

APPENDICES

Appendix-I

The following schemes are introduced for the development of silk weavers co-operative societies during recent years.

Share Capital Assistance:

The silk weavers **co-operative** societies were provided with silk share capital assistance to rise the working capital facility from various financing agencies like **NABARD**, District **Co-operative** Central Bank, Anantapur. Between the years 1985-86 to 1991-92 a total amount of **Rs. 16,45,000** were spent under this scheme for 60 **weavers societies**

Modernisation of Looms:

Under this scheme, the change of **Jacquard** and other **spare parts** of the looms will be done. It accelerates the **production** and also improves the quality of silk **cloth**. The financial **assistance** under this scheme includes both grant and loan. This scheme indirectly increases the income of members of the society by accelerating the **production** of the silk cloth. Between 1985 and 1988 a total amount of **Rs 2,81,600** were spent under this scheme **benefitting** 243 weavers in 21 cooperative **societies**

Rebate/Market Development Assistance Schemes

This **scheme** is introduced to facilitate especially the customer % to purchase the silk cloth at **twenty percent** reduction price during certain festival times. This discount amount will be reimbursed by the State and Central Governments, 10 percent each to the society

The amount sanctioned under this **scheme** between **1985-86** is **around Rs.26,30,073** towards 43 societies.

Thrift fund cum Savings and Security Scheme:

This scheme is started in 1986-87. It is intended to **promote the** saving habit of the members of the society. The matching thrift amount will be sanctioned by both central and state governments **equally**. Under this, six percent will be collected from members wages and six **percent** will be sanctioned by both State and Central government three percent each. Between 1986-87 and 1990-91, State government has sanctioned around **Rs.71,678** towards 47 societies.

The members of the society can take advances from **the** above amount for 5 years from the date of entry into the scheme. It can be utilized to **meet** the medical expenses, marriages or to purchase the **houvr site** by the subscriber.

According to Co-operative Societies Registrar, **Dharmavaram, upto 1991** NABARD has spent **Rs.1,50,00,000** in **Dharmavaram region**.

Sericulture Department **with the help of Central Sericulture Board** National Sericulture Pest Corporation **and NABARD** is constructing **housing** complexes for **weavers**. Even separate **housing complexes** were **substantiated** for weavers from **SC and ST sections**. To mention **in Basolan village** **Chennekothapalli mandal** at a distance of 12 **kms** from **Devaracherla** a **housing** complex **exclusively** for **SCs** is **constructed**, **in which** **around 45 weavers**

families are staying. Each weaver is sanctioned an **amount** of **Rs.25,000** through NABARD towards working capital, loom cost etc. The raw material is supplied by the government agency, **i.e. SeriFed.** The money is to be repaid **in** installment basis.

Similar housing complexes for **weavers** of all castes are constructed at **Ramapuram** village, Bathalapalli Mandalam and in **Narsimpalli** in **Tadimarri Mandalam**, and Akuthotapalli in Anantapur Mandal and in many other places

Thus, the sericulture department undertakes the **following** activities in the development of the silk weavers **co-operative** societies

1. **Registration** and organisation of silk **weavers co-operative societies**, silk **reeler**, **twisters co-operative societies** and **sericulturists co-operative societies**.
2. Act as recommending agency for **share capital contribution** from the government and working capital **loan** from the **District co-operative central bank/NABARD/NCDC** etc
3. Creating Marketing facility for **disposal of silk yarn produced by reelers** co-operative societies
4. Arranging 20% **rebate/MDA** facility **to the consumers through retail sales** of silk cloth during **festival seasons**

Appendix-II

SOCIO-CULTURAL IMPORTANCE OF SILK IN INDIAN SOCIETY: ITS IMPACT ON SILK MARKET

The rapid increase in the **production** of silk sarees and the **concurrent** growth of silk industry in Dharmavaram is not only due to the changes in the means of distribution and availability of raw **materials**, institutional and non-institutional financial agencies but also due to upbeat market trends of Dharmavaram silk sarees. The demand for **Dharmavaram** silk sarees is not only because of its fine quality, designing styles but also due to the traditional role and cultural significance of silk sarees in **Indian** society.

Silk clothes occupy a predominant place in Indian culture. In **India**, during all important ceremonies, rituals and cultural **occasions** silk clothes are preferred and in fact are a must. **Further**, silk products* are not easily perishable goods and **have** tremendous durability. **Besides this**, they occupy a significant place in Indian culture more **particularly among** females. Possession of a silk saree is a lifetime **dream/achievement** even for a poor woman. Though demand for **silk** products is more in urban upper and middle classes, silk market has its own hold **in the Indian rural market among** all classes. Possessing silk **sarees** is not only **necessary** for Indian cultural events like marriages, **festivals** but is also a **status symbol** particularly among Indian women who would like to display their cloths **among their peers**.

