

**Socio-Economic
Conditions of Women Workers in
Match Industry**

2014-15



सत्यमेव जयते

**Government of India
Ministry of Labour and Employment
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PREFACE

The women labour constitutes an important segment of the labour force in India and their participation in the labour force is increasing over the years. Wage work in India, as elsewhere, in a number of sectors is sharply differentiated along sexual lines. Their participation in economic activities of the country has grown enormously after rapid industrialization in post independence era. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand it has given rise to a number of complex problems having a direct bearing on their Socio-economic Conditions.

The present scheme titled “Socio-economic Conditions of Women Workers in Industry” was taken up by the Bureau, during the year 1975 – “The International Women’s Year”. Initially, the scheme was confined to the organised sector only. However, keeping in view the utility of the data so generated, it was considered to extend the scope of scheme to the Unorganised Sector as well. A beginning was made by covering Building and Construction industry followed by Handloom, Khadi, Beedi, Readymade Garments, Agarbathi, Lime Manufacturing, Cashewnut Processing, Food processing Industry (including Sea Food and Marine Products) and Plantation Industry. The present report relates to the Socio-economic conditions of women workers in Match Industry.

I am thankful to the various departments of the Central Government, and the States Labour Departments of Tamil Nadu and Kerala, for their whole hearted co-operation in conduct of the study. I also extend my thanks to all the employers and workers of the sampled units who willingly furnished detailed information for the study.

I also appreciate the dedicated efforts put in by the team of officers and staff members of the “Socio Economic Survey of different Sections of Labour” of Labour Bureau for conducting the survey and bringing out this report in a very short period. Views, if any, expressed in this report are not necessarily those of the Ministry of Labour and Employment, Government of India. Suggestions for the improvement of such surveys are welcome.

Chandigarh
Dated: 25th August, 2014

Daljeet Singh
Director General

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EXECUTIVE SUMMARY

- ❖ The survey aims at collecting data on the various Socio-Economic facets of the women workers, engaged in Match Industry, in the States of Tamil Nadu and Kerala, to study their 'working and living conditions' and 'welfare facilities' available to them, as against the various legislative provisions.
- ❖ The survey has been conducted in two States namely Tamil Nadu and Kerala as these two States contribute more than 85 per cent of the total match production in India. Among these two States Tamil Nadu alone contributes about 75 per cent of the total match production.
- ❖ A total of 170 employer schedules and 1255 worker level schedules have been canvassed during the survey.
- ❖ The field work was launched in last week of May, 2014 and completed by mid of July, 2014.
- ❖ About 90 percent of the units are established after the year 1970 in both the States of Tamil Nadu and Kerala due to the concession given on excise duty by the Government.
- ❖ Overall, women workers share 74 percent of the total workforce employed in match production in the States of Tamil Nadu and Kerala.
- ❖ About 95 percent of the workers are employed as manual workers and remaining 5 percent workers as non-manual workers.
- ❖ Women workers are mainly engaged in manual works like match box filling or packing, printing and labelling of match boxes.

- ❖ About 91 percent of the match box filling or packing works are being done by women workers. In case of Kerala State, all the splints collection or match box filling works are carried out by women workers only.
- ❖ About 95 percent of the workers are employed directly by the employer and remaining workers through contractor.
- ❖ About 58 percent of the women workers are employed as permanent and 34 percent as temporary workers. The rest of the women workers are employed either on contractual basis or as a casual worker.
- ❖ In the State of Tamil Nadu, less than one percent of the women workers are reported to be as skilled and 86 percent of the women workers as semiskilled category. All the women workers in the sampled units of Kerala State are reported to be semiskilled.
- ❖ About 70 percent of the workers are paid according to piece rated system, and remaining 30 percent of the workers are reported to be paid based on time rated system.
- ❖ In Tamil Nadu State, 73 percent of workers are paid on weekly basis whereas in the State of Kerala, about 96 percent of the workers are paid on weekly basis.
- ❖ The average daily earnings of a women worker in matchbox filling/packing in the State of **Tamil Nadu is found to be Rs 113.8/-** per day whereas in Kerala, the average daily earnings of a women worker in collection of Splints is **found to be Rs 336/- per day.**
- ❖ Out of 170 sampled units, only 81 units are covered under payment of Bonus Act, 1965. However, 141 units are reported, to pay bonus to the workers with an aim to increase the production and productivity.

- ❖ All the workers in Kerala and about 76 percent of the workers in Tamil Nadu have received bonus in the year 2013-14.
- ❖ Around 82 percent of the sampled match units are making deductions for various reasons like Loan Advance, Group Insurance, EPF, ESI etc.
- ❖ About 75 percent of the units in Tamil Nadu have allowed one time rest interval in a day. In Kerala, 85 percent of the units are providing three times rest interval in a day where as in Tamil Nadu only 8 percent of the units are providing three rest intervals in a day.
- ❖ Only 4 percent units in Tamil Nadu and 10 percent units in Kerala are reported to be working beyond normal hours of work.
- ❖ All the sampled units in Tamil Nadu and Kerala are allowing earned leave/annual leave to selected workers. No casual worker is allowed or eligible for earned leave in both the States.
- ❖ About 76 percent of the sampled units in both the States are not providing wages if a worker avails weekly off.
- ❖ All the match units in Kerala and about 94 percent of the units in Tamil Nadu are reported to be maintaining Attendance register. Similarly all the units in Kerala and 88 percent of the units in Tamil Nadu are maintaining a register on wages.
- ❖ Out of 170 selected sample units in Tamil Nadu and Kerala, only 28 units are members of Employer's Association. In the State of Kerala, none of the sampled units have reported as member of Employer's Association.
- ❖ Among all other occupations in the Match Industry it is the machine operation which earns higher earnings in a day. The women workers who are engaged prominently in Matchbox filling/packing and Box

printing/labelling earn lower as compared to other occupations in the Match Unit.

