutionally no discrimination can be made against her and there are several legislation to protect her.

Illiteracy and generally backwardness of women are still continuing. Dowry harassment and deaths have increased greatly in recent years. Education and health of women are neglected to some extent. Most of the Indian women are not conscious of their low states and those who are aware of it are mostly helpless because of our social structure and cultural values. Most of the legislation has remained on paper and out of the reach of common workers. In free India women are still bound by customs, traditions, economic and social, caste, community, religion all play an important role to keep their status low. The level of oppression of women may vary from group to group but in general everywhere women are the exploited lots.

We have a small, modern and developed sector, called “Organised” sector and a vast hinterland of scattered, un-integrated units of production called the “unorganised” sector. Women have a special proneness to be drawn into the unorganised sector, because of their subordinate status in society and their special social responsibilities.

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Unorganised sector covers most of rural labour and substantial part of urban labour. It includes activities carried out by small and family enterprise, partly or wholly with family labour and in which wage paid labour is largely non-unionised due to constraints as casual and seasonal nature of employment and lack of protection either from legislation or Trade Union.

The unorganised sector in the economy is quite large. Though it now accounts for less than half of the G. D. P. it provides employment to around 93% of the labour force. At present the annual rate of employment growth declined to 1.02 percent because of non-availability of employment opportunities on account of jobless growth.

No reliable statistics are available in respect of employment in unorganised industries. This group of workers include those who cannot be identified by a definition but could be described as those who have not been able to organise in pursuit of common objective because of following hurdles such as (a) casual nature of employment (b) ignorance and illiteracy (c) small size of establishments with low capital investment per person employed, (d) scattered nature of establishments. (e) superior strength of the employer operating singly or in combination.

It is difficult to take into account every sector of such employment and, therefore, only those categories can be considered where the number of workers is large and where information about them is available in some form.

Such illustrative categories are as follows:

a) Contract labour including construction workers.

b) Casual labour

c) Labour employed in small scale industry.
d) Handloom / power-loom workers.
e) Bidi and Cigar workers.
f) Employees in shops and commercial establishments.
g) Sweepers and scavengers.
h) Workers in tanneries
i) Tribal labour
j) Other unprotected labour.

However, there can be a certain measure of overlap between categories mentioned above. For example, bidi and cigar establishments can fall under (c) (e) and (f) and so on.

Further, these categories include workers who are protected by some labour legislations and also others who are not thus protected at all. But the categories of workers thus dealt with can throw up a range of issues which will cover the rest of unorganised / unprotected labour as well.

The numbers of workers in unorganised industries in the country as a whole may, thus be placed at more than two crores. Researcher has focussed her research work on Bidi Industry where status of women are working and where status of women in the unorganised sector is extremely down trodden in every respect. The fundamental rights of labour should be enjoyed by every worker irrespective of gender and the sector of the economy.

Hand in hand with right to work come social security with minimum wages including health care, child care, compensation for the occupational hazards insurance; along with maternity benefit would do the world of good to
the status of women in the unorganised sector, but what, is the factual position it is an issue to be pondered.

1.5 SIGNIFICANCE OF BIDI INDUSTRY.

India has monopoly in Bidi Manufacturing so as to run the business the important requisites such as raw material, i.e. tobacco and manpower is available plenty in India to fulfill the demand of the product. No any other country has this advantage.

To the worker it is an excellent seasonal source of income. A good many of the workers are farmers who work in the bidi factory, when the busy agricultural season is over and there is plenty of time for other pursuits. Often many farmers who used to waste his spare moments has turned to this profitable part time avocation.

In a predominantly agricultural country like India tobacco industry plays a very vital role as it provides the means of livelihood to a very large number of agriculturists. Our country has benefited substantially from the exports of raw tobacco. It is also an important revenue source to our Government.

Tobacco is consumed in various ways such as cigars, cheroots, hookah, cigarettes, bidis, chewing and snuff. The most important branches of tobacco industries are obviously cigarette manufacturing and bidi manufacturing.