Thus, silk products are a cultural **compulse, ritual necessity**, status symbol. **S R Charley** says, "India **fe-**<ti a culture is **where silk** occupies an assured **place**. **Silk** as a **leading symbol** of **purity, luxury and** prestige is the fabric for ceremony **& ritual**. It is **not simply a high-cost**

material prestigious to wear, **nor** one simply **well-suited** to **the climate**, it is the material which is required wearing **for** sections of the **population** on a range of social, **ceremonial** and ritual occasion".³ He further **says** **women** of middle class also aspires to treasure **their** silk **urn** | **Silk** = **hieves** widest use in weddings and the marriage season has considerable influence on **activity** in silk **trade**. It is difficult to say whether **marriage** symbolises wearing of silk clothes or silk clothes symbolises marriage occasion. Not only **brides**, even invitees expect to be **given** and to wear silk sarees. Even women attending others wedding **have** similar **aspirations**. Grooms like wise wear silk clothes.

y.N.Srinivas discussing the **importance** of red silk on ritual occasions connected with marriage among Coorgs writes that **The** ritual preference of silk to cotton is widespread all **over** peninsular India **among** Brahmins. This is true not only among Brahmins but across all **castes** both in rural and urban areas.

Priests may also wear silk in religious **contexts**, and its use to decorate temple cars at their festivals **which** **give** them a **special** brilliance. This ritual significance **is not** new. Abbe Dubois, remarking on it in the early nineteenth **century**, noted **in** particular that a **Brahmin** doctor would **take** the pulse of a **Sudra** patient through a tilt cloth in which he would wrap **the** wrist so **as not to be defiled by touching the** **immure skin**.⁶

Because of this deep rooted cultural and ritual significance of silk in Indian society, the demand for all silk products is high. In 1976, the

chairman of the Central Silk Board found it necessary to argue for 'cut in the domestic consumption of silk: "Heavens will not cave in For rituals and social consumption of silk, the quantity we export now would be enough".

Discussions with various sections in silk industry of Dharmavaram revealed the same sentiments of greater demand and ever green market for their product.

Discussions with leading silk merchants like Sreenivasulu. Kaningi Govindu, Bandi Hanumanthu and others revealed that, inspite of rapid increase the production of sarees in Dharmavaram. the market and demand for the product is high. They expressed that the Dharmavaram sarees has greater demand among Tamilnadu, Andhra Pradesh and Karnataka particularly during festivals like Deepavali and Dussahera besides local market during marriage season.

When they were asked for the reasons for not bringing new designs and styles and production of new materials from Dharmavaram silk. all the silk merchants expressed uniform opinion that, since the demand for the present type of product is high, there is the need for making new designs and new type of clothes. The discussion with the director of Serifed, a State Government Organization, who belongs to Dharmavaram, brought to light further and interesting details on market and demand of Dharmavaram product. In 1992 Serifed conducted silk exhibitions in all major cities like Bombay, Delhi, Calcutta, where, the demand for Dharmavaram silk sarees was high and they were completely sold out. Further, Serifed is entering

into export dealings with Isreal and other European countries for the supply of raw silk yarn.

Thus, the market trends of the silk sarees of Dharmavaram is a crucial factor for rapid deTelopment of silk industry. However, changes in the production relations among various sections of silk industry have been beneficial both for the silk industry and for the development of the **region** as a whole.

Appendix-III

Zari plays a crucial role in **silk industry** because, the cost and marketing of the silk saree predominantly **depends** on the quality/purity of the zari used and the designs **formulated** with zari. **In Dharmavaram** there are **fifteen** to twenty main zari dealers **who** bring zari from Swat. Besides these main dealers there are around eighty to hundred sub dealers who buy zari from the main dealers and sell to thousands of **weavers**. Zari is **considered** to be pure if it has 52 percent of gold **content**. But. In the recent years adulterated zari which contains 32 percent of gold is extensively used in **Dharmavaram**. This led to numerous complaints from buyers of Dharmavaram sarees and the market during the **Deepali** period of 1992 which normally would be peak got effected **significantly**. **This** affected the future of various sections of silk **industry**. Detailed interviews with various sections of silk industry brought to light the causes of the present problem and the solution to it.