- ❖ **The average daily basic wages of male workers is higher when compared to women workers in all the occupations in the Match Industry.**
- ❖ More than 85 percent of the sampled Match Units are providing Medical Facilities to their workers and their family members. One sampled match unit has reported its own dispensary and two sampled units have tie-up with private hospital for providing Medical Facilities to their workers.
- ❖ Around 24 percent of the sampled Match Units are providing Crèche Facility to their workers.
- ❖ About 7 percent of the sampled units are providing Housing Facility to their workers.
- ❖ Overall, 42 percent of the units are providing Maternity Benefits to the women workers. In the State of Kerala, 95 percent of the sampled Match Units have reported to be providing Maternity Benefits to their women workers.
- ❖ All the workers in Kerala and 82 percent of the workers in Tamil Nadu are benefited from General Provident Fund. About 81 percent and 77 percent of the workers in sampled match units are found to be benefitted from Employees' State Insurance and General Insurance respectively.
- ❖ A large number of women workers (about 37 percent) in the match industry of Tamil Nadu are illiterate whereas in Kerala the same is about 7 percent only.

- ❖ About 30 percent of the women workers are aware of Minimum Wages Act, 1948 in all the sampled units.
- ❖ Average monthly saving of a women worker in Tamil Nadu State is about Rs. 1124/- whereas in the Kerala State the average monthly saving is Rs. 770/- .
- ❖ Only 3 percent of women workers have reported to be living in Katcha Houses in the State of Tamil Nadu whereas the proportion of women worker living in Katcha Houses in the Kerala State is nil.
- ❖ In the State of Tamil Nadu cooking gas is used as source of cooking energy by about 82 percent of the women workers' households whereas in Kerala, the same is about 22 percent.

CHAPTER- I

INTRODUCTION

- 1.1** In India, women-workers constitute about one-fifth of the total work force in the overall economic activity. Out of these, very few are employed in organised sector. In spite of the mandatory legislative protective provision, the extent of their exploitation exists not only in the unorganised sector but in the organised sector also. Due to inadequate implementation of protective legislative provisions concerning women workers, there still remain a yawning gap between these provisions and the facilities actually available to them. Some instance have occurred, where women workers were deprived of the benefits and amenities like equal remuneration vis-a-vis their male counterparts, maternity benefits, child care service etc. Several factors are responsible for their plight, like weak bargaining power, indifferent attitude of the employers, and non-awareness of the rights available as per the legislative provision. Although the Government is seized of the situation, yet it continue to remain a problem area due to non-availability of reliable statistical data and other information pertaining to working and living conditions of women workers.
- 1.2** It has been a constant endeavour on the part of the Labour Bureau, Ministry of Labour & Employment, for providing reliable data on women workers employed both in organized and un-organized sectors and projecting a realistic picture aimed at enabling the Government to take ameliorative measures for the benefit of women.
- 1.3** The first enquiry for studying socio-economic conditions of women workers was undertaken by Labour Bureau in the year 1953 and a report titled “The Economic and Social Status of Women Workers in India” was brought out. The enquiry was conducted through mail questionnaire method and was confined to important industries in the

country, employing women in large numbers, viz. Cotton and Jute Textiles, Coal Mines and Plantations. Later on, the Labour Bureau and Planning Commission jointly prepared a study in 1958 titled “Women in Employment 1901 – 1956”. Thereafter, Labour Bureau brought out few reports on the basis of available published/unpublished data. One such report viz “Women in Employment” was brought out in the year 1964 and another publication “Women in Industry” in the International Women’s Year (1975) presented an objective assessment of the trend of women’s employment, their wages and earnings and laws and regulations governing their employment and working conditions.

1.4 In the year 1975, a full fledged scheme namely “Socio-Economic Conditions of Women Workers” was entrusted to Labour Bureau, with the objective of assessing the working and living conditions of women workers employed in organized industries where they are significantly employed. In the earlier years, the scope of the survey was restricted to organized industries only, where predominantly women workers were employed. However, in view of the importance of the women’s share in labour force and also the dominant existence of unorganized sector in the Indian economy, where more than 90 per cent of the labour force is engaged in the unorganized sector/employment, the scope of the survey was extended to unorganized sector also. The first survey under the scheme was conducted in Mines Sector in the year 1976-77. So far Labour Bureau has conducted 23 surveys on “Socio-Economic Conditions of Women Workers” including the present survey in Match Industry.

1.5 Match Industry plays a vital role in providing employment opportunities to the women-workers. The industry produces match box, both for domestic consumption and for export purposes. Women workers have all along been an integral part of the labour force, engaged in the Match Industry in India. A majority of the Match

Industry labourers are women workers, as they comprise a significant portion of the cheap labour force. Wooden match production in India is split into three sectoral categories:

- (i) Mechanized large-scale sector
- (ii) Handmade small-scale sector and
- (iii) Cottage sector.

1.6 Eighty two per cent of the total match production in India exists in the “Handmade small-scale (67%) and cottage (15%)” sectors, where technology has remained relatively obsolete. These two non-mechanized sectors of the match industry are distinguished, primarily by output size. All the raw materials required are indigenously produced. The industry as a whole, directly employs an estimated 2,50,000 people, with only 6,000 of these in the mechanized sector.