Cigarette industry in India has now gained sufficient experience and stature to withstand the competition of the foreign brands. It is however, regrettably that the Indian entrepreneurs have not been in the forefront in this field.
The Bidi industry is providing employment directly and indirectly to more than million people mostly in rural, backward and semi urban regions in India. This is the second largest industry providing employment to large number of people especially the poor people. It is estimated that bidi industry pays wages about Rs. 3000/- crores p.a. Most of the Bidi workers are female home workers and Bidi rolling operations are done at their dwelling houses. The entire Bidi manufacturing and packing operations are done manually. This is the only industry, which is giving employment on a large scale without any financial support or infrastructure development expenditure from the Government.

Considering the significance of Beedi Industry, the researcher, wants to study women Bidi workers especially with reference to Sinnar.

1.5.1 Problems of Indian Bidi Industries.

The main problem of bidi industry is the implementation of Tobacco Control Act, 2003 which is not treating bidi industry as distinct and separate and not on part with cigarette and other tobacco product industries.

The following table brings home major differences in Cigarette industry vs. Bidi Industry.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Cigarette Industry</th>
<th>Sr. No.</th>
<th>Bidi Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Owners are multinationals</td>
<td>01</td>
<td>Owners are Indians.</td>
</tr>
<tr>
<td>02</td>
<td>Very few manufacturers</td>
<td>02</td>
<td>Over 1000 manufacturers</td>
</tr>
<tr>
<td>03</td>
<td>In large scale sector.</td>
<td>03</td>
<td>In small scale sector.</td>
</tr>
<tr>
<td>04</td>
<td>Presence of financial muscle power</td>
<td>04</td>
<td>Absence of financial muscle power</td>
</tr>
<tr>
<td>05</td>
<td>Uses machines for manufacturing cigarettes</td>
<td>05</td>
<td>Engages bidi workers for manual rolling of bidis</td>
</tr>
</tbody>
</table>
Factories are located in few places.
Engages small workforce
Takes Government help / subsidies for putting factories
Engage white / blue collars employees.

Factories are located in many rural urban areas
Engages large workforce.
Does not get Government help / subsidies for putting factories
Engage poor illiterate women workers

Tobacco Control Act 2003 and its impact on Bidi Industry is significant in India.

Many sections of the above Act and certain Rules came into effect from 1st May 2004. The said rules are –

1) Ban on smoking in public places.
2) Prohibition of Advertisement of Tobacco products.
3) Ban on sale of Tobacco products to minors.

However, in a span of less than 4 months the sales of bidis dropped by 20% to 30% due to ban on advertisement of tobacco products and ban on smoking in public places. Many smokers have shifted to Gutka and Chewing tobacco. Another reason, the sellers of tobacco products are allowed to display only two boards of the size of 2’ x 3’, the multinationals cigarette companies have provided there boards free to sellers. They also paid hefty sums to them. As a result the bidi manufacturer have been deprived of the opportunity to advertise their products. It was reported that cigarette sales in volumes were up by 5%. This was in sharp contrast to decline in sales of bidis across the country.

As viewed by some entrepreneurs the bidi industry in Nashik and all over in the country is on the verge of end. As no new Bidi industries have
been set up in the last 30 years. Some of them has already diverted them in other business due to diminishing market conditions more cost of infrastructure, and lastly the cost of selling is less than the cost of production.

Hence, all the owners made an appeal to the Government as follows:

1) To treat bidi industry as distinct and separate and not par with cigarette.

2) To make separate rules for bidis.

3) To see that employment of bidi workers does not suffer due to adverse provisions of the Tobacco Control Act.

4) To see that bidi industry is not ruined due to unreasonable rules of the Tobacco Control Act.

It is, therefore, necessary for the Government to look into this matter and come forward with supportive measure, so as to save the Bidi industry and its existence.

1.6 IMPORTANCE OF THE STUDY

The Bidi Industry has quite a good potential for development in the social and industrial environment of Nashik district as there are around 38 beedi industries scattered in Malegaon, Yeola, Nashik city and Sinnar which is the main beedi producing centre of Nashik district. Sinnar alone constitutes six to eight thousand workers from the Nashik district.