As already mentioned with the advent of institution of independent weavers the institution of master weavers got eroded. These silk merchants (ex master weavers) have less scope for dominance or command on weavers. In the course of time weavers began weaving sarees on their own with out any interference of silk merchants and started selling sarees to silk merchants. Obviously while selling, weavers calculated their wages and five to ten percent profit ratio. Weavers, because of their total independence in using raw materials for weaving began using substandard zari whose gold content is around thirty two percent, far below the standard zari whose gold content is fifty two percent. The main intention

behind the use of this zari is to save input costs and thereby raising the **profit margin**. The silk merchants **in spite** of knowing the use of bad zari continued to buy the sarees **from weavers** and began acquiring their range of **profits**. Ultimately the losers were **customers**. Slowly this trend acquired **pre dominance**. However when buyers from the various parts of the country began receiving complaints from customers which finally led to decline in the marketing of the **Dharmavaram** sarees and during the **DeeVali** season (of 1992) which normally would be the peak season for the marketing of the **Dharmavaram sarees**, the sales fell down dramatically and the various sections in the silk industry began to feel the pinch of this and realized the gravity of the problem and its effect on the various **groups**. **When** there is decline in the market, automatically there is decrease in demand for the product and thereby affects the production. This **again** affects every group in the industry because **with** the decline **in** the demand the production decreases whereby weavers get no work which **leads** to decline in the sales of all raw materials which automatically affects the units producing raw materials like **reeling**, twisting and **dyeing** units and **this** again effects the production of cocoons due to decline **in the demand** of cocoons

Due to **this** chain of **reactions**, every **section** got affected. The **silk** merchants and weavers began to **accuse** and blame each other for the present **problem**. Detailed discussions with various sections of **silk** industry revealed the actual causes for the present **problem**.

The **general secretary** of **silk** manufacturers association **Pollam** Srinivasulu views the present **problem** in the **increasing profit** margin of

the weavers and silk merchants. - He **further** says that due to the tremendous raise in the production of silk sarees the number of **silk** merchants increased rapidly along with **weavers** and the **unity** between **weavers** and merchants and within weavers **and** merchants **eroded**. Both weavers **and** merchants to acquire higher profits regularised the use of the substandard zari. **However** various individual merchants accuse **weavers** for the present **problem**. They say that, since they **hold** no control over the **weavers**, in spite of repeated warnings weavers continue to use substandard zari. **However**, the president and the general secretary of the **weavers** association views that the fault lies with both the weavers and silk **merchants**. **They** further say that the activities of merchants also to some extent **encouraged** weavers in indulging **the** use of substandard **zari**. Discussions with weavers revealed that there are numerous merchants who insisted weavers deliberately to use adulterated zari to attain more profits

By December. 1992 this **problem** began to affect the entire silk **industry**. Serious deliberations underwent **between** various associations of various groups where **it** was finally decided not to **allow** the sale of substandard zari in **Dharmavaram**. Strict **orders** were **given** to **zari** agents not to sell substandard **zari**. **This** **seem** to be **successful**. **In** February. 1993. when **it** was found that **substandard zari** was **brought** and to lying in parcel office of **Dharmavaram's** railway station the **members** of various **association** of **silk** **industry** **seized** and **destroyed** it. **Further**, **it** was **decided** to get **the** **zari** **certified** by the **newly** **established** **zari** testing **unit**. **Orders** were **given** to **use** **certified** **zari** **only**

This, incident clearly shows how the relationships between various groups located in town and country are crucial and where the exploitation of one group over the other disturbs the entire silk industry and on the contrary, the **co-operation** of one group to other leads to the healthy development of all groups and entire silk industry leading to the conditions of 'total urbanization'.

Notes:

¹Ibid.

²Ibid.

³Charsley.S.R., 1982, P.72.

⁴Ibid . 79.

⁵Srinivas M N., 1982. pp 85-86

⁶Dubios A . 1899,pp184



ఆంధ్ర ప్రదేశ్ రాజ పత్రము

THE ANDHRA PRADESH GAZETTE
PART I—EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 659] HYDERABAD, SATURDAY, DECEMBER 5, 1977.

NOTIFICATIONS BY GOVERNMENT

LABOUR, EMPLOYMENT AND TECHNICAL EDUCATION DEPARTMENT
(Labour II)

FIXATION OF MINIMUM RATES OF WAGES IN THE EMPLOYMENT IN STATE FACTORIES UNDER THE MINIMUM WAGES ACT, 1948

[G.O. Ms. No. 260, Labour, Employment and Technical Education Department (Labour II), 17th October, 1977.]