1.7 Though the match products have been produced in many places of the country, the contribution of Tamil Nadu in this field is very remarkable. The match products of Virudhunagar Taluk in Tamil Nadu, meet the requirements of both domestic as well as foreign markets. The growth of match industries in and around Virudhunagar Taluk is faster than those of the other places. The main reason behind this growth is the availability of required natural resources. There are suitable climatic conditions, cheap labour force, availability of raw material and above all the favourable attributes of entrepreneurs. It is about 2800 Plus handmade safety match units in the growth centres viz, Virudhunagar, Sattur, Kovilpatti, Kalugumalai, Srivilliputtur and Gudiyatham; providing employment opportunities to the extent of about 2.5 lakh people; both directly and indirectly for their very survival.

1.8 The veneering and splint industry in the adjoining State of Kerala is an important ancillary industry, providing nearly 90% of the splints, the important raw material used in the match production in Tamil

Nadu. There are about 270 Match Units located in the State of Kerala and it accounts 10-15% of the total match production in India.

OBJECTIVES OF THE STUDY

1.9 The survey aims at collecting data on the various Socio-Economic facets of the women workers, engaged in the Match Industry, in the States of Tamil Nadu and Kerala, to study their 'working and living conditions' and 'welfare facilities' available to them, as against the various legislative provisions.

SCOPE AND COVERAGE

1.10 The Survey has been conducted in two States namely Tamil Nadu and Kerala, as these two States contribute more than 85 per cent of the total match production in India. Among these two States Tamil Nadu alone contributes about 75 per cent of the total match production. The State of Kerala has also been included in the survey as it employs a large number of women workers engaged in the production of match splints, the important raw material for the final match production.

1.11 Therefore, the scope of the survey is extended to the production of match splints also besides final match boxes, as they are the important raw materials produced mostly by the women workers in the Match industry.

IMPORTANT DEFINITIONS

1.12 Worker: A worker is defined as "one who participates either full-time or part-time in the activity of the enterprise". The worker may serve the enterprise in any capacity - primary or supervisory. He/ she may or may not receive wages/ salaries in return to his/ her work; incidental to or connected with the entrepreneurial activity.

1.13 Employer: Employer is one who generally hires one or more persons to assist him (in operating his enterprise) in carrying out productive activities on a wage or salary basis. The payment may be made in cash or kind. When used in relation to a match unit, it means the person who has the ultimate control over the affairs of the match unit and where the affairs of any match unit are entrusted to any other person (whether called a managing agent, manager, superintendent or by any other name), such person shall be deemed to be the employer in relation to that match unit.

1.14 Family : Family when used in relation to a worker, means

- i. his or her spouse and
- ii. the legitimate and adopted children of the worker dependent upon him or her, who have not completed their eighteenth year and includes , where the worker is a male, his parents dependent upon him.

QUESTIONNAIRES CANVASSED

1.15 For the purpose of the study, two types of questionnaires viz. Unit-level and Worker-level were designed. In the Unit level questionnaire canvassed from each of the sampled unit, information is sought on parameters like distribution of employment by occupation, sex, and skill; employment status and length of service; distribution of women workers by age and marital status; wage rates, earnings, bonus and ex-gratia; working conditions; welfare facilities available; hours of work and leave and holidays; maintenance of labour records, and employer's views on aspects relating to women workers.

1.16 In the worker-level questionnaire, information on aspects such as demographic particulars; employment and working conditions; wages and earnings; indebtedness and housing conditions etc. was collected from the female workers. An attempt was also made to collect

subjective information regarding opinion about the wages, bonus and seating arrangements in the work sites.

REFERENCE DATE AND REFERENCE PERIOD

1.17 Reference date for collection of data on items like employment; employment status and length of service; age and marital status of women workers; working conditions and welfare amenities, etc. was taken current i.e. the date on which the sampled unit was visited by Field Officer. However, data related to wage rates and earnings were collected for the month of March, 2014 as it was the last month of the financial year 2013-14 and nearest to the field work period. For information on total production and leaves and holidays, etc, the reference period recorded thus pertains to the last financial year, 2013-14.

PERIOD OF STUDY

1.18 The field work for the survey was undertaken by the regular field staff of Labour Bureau from last week of May, 2014 to mid of July, 2014.

SAMPLING DESIGN

1.19 A two stage sampling design was adopted for the survey. In the first stage of sampling, the sample size of the unit level or employer level schedules was determined. Further from the selected first stage sampling units, worker level schedules have been canvassed and termed as second stage sample.

1.20 The Socio-Economic condition of women-workers in match industry is a **diagnostic type** of survey. In the earlier surveys conducted under the component, a minimum sample of 5 percent of the total units was taken. During the current survey, also the sample size of the unit level schedules has been decided on the basis of not less than 5 per cent of the total units. Accordingly 150 units from Tamil Nadu (total - 2876

units) and 20 units from Kerala (total - 269 units) have been covered at this unit level stage. The units have been selected using circular systematic sampling technique.

1.21 Further, the workers level schedules are canvassed from the units selected in the first stage. The worker level schedules are canvassed only for women workers in each selected unit. The actual number of women workers covered depends upon the women employment in the sample units as under:

Table 1.1 Number of Women Workers Schedules to be Canvassed

Sl. No	Size of Women Employment in a Unit	No. of women workers schedules to be canvassed (Minimum)
1	5-10	5
2	11-50	8
3	51 and above	10

GENERAL CHARACTERISTICS OF MATCH INDUSTRY

1.22 Match work industry plays a crucial role in the promotion and development of economy. The production of match products are highly manual, therefore labour is an important factor of production in the match industry.