The Women Beedi workers who are the backbone, of the industry should have congenial and encouraging social and economic life. Bidi industry being the most female intensive industry, this study has much significance from the point of view of rural employment. Currently efforts for raising the standard of living of the masses in the country are being under taken in many
ways by Government. So this study will enable Government to take certain steps in this direction.

The Bidi industry in Nashik and specially in Sinnar is providing opportunity to 8000 workers, most of them belong to lower income groups. In the absence of this industry in the district the workers would have been on the cores of roads without employment, because of this industry only the workers have some subsistent living. It is fact that the welfare of the down trodder has become the main concern of the State. So the main objective of the study is to understand the social and economic conditions of women beedi workers in Sinnar and to suggest important measures to uplift the same.

The researcher feels that present study even though carried out at micro level may prove to be useful as follows:

1) The present study will help to understand the background of women Beedi workers and their problems.

2) Labour as a lifeline of a country and a part of the nation's composite social and economic structure has to be analysed so that greater attention can be paid to the interest of workers in the unorganised sector for the improvement of real earnings and working conditions. This study focuses on the women Beedi workers of unorganised sector and analyses their working conditions / relationship / Government rules in their jobs etc.

3) Present research thus can become a study model for others.

4) This study also highlights the fact that women status in unorganised sector and in Beedi Industry is not satisfactory.
Beedi Industry if properly encouraged and supported by the Government would promise way to the economic prosperity of nation. Hence, this research work is significant in present scenario.

1.7 LIMITATIONS OF THE STUDY.

The present study is based on primary data. In Sinnar there are around 7000 to 8000 workers who are involved in Bidi rolling profession (including factory workers as well as home workers whose number is more).

Vast number of employees of different Bidi Karkhanas necessiated use of sampling technique. The researcher selected 400 workers on random basis as a sample and the 25 other members like owners, union leaders, mukadams etc. 425 as a sample size, thus was confined from 4 different Bidi manufacturing units. As it was difficult to collect the information from all and more over the researcher had to complete her research within three years. Time and Place were main constraint.

During personal interviews with Bidi workers. The researcher faced many difficulties such as non co-operation from them due to illiteracy and ignorance. Language barrier in understanding. The questionnaire was the another hardship. Thirdly Sinnar being a fieldwork was away from Nashik. As the researcher is doing full time job and residing at Nashik, to collect the information from the scattered respondent was the most inconvenient and difficult task.

The present study is carried out at micro level but it may be useful for similar macro level research. The study is partly based on secondary source of information and thus suffers from same limitations as such descriptive studies suffers that rely on secondary data, i.e. the desired degree of
accuracy cannot be achieved as the required information may not be available or sometimes it may be partial and outdated.

The facts and findings are related to the labour problems and status of women Bidi workers in Nashik district with special reference to Sinnar only and are applicable to Sinnar Women Bidi workers and Industries only. Due to time pressure of completing research works with in three years. The period of study undertaken for research is 1\textsuperscript{st} June, 2000 to 1\textsuperscript{st} June, 2005.

1.8 OBJECTIVES

In a labour surplus economy like India where 90\% of the labour force is engaged in the unorganised sector are vulnerable to exploitation. By efforts of Trade Unions and leaders, the wage scale of workers has increased in all fields i.e. large scale, medium scale and cottage industries also. However workers of Beedi Industry are still suffering from many problems and threats, which relates to their "real wages" and economical conditions. However, then also current scenario depicts that they are past and parcel of unorganised sector and are hesitant to improve their status.

Considering these facts the objectives of present research study are as follows:

1) To study the present status of Beedi industry in Nashik district with special reference to Sinnar (pertaining to social and economic conditions of women Beedi workers.)

2) To study employer and employee relations and its effect on Women Beedi workers in Sinnar.

3) To acquaint with the working conditions and problems faced by the women Beedi workers.
4) To study Government's role in Beedi industry in line with legislative measures.