1. In pursuance of the powers conferred by sub-section (1) of section 2 and sub-section (2) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and of all other powers lawfully vesting and after having considered the State Minimum Wages Advisory Board for Government of Andhra Pradesh hereby fix the minimum rates of wages as provided in columns (1) to (3) of the schedule in pursuance of the provisions of the said Act and in pursuance of the provisions of section 3 of the said Act and in pursuance of the provisions of section 3 of the said Act and in pursuance of the provisions of section 3 of the said Act.

The minimum rates of wages as fixed shall come into force on and from the date of publication in the Andhra Pradesh Gazette.

The Schedule

No.	Category of employees	Minimum rate of wages
(1)	(2)	(3)
		Monthly wages
		Rs. P.
1	State Factory	620 00
2	Factory	550 00
3	Manufacture Department	500 00

(1) (2) (3)

(1)	(2)	(3)
		Rs. P.
4	Contract	500 00
5	Part-time State Factory Factory Period	500 00
6	Diaper	500 00
II	General category	
7	Chief Engineer (General) Annual Salary Rs. 1,00,000	500 00
10	State Minimum wages	
8	State Minimum wages	400 00
9	Factory	400 00
10	State Minimum wages	400 00
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99	State Minimum wages	400 00
100	State Minimum wages	400 00

ANDHRA PRADESH GAZETTE EXTRAORDINARY [PART-I]

	(1)	(2)	(3)
1. Frame fitting of each fitting	0.40	17.30	
2. Frame Polishing	0.40	17.30	
3. Round Polishing	0.30	17.30	
4. Head Polishing	0.30	17.30	
5. Labouring of frame	0.30	17.30	
6. Half tin iron joints	0.80	17.30	
7. Packer	0.50	17.30	

1948, ఏండ్ల ప్రకారం మొదటి వర్గంలో ఉన్న వర్కర్లకు
 ఈ ప్రకారం వేతన నియమాలు - నిర్దేశించబడ్డాయి.

(ఇది స. సం. 200, పంపిణీ, ఏండ్ల ప్రకారం ప్రకారం
 (పంపిణీ-2), పం. సం. 17-10-1947.)

(సూచన)

- Where daily rates have to be computed, they shall be arrived at by dividing the monthly rate by 26 and to derive the monthly wages, the daily wages shall be multiplied by 26, which shall include rest day wages also.
- Any employee whose occupational determination differs from the categories specified in the above, shall be paid wages fixed for the category of employee doing corresponding nature of work.
- Where any category of employee is being paid higher wages than those specified above, the wages actually paid shall be treated as minimum wages in respect of that category of employee in that employment.
- Wages for children when statutorily employed should be 80% of those fixed for men and women workers according to the nature of work.
- Where piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than minimum wages fixed for a general worker in the respective category of employment doing similar work and shall not be less than time rate wages calculated at 8 hours per day.

The principal employer is directly responsible for payment of wages to all employees irrespective of employment through contractors or otherwise and shall maintain records to that effect.
- There should be no discrimination in the payment of wages between men and women workers in any category of employment.
- (A) **UN-SKILLED** - Un skilled work is one which involves simple operations requiring little or no skill or experience on the job.
- (B) **SEMI-SKILLED** - Semi-skilled work is one which involves some degree of skill or experience acquired through experience and the job and which is capable of being performed with the supervision of guidance of a skilled employee and without a unskilled supervisory work.
- (C) **SKILLED** - Skilled work is one which involves skill or competence acquired through training as an apprentice or a technical or vocational institute and the performance of which calls for initiative and judgment.

SUSHIL KUMAR,
 Principal Secretary to Government.

1. ఏండ్ల ప్రకారం (1948) ఏండ్ల ప్రకారం
 2. ఏండ్ల ప్రకారం (1) ఏండ్ల ప్రకారం (2) ఏండ్ల ప్రకారం (3) ఏండ్ల ప్రకారం
 3. ఏండ్ల ప్రకారం (1) ఏండ్ల ప్రకారం (2) ఏండ్ల ప్రకారం (3) ఏండ్ల ప్రకారం
 4. ఏండ్ల ప్రకారం (1) ఏండ్ల ప్రకారం (2) ఏండ్ల ప్రకారం (3) ఏండ్ల ప్రకారం

5. ఏండ్ల ప్రకారం (1) ఏండ్ల ప్రకారం (2) ఏండ్ల ప్రకారం (3) ఏండ్ల ప్రకారం

సంఖ్య	వర్గం	వేతన నియమాలు
1	ఏండ్ల ప్రకారం	...
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