1.23 Match industry is primarily employing unskilled workers, those who are neither educationally qualified nor technically experienced. The worker can learn and get knowledge from- “only by doing the work”. They are getting wages on the basis of their performance in terms of output or by time.

1.24 The “Safety” Match Industry unit is century old in India. It was in the year 1884 that “Amrit Match Factory” at Bilapur and “Gujarat Match factory” at Ahmedabad were set up with technical assistance from Sweden. In 1920s, a number of small and semi-automatic units were established in South India. Of them, the small-scale, non-mechanised match units were mainly concentrated in Tamil Nadu State. Following the introduction of ‘D’- class match units, that is, Cottage Match units, and the Excise Duty concession provided to it by the Government of India, many small entrepreneurs started tiny match units. This led to the organised development of the match industry. In 1978, the exclusive duty concession granted to ‘D’-class by the Government of India gave an impetus to the growth of Cottage Match Units in India and Cottage Match Factories mushroomed especially in Virudhunagar district in the State of Tamil Nadu. Since then, the industry has showing gradual increase in growth, particularly in Tamil Nadu. To understand the emergence of Match Units, the years of establishment of the sampled units have been collected. Table 1.2 shows that there was a rapid increase in the Number of Units, established after 1970 mainly due to the concession given on excise duty by Government. It is also observed from the table, that about 90 percent of the units are established after the year 1970 in both Tamil Nadu and Kerala.

Table 1.2: Distribution of Units by Year of Establishment (%)

Sl. No	Year	Name of State		
		Tamil Nadu	Kerala	Overall
1	Before 1950	1.3	0.0	1.2
2	1950-60	4.0	5.0	4.1
3	1960-70	5.3	10.0	5.9
4	1970-80	14.0	10.0	13.5
5	1980-90	16.7	45.0	20.0
6	1990-00	22.0	15.0	21.2
7	After 2000	36.7	15.0	34.1

1.25 Since most of the units are in Small Scale Sector, the ownership type as mentioned in the table 1.3 shows that about 60 percent of the units are owned under Sole Proprietorship structure. Units owned under Partnership accounts are 28 percent and the Private Owned Units accounts 12.4 percent in the survey. In the unit level schedule, option for public company was also given but no unit was found to be owned by public company in the sampled units in the States of Tamil Nadu and Kerala.

Table 1.3: Distribution of units by Type of Ownership (%)

Sl. No	Ownership	Name of State		
		Tamil Nadu	Kerala	Total
1	Sole Proprietor	58.7	60.0	58.8
2	Partnership	26.7	40.0	28.2
3	Private	14.0	0.0	12.4
4	Others	0.6	0.0	0.6

1.26 There are different stages or activities in the process of production of matches. Some important activities are frame filling, frame levelling, wax/chemical dipping, inner and outer box making, box filling, etc. As discussed in the previous paragraph, most of the activities are carried out by women workers. The State-wise “distribution of male and female workers” is presented in table 1.4.

1.27 In Tamil Nadu, the share of women workers engaged in match production accounts about 75 percent whereas in Kerala, it accounts 62 percent of the total workers in the match industry. Overall, women workers share is 74 percent of the total workforce employed in match production in the States of Tamil Nadu and Kerala.

Table 1.4: Unit Wise Total Employment and Share of Women Workers thereof (%)

Sl. No	Particulars	Tamil Nadu	Kerala	Total
1	Male	25.5	37.6	25.9
2	Female	74.5	62.4	74.1
3	Person	100	100	100

1.28 A total of 170 units, comprising 150 units of final match production in Tamil Nadu and 20 units of splints production in Kerala are selected for the survey. The work in match industry is predominantly manual type. Therefore the information on manual and non-manual workers in the sampled units is also collected separately during the survey. The survey results, reveals that majority of the workers are engaged in manual jobs. The non-manual jobs include Managers, Welfare Officer and clerical staff. On the other hand, the manual job category includes, drivers, supervisor, watchman, match box filler or packer and machine operator.

1.29 Based on the survey results, about 95 percent of the workers are employed as manual workers and remaining 5 percent workers as non-manual workers. Table 1.5 shows that about 77 percent of the manual works are carried out by female workers and remaining 23 percent of the manual works by their counterparts in Tamil Nadu. But in the case of non-manual works, 33 percent of the works are done by female workers and remaining 67 percent of the non-manual works are carried out by male workers in Tamil Nadu. The same trend is followed in the State of Kerala, also as we see in the table 1.5.

Table 1.5: Distribution of Manual and Non-Manual Workers by Gender/Age (%)

Sl. No	Particulars	Tamil Nadu	Kerala	Overall
I. Manual Workers				
1	Male	23.3	35.1	23.7
2	Female	76.5	64.9	76.2
3	Adolescent	0.2	0	0.2
II. Non-Manual Workers				
1	Male	67.2	83.3	67.4
2	Female	32.8	16.7	32.6

1.30 Distribution of non-manual workers by occupation and gender is presented in the table 1.6. It is observed from the table 1.6, that female workers are involved in about 34 percent of the non-manual works (managerial and clerical) when compared to male workers. Majority of the non-manual works are being done by male workers in both the States. In Kerala, all the managerial activities are being done by male workers as noticed in the table 1.6.