1.9 ASSUMPTIONS

1) The Women Beedi workers are paid very lower marginal wages.
2) They have to work under very poor working and living conditions.
3) Women Beedi workers have to work comparatively for longer hours (to complete 1000 Beedi per day).
4) Women Beedi workers have poor bargaining power on account of illiteracy and that is why they cannot pressurize the employers for their rights, which leads to their exploitations.
5) Women Beedi workers also suffer from increasing job insecurity, unemployment and under employment.
6) They are also deprived of adequate social security and safety.

1.10 HYPOTHESIS

Definition given by Lundberg –

"A hypothesis is a tentative generalisation the validity of which remain to tested. In its most elementary stages the hypothesis may be any hunch guess, imaginative idea or intuition what so ever which becomes the basis of action or investigation."  

Hypothesis of the present study are as follows:

1) Social and Economic conditions of Women Beedi workers are not satisfactory.
2) Working conditions of Women Beedi workers are not healthy.

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3) Employer and Women Employees relations in bidi industry are not amicable.

4) The role of Government in line with legislative measures for Women Beedi workers is not satisfactory.

This research is mainly non experimental research as independent variable are not manipulated, for e.g. Age and Sex, whereas income is dependable variable and can change as a result of the environmental manipulations.

1.11 TERMINOLOGY USED

Concepts and Definitions –

The important concepts and definitions of the Minimum Wages Act, 1948 and the Bidi and Cigar Workers (Conditions of employment) Act, 1966 adopted for the purpose of the study are given below:

- **Appropriate Government**

  In relation to any Scheduled Employment carried on by or under the authority of the Central Government, by a Railway Administration or in relation to a mine, oil field or major part or any corporation established by a Central Act, the Appropriate Government means the Central Government.

  In relation to any other Scheduled Employment the Appropriate Government means the State Government.

- **Establishment**

  Establishment means any place or premises including precincts thereof in which or in any part of which any manufacturing process connected with the making of bidi is being, or is ordinarily, carried on and includes an industrial premises.
• **Industrial Premises**

Industrial premises means any place or any premises (not being a private dwelling house) including the precincts thereof, in which or any part of which any industry or manufacturing process connected with the making of bidi is being, or is ordinarily, carried on with or without the aid of power.

• **Employer**

Employer means any person who employs, whether directly or through another person, on behalf of himself or any other person, one and more employees in any Scheduled Employment in respect of which the minimum rates of wages have been fixed under the Minimum Wages Act, 1948 by the Appropriate Government.

• **Contractor**

Contractor means a person who in relation to a manufacturing process, undertakes to produce the given results by executing the work through contract labour or who engages labour for any manufacturing process in a private dwelling house and includes a sub-contractor, Agent, Munshi, Thekedar or Sattedar.

• **Contract Labour**

Contract Labour means any person engaged or employed in any premises by or through a contractor, with or without the knowledge of the employer, in any manufacturing process.

• **Employee**

Employee means a person employed directly or through any agency whether for wages or not, in any establishment to do any work, skilled, unskilled, manual or clerical and includes; any labour who is given raw
material by an employer or a Contractor for making bidis at home (often referred to as a Home worker) and any person not employed by an employer or a contractor but working with the permission of or under an agreement with the employer or the contractor.

- **Manufacturing Process**

  Manufacturing process means any process for an incidental to making finishing or packing or otherwise treating any article or substance with a view to its use, sale, transport, delivery or disposal as bidi.

- **Collection Centre**

  Collection centre means a branch or a part of an establishment set up by an employer or a contractor or supplying the raw material to home workers and collecting the bidis rolled by them.

- **Principal Employer**

  Principal employer means a person for whom or on whose behalf, the contract labour is engaged or employed in an establishment.

- **Private Dwelling House**

  Private Dwelling house means a house in which persons engaged in the manufacture of bidis reside.

- **Bidi Roller**

  Bidi Roller means workers who rolls bidis out of the material provided to him within the premises of the establishment or in his private dwelling.