Table 1.6: Distribution of Non-Manual Workers by Occupation and Gender (%)

Sl. No	Particulars	Tamil Nadu	Kerala	Total
I. Managerial				
1.	Male	65.1	100	65.7
2.	Female	34.9	0	34.3
II. Clerical				
1.	Male	66.1	66.7	66.1
2.	Female	33.9	33.3	33.9
III. Others				
1.	Male	84.4	0	84.4
2.	Female	15.6	0	15.6

1.31 The percentage distribution of workers engaged in manual occupations is presented in the table 1.7. The main manual occupations have been identified as driver, supervisor, watchman, match box filling/packing, machine operator, box printing and labelling and other manual works. It is evident from the table 1.7 that

male workers are mostly engaged in the manual works as drivers, supervisor, watchmen and machine operator. Similarly the women workers are mainly engaged in other manual works like match box filling or packing, printing and labelling of match boxes.

Table 1.7: Distribution of Manual Workers by Occupation and Gender (%)

Sl.No	Particulars	Tamil Nadu	Kerala	Total
I. Driver				
1.	Male	97.5	100	97.7
2.	Female	2.5	0	2.3
II. Supervisor				
1.	Male	63.2	87.5	64.6
2.	Female	36.8	12.5	35.4
III. Watchmen				
1.	Male	76.1	0	76.1
2.	Female	23.9	0	23.9
IV. Match box filling/packing				
1.	Male	8.9	0	8.9
2.	Female	91.1	100	91.1
V. Machine Operator				
1.	Male	67.8	95.8	68.9
2.	Female	32.2	4.2	31.1
V. Box Printing and Labelling				
1.	Male	11.7	0	11.7
2.	Female	88.3	100	88.3
V. Other Worker				
1.	Male	59.7	21.5	53.3
2.	Female	40.3	78.5	46.7

1.32 Match box filling or frame filling and packing are the most important work; as they require lot of manpower and time in the match industry. These works are generally carried out by women workers, as they are easily available for match work in the surrounding areas.

1.33 It is noticed from the table 1.7 that about 91 percent of the match box filling or packing works are being done by women workers and only 9 percent of the works are carried out by male workers. But in case of Kerala, all the splints collection or match box filling works are carried out by women workers only.

Table 1.8: Distribution of Workers by Age Group and Gender (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
Percentage of workers				
1.	Male	23.8	36.3	24.2
2.	Female	76.2	63.7	75.8
Percentage of workers by age group				
14-18 years				
1.	Male	0.2	0	0.7
2.	Female	0.4	0	0.4
18-35 years				
1.	Male	35.3	12.9	34.3
2.	Female	37.4	16.1	36.8
35-60 years				
1.	Male	58.9	81.2	60
2.	Female	58.6	81.9	59.2
Above 60 years				
1.	Male	5.6	5.9	5.6
2.	Female	3.6	2.0	3.5

1.34 The distribution of workers by age group and gender is presented in the Table 1.8. All the workers are categorised into four segments according to their age. The age categories are 14 to 18 years, 18 to 35 years, 35 to 60 years and above 60 years. About 59 percent of the workers fall under 35 to 60 years.

1.35 In Kerala, more than 80 percent of the women workers are in the age group of 35 to 60 years. The next age group which comprises more workers is 18 to 35 years in both the States. The two age groups, 14 to 18 years and above 60 years comprise only small portion (4.3 percent) of the workers.

Table 1.9: Distribution of Workers by Marital Status and Gender (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
Percentage of workers				
1	Male	23.8	36.3	24.2
2	Female	76.2	63.7	75.8
Workers by marital status				
Unmarried				
1	Male	10.3	8.2	10.2
2	Female	8.2	23.5	8.6
Married				
1	Male	89.2	91.8	89.3
2	Female	88.7	49.0	87.7
Widowed				
1	Male	0.4	0.0	0.4
2	Female	2.8	21.5	3.3
Divorced				
1	Male	0.1	0	0.1
2	Female	0.2	2.0	0.2
Separated				
1	Male	0.1	0	0.1
2	Female	0.2	4.0	0.3

1.36 The information related to the marital status of the workers in match industry is also collected and presented in the table 1.9. It is evident from the table 1.9 that 88 percent of the workers engaged in match works are married. Among the two States Tamil Nadu has higher percentage of married persons about 89 percent, but in Kerala, the proportion is lower (64.5 percent). This is because only 49 percent of the women workers in match industry are married in Kerala. It is important to note that about 88 percent of the women workers engaged in match industry are married. In case of unmarried segment, only about 9 percent of the workers reported unmarried in Tamil Nadu, but about 18 percent of the workers in Kerala reported unmarried. It is also found that number of widowed women workers in the match industry is higher in Kerala when compared to the State of Tamil Nadu. About 21 percent of the women workers in the match industry in Kerala are widowed. Similarly the proportion of match

industry workers divorced and separated is also higher in the State of Kerala.

DIFFICULTIES FACED

1.37 As most of the Match units are working in the sphere of unorganised sector, like Building & Construction, Khadi & Handloom etc. Lot of difficulties have to be faced by the field officers while conducting the field study. It was observed that in most of the small units, proper labour records like muster rolls, registers of wages, advances and fines, etc. were not maintained in the required manner. Only some rough records showing the working days, wages paid and production, etc were generally maintained. Thus, in most cases these rough records were the main source to be relied upon for the survey. Information on some of the items, had to be collected either through personal discussions with the management or by making personal enquiries with workers, engaged in the Match Unit.

CHAPTER- II

WORKING CONDITIONS

2.1 Match Industry is primarily a labour intensive and un-organised in nature. In the present chapter, the working conditions of the workers employed in the match industry; like employment status, distribution of workers by skill, semi-skilled, un-skilled, mode of payment, rest interval, weekly off and various other social security benefits etc. provided by the employer are discussed.

2.2 Information of workers by employment status i.e. permanent, temporary, contract and casual/others as on date of visit; is collected during the course of the study and is presented in table 2.1. It may be seen from the table that about 58 percent of the women workers are employed as permanent and 34 percent as temporary workers. The rest of the women workers are employed either on contractual basis or as casual worker. Among the male workers, the proportion of permanent workers is higher followed by the temporary workers as seen in case of women workers. In both the States combined, around 70 percent and 29 percent of the male workers are permanent and temporary respectively in terms of status of employment. In the State of Kerala, 96 percent of the male workers and 98 percent of the women workers are reported to be permanently employed in the sampled units

2.3 Based on the data collected & compiled, workers are classified on the basis of “Skill and Knowledge” like skilled, semi-skilled and unskilled. As the Industry is labour intensive, it needs diversified work force. It is evident from the table 2.2 that about 55 percent of the male workers in Tamil Nadu are skilled, followed by 37 percent as unskilled and remaining 8 percent workers as semi-skilled. On the other hand, in Tamil Nadu, 0.6 percent and 86 percent of the women workers are

reported as skilled and semiskilled respectively. In Kerala, about 58 percent of male workers are skilled, 22 percent as semiskilled and remaining 19 percent are reported as unskilled. However, all the female workers in the sampled units of Kerala State are reported to be semiskilled.

Table 2.1: Distribution of Workers by Employment Status (%)

S. No	Particulars	Name of State		Total
		Tamil Nadu	Kerala	
I. Male				
1.	Permanent	68.53	96.47	69.83
2.	Temporary	30.04	3.53	28.81
3.	Contract	1.37	0.00	1.31
4.	Casual/Others	0.06	0.00	0.05
II. Female				
5.	Permanent	56.56	98.66	57.65
6.	Temporary	34.97	1.34	34.10
7.	Contract	8.26	0.00	8.04
8.	Casual/Others	0.21	0.00	0.21
III. Persons				
9.	Permanent	59.4	97.9	60.6
10.	Temporary	33.8	2.1	32.8
11.	Contract	6.6	0.0	6.4
12.	Casual/Others	0.2	0.0	0.2

Table 2.2: Distribution of Workers by Skills Acquired (%)

Sl.No	Particulars	Tamil Nadu	Kerala	Total
I. Male				
1.	Skilled	54.77	58.82	55.44
2.	Semi-skilled	8.11	22.35	8.85
3.	Unskilled	37.12	18.82	35.71
II. Female				
4.	Skilled	0.6	0	0.59
5.	Semi-skilled	86.14	100	86.39
6.	Unskilled	13.25	0	13.02

2.4 During the course of survey, data is also collected on the existing wage structure, system of payment and the mode of payment in the sampled match units. The information so collected (Table 2.3) is analysed in the ensuing paragraphs.

2.5 All the sampled Match Units taken together, it is found that about 70 percent of the workers are paid according to piece rated system, and remaining 30 percent of the workers are reported to be paid based on time rated system. It is also found from the table 2.3 that in Kerala State, all the workers are employed based on Time Rated System due to their nature of work in the Match Industry. In Tamil Nadu, it is noticed that about 72 percent of the workers are employed under Piece Rated System and the remaining 28 percent workers are employed under time rated system. As regard to mode of employment, 95 percent of the workers are employed directly by the employer and remaining 5 percent through contractor.

Table 2.3: Mode of Payment & Employment (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Mode of Payment				
I. Time rated				
1	Male	15.02	36.32	15.67
2	Female	13.24	63.68	14.79
3	Person	28.25	100	30.46
II. Piece rated				
4	Male	8.78	0	8.51
5	Female	62.97	0	61.03
6	Person	71.75	0	69.54
II. Mode of Employment				
I. Directly Employed				
7	Male	23.24	36.32	23.64
8	Female	70.96	63.68	70.74
9	Person	94.2	100	94.38
II. Through Contractor				
10	Male	0.56	0	0.54
11	Female	5.25	0	5.08
15	Person	5.8	0	5.62

2.6 The pay period of workers is divided into five main categories, viz. daily, weekly, 10days, fortnightly and monthly. The distribution of workers according to pay periods is presented in table 2.4. The results depicts that about 74 percent of the workers are paid on weekly basis. In the State of Kerala, about 96 percent of the workers are paid on weekly basis and rest of them are paid once in 10 days. However in Tamil Nadu, the pay period varies from daily to monthly basis including few sample units having no fixed pay period.

2.7 In Tamil Nadu State, 73 percent of workers are paid weekly, 14 percent of the workers are paid on fortnightly basis and about 10 percent of the workers are paid on monthly basis.

Table 2.4: Distribution of Workers by Pay Period (%)

S. No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Daily	2.49	0	2.41
2	Weekly	73.09	95.73	73.79
3	10 Days	0.31	4.27	0.43
4	Fortnightly	13.64	0	13.22
5	Monthly	10.44	0	10.11
6	Not Fixed	0.03	0	0.03

2.8 The proportion of units paying bonus under the Payment of Bonus Act, 1965 is presented in table 2.5. The act applies to every factory and other establishments, in which twenty or more persons are employed on any day during an accounting year. The act provides for the bonus to be paid to workers on the basis of profit on production or productivity.

2.9 The sampled Match Units are a mixture of big industries and small units. Table 2.5 shows the distribution of units covered under payment of Bonus Act, 1965 and thereby paying bonus to their workers. It is evident from the table 2.5 that only 81 sampled units

are covered under payment of Bonus Act, 1965. However, 141 units are reported, to pay bonus to the workers with an aim to “increase the production and productivity”. In the State of Kerala, all the 20 units are paying bonus, though there are only 17 units which fall under the payment of Bonus Act. In Tamil Nadu, 121 units are paying bonus to the workers, though only 64 units are covered under Payment of Bonus Act, 1965.

2.10 The type of bonus paid to the workers, varied from place to place. Bonus payments are made for various reasons like festival, increased productivity, etc. It is observed from the table 2.5 that 98 sampled units in Tamil Nadu are paying bonus during the festival times and 21 units are paying bonus annually. In case of Kerala, 11 units are paying bonus in festival time and 9 units are paying bonus on annual basis to the workers.

Table 2.5: Distribution of Units Covered under Payment of Bonus Act and thereby Paying Bonus to Workers (absolute)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units covered under Payment of Bonus Act, 1965	64	17	81
2	Units Paying Bonus	121	20	141
Type of bonus paid				
3	Annual	21	9	30
4	Festival	98	11	109
5	Productivity	0	0	0
6	Others	2	0	2

2.11 The information on the “total number of workers received bonus” and “the average amount of bonus paid” to them is also collected and presented in table 2.6. All the workers in Kerala and about 76 percent of the workers in Tamil Nadu are paid bonus by the employer during

the financial year 2013-14. The average bonus paid varies significantly among the two States. In the State of Kerala, the average bonus paid is much higher (Rs 5542) as compared to Tamil Nadu where the average bonus paid to a worker in match industry is reported to be Rs 3295 as depicted in table 2.6.

Table 2.6: Number of Workers Paid Bonus and Average Bonus Paid during 2013-14

Sl. No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Total Workers in sample units (Nos.)	7359	234	7593
2	No of Workers paid bonus	5793	234	6027
3	Total Bonus Paid (Rs)	19091334	1296880	20388214
4	Average Bonus Paid (Rs)	3295.59	5542.22	3382.81

2.12 The information regarding the “units making deductions” and reasons for deductions are presented in the table 2.7. It is observed from the table that around 82 percent of the sampled match units are making deductions for various reasons like Loan Advance, Group Insurance, EPF, ESI etc.

Table 2.7: Distribution of Units Making Deductions & Type of Deduction (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units making deductions	80	100	82.35
Distribution of units making deduction for				
2	Absence from duty	0	0	0
3	Loan Advance	0.67	0	0.59
4	Group Insurance	5.33	0	4.71
5	EPF	46.67	45	46.47
6	ESI	48.67	45	48.24

- 2.13** All the 20 units in Kerala and about 80 percent of the sampled match units in Tamil Nadu are making deductions. The deductions are made mostly for EPF and ESI as they have statutory obligations towards the welfare of the workers. It is observed from the table that majority of the match units are making deductions in lieu EPF and ESI.
- 2.14** To provide safety to women workers at their work place under “**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**”, Govt of India has mandated every organisation or enterprise; whether small or big to have a proper mechanism for the safety of women at their respective work places. Besides that there should be a Grievance Redressal Mechanism in place, whether of Mutual Redressal Type or Trade Union Intervention Type or of Labour Department Redressal Type. While conducting the survey of Match Industry in the States of Tamil Nadu & Kerala, the field officers have found one case of sexual harassment from Tamil Nadu, whose grievance has been redressed by the labour department.
- 2.15** Table 2.8 shows the distribution of units by Daily Hours of Work. It is observed from the table that in 160 units, the working hours are between 8-9 hrs, and 8 units have reported working hours less than 8 hours. All the 20 units in Kerala have reported 8-9 hours working daily. In case of Tamil Nadu, only 2 units reported working hours more than 9.
- 2.16** It may be observed from the table 2.9 that the number of rest intervals varied from none to three in a day and duration of rest intervals range between less than half an hour to more than 2 hours. About 75 percent of the units in Tamil Nadu have allowed one time rest interval in a day. In Kerala, 85 percent of the units are providing three times rest interval in a day whereas in Tamil Nadu only 8 percent of the units are providing three rest intervals in a day.

2.17 It is evident from the table that around 72 percent of the units are allowing rest interval for half to one hour at a time. All the sampled units in Kerala are reported to provide one to two hours rest interval every time. In Tamil Nadu, around 82 percent of the units are allowing workers to have half to one hour rest interval at a time

Table 2.8: Distribution of Units by Daily Hours of Work (absolute)

Sl.No	Particulars (No. of units working)	Name of State		
		Tamil Nadu	Kerala	Total
1	Less than 8 hrs.	8	0	8
2	8-9 hrs.	140	20	160
3	More than 9 hrs.	2	0	2

Table 2.9: Distribution of Units Allowing “Rest Intervals and Their Duration” (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
No of times rest allowed				
1	No rest hours	0.67	0	0.59
2	One Time	74.67	0	65.88
3	Twice	16.67	15	16.47
4	Thrice	8	85	17.06
Units having duration of rest intervals				
5	No rest hours	0.67	0	0.59
6	Less than half hr.	14	0	12.35
7	Half-one hr.	82	0	72.35
8	1-2 hrs.	2.67	100	14.12
9	More than 2 hrs.	0.67	0	0.59

2.18 Table 2.10 shows that only 4 percent units in Tamil Nadu and 10 percent units in Kerala are employing workers beyond normal hours of work. Out of 4 percent units in Tamil Nadu where overtime is allowed, 83 percent units are paying overtime at the ordinary rate and remaining 17 percent of units are paying overtime at double rate. In Kerala all the units are reported to pay overtime at ordinary rate.

Table 2.10: Distribution of Units Employing Workers beyond Normal Hours of Work (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units employing worker beyond normal hours of work	4	10	4.71
Units paying overtime at the rate of				
2	Ordinary rate	83.3	100	87.5
3	Double rate	16.6	0	12.5

2.19 During the survey, the information regarding the number of units allowing earned leave or annual leave is also collected and presented in the table 2.11. It is evident from the table that all the sampled units in Tamil Nadu and Kerala are allowing earned leave/annual leave to selected workers. No casual worker is allowed or eligible for earned leave in both the States. Only 25 percent of the permanent workers and 2 percent of the temporary workers are eligible for the earned/annual leave at overall level.

2.20 In the State of Kerala, about 70 percent of the permanent workers are eligible for earned leave, where as in Tamil Nadu it was only 20 percent of the permanent workers who are eligible for earned leave.

2.21 Among these two States, the average number of days leave allowed to the workers is also varied. In Kerala State, the permanent workers avail earned leave/annual leave on an average 19 days in a year, but in case of Tamil Nadu only 15 days of earned leave (average) is allowed to permanent workers. In Tamil Nadu State, the contract workers are allowed to avail 9 days (average) of earned/annual leave in a year. But in Kerala contract workers are not eligible for earned leave/annual leave.

Table 2.11: Distribution of Units Allowing Earned Leave/Annual Leave (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1.	Units allowing Earned/Annual leave	100	100	100
Category of workers eligible				
1.	Permanent	20	70	25.88
2.	Temporary	2	5	2.35
3.	Contract	1.33	0	1.18
Average quantum of leave allowed in a year (absolute no of days)				
1.	Permanent	15	19	16
2.	Temporary	10	18	12
3.	Contract	9	0	9

2.22 The information on the number of units allowing sick leave is also collected and presented in the table 2.12. It is observed during the survey that all the contract and casual workers engaged in match industry in both the States are not eligible for sick leave. Among the permanent workers, only 14 percent of the workers are eligible for sick leave in Tamil Nadu. None of the worker engaged in match industry whether permanently or temporarily is eligible for sick leave with wages in Kerala.

Table 2.12: Distribution of Units Allowing Sick Leave (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units allowing Sick leave	14.67	0	12.94
Category of workers eligible				
1	Permanent	14.67	0	12.94
2	Temporary	0.67	0	0.59
Average quantum of leave allowed in a year (absolute no of days)				
1	Permanent	19	0	19
2	Temporary	9	0	9

2.23 The data on the national and festival holidays reveal that all the 170 units are allowing national/festival holidays to their permanent

workers. But in case of contract and casual workers in Kerala, they are not provided with national/festival holidays. About 10 percent of the temporary workers are allowed to have national/festival holidays in Tamil Nadu. The average quantum of national and festival holidays varies between 10 to 13 days in a year.

2.24 It is observed from the table 2.14 that all the sampled units in Kerala are providing weekly off to workers. About 97 percent of the sample units are providing weekly off in Tamil Nadu. Among the units providing weekly off, only 11 percent of the Match Units are allowing workers to avail weekly off with wages. About 76 percent of the Match Units in both the sates are not providing wages if a worker avails weekly off. It is more observable in the State of Kerala where about 95 percent of the Match Units are allowing workers to avail weekly off but without wages.

Table 2.13: Distribution of Units Allowing National /Festival Holidays (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units allowing Festival/National leave	100	100	100
Category of workers eligible				
2	Permanent	100	100	100
3	Temporary	10.67	25	12.35
4	Contract	0.67	0	0.59
5	Casual	0.67	0	0.59
Average quantum of leave allowed in a year (absolute no of days)				
6	Permanent	10.03	12.75	10.35
7	Temporary	10.22	13.00	10.62
8	Contract	11.00	0.00	11.00
9	Casual	11.00	0.00	11.00

Table 2.14: Distribution of Units Allowing Weekly off (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units allowing weekly off	97.33	100	97.64
2	With wages	10.96	5	10.24
3	Without wages	73.29	95	75.9
4	Mix	15.75	0	13.86

2.25 The information on maintenance of various types of records of workers related to their work and benefits provided to them like records of attendance, wages, advances, overtime, bonus, maternity, fines and deductions is collected and presented in the table 2.15. About 92 percent of the sampled units in both the States are maintaining registers or records. It is observed from the table that all the units in the Kerala maintain records where as in Tamil Nadu it was around 91 percent of the units reported to be maintaining registers/ records.

Table 2.15: Distribution of Units Maintaining Different Types of Records (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units maintaining records	90.67	100	91.76
2	Attendance	94	100	94.71
3	Wage/Muster	88.67	100	90
4	Advances	44	95	50
5	Overtime	18	85	25.88
6	Bonus/Ex-gratia	63.33	100	67.65
7	Fines	12	90	21.18
8	Maternity Benefits	25.33	75	31.18
9	Accidents