- **Other Workers**

  Other workers means all the workers in the bidi industry other than the Bidi Rollers. These include Furnace man, Labeller, Packer, Wrapper, Sorter, Checker, Tobacco Mixer, Driver etc.
1.12 RESEARCH METHODOLOGY

Project report and research making is a systematic collection and recording and analysis of data about problems to facilitate decision-making. Each and every industrial organisation whether organised or unorganised has its own problem and to overcome those they may take the help of various researches and surveys conducted in their respective fields.

Present study is focussed on the problems of Women Bidi workers of Sinnar. Till date no research on the same has been done. Researcher in the present study has covered the overall problems faced by women bidi workers of Sinnar.

Researcher finalized 425 as her sample size for study purpose.

Researcher selected 400 women bidi workers and 25 members from 4 different bidi Karkhana at random period from 1st June 2000 to 1st June, 2005 was considered for the present study purpose. The data was collected with the help of instruments like observation, Interview, Questionnaire, related literature and documents.

Data collected has been analysed both qualitatively and quantitatively. Data collected through questionnaire has been evaluated graphically. Large sample or approximate test has been adopted as an important statistical tool for sampling analysis.

On the basis of the interpretation of data the conclusions are derived and the recommendation are given.
1.13 UNIQUENESS OF THE THESIS

Various types of researches has been conducted from time to time on different problems of Women at different level i.e. (it might be national or international level). But the women Beedi workers in Sinnar from Nashik district has not been referred. No such specific research has been conducted on their socio-economic problems. Sinnar being a backward and draught prone area has no other source of livelihood than meagre agricultural activities for the residents. Most of the women are engaged in beedi rolling profession, so as to support family. Being the choice of unorganised sector, women are always exploited in the male dominant society owing to their illiteracy, ignorance and unawareness about their social, economic and political rights. In order to bring these conditions in front of the society, this topic has been selected. While making the research the status of women beedi workers and nature of their problems have been depicted in the thesis. Wherever, possible the information in figures has been mentioned. From this thesis the nature and intensity of problems of women beedi workers can be known and there lies the uniqueness of the thesis.

1.14 CHAPTER SCHEME

This study consists of Six Chapters.

CHAPTER – I – INTRODUCTION

Chapter – I deals along with the introduction to Indian Scenario with reference to Beedi Industry. Significance, problems of Beedi manufacturers objectives of the study which includes scope of the study, sources of data, definitions of selected terms, tools and techniques used, limitations of the study and chapter scheme of the study.
CHAPTER – II – REVIEW OF LITERATURE

The Researcher reviewed the literature in the concerned chapter by reading magazines, newspapers-articles and published books on related topic. The author, publication house, year of publication of the concerned books, magazines etc. are noted. Thus secondary data available in the form of print literature will be reviewed.

CHAPTER – III – PROFILE OF NASHIK District WITH SPECIAL REFERENCE TO SINNAR

Chapter – III – includes
1) Map of Maharashtra,
2) Bidi Industry in Maharashtra.
3) Map of Nashik
4) Profile of Nashik District.
5) Sinnar Map
6) Sinnar Profile,
7) Sinnar as SEZ
8) Sinnar as Bidi manufacturers cacoon
9) Present position of the bidi Industry in Sinnar
10) Problems of Women in unorganised sector.

CHAPTER – IV – RESEARCH DESIGN

The fourth chapter focuses the Research Design. It is both qualitative and quantitative research covering the period from 1st June, 2000 to 1st June, 2005 for the study. The population of the Sinnar Beedi Workers is around 8000 out of which 4000 are Women Beedi Workers. Therefore, approximately 10% of population sample i.e. 4000 Women Beedi Workers are selected by using simple random technique. Primary source is used by adopting
questionnaire of closed / open end questions and structured interview method.

CHAPTER – V – ANALYSIS AND INTERPRETATION

The fifth chapter deals with the primary data collected, edited, coded, tabulated and analysed. Interpretation of data will be done with the help of statistical tools like large sample test and its co-relation etc.

CHAPTER – VI – CONCLUSION AND SUGGESTION

The last chapter deals with the conclusion and suggestions based on analysis and interpretation.

BIBLIOGRAPHY AND APPENDICES.

Referred books and Articles list and various other lists are also enclosed at the end of the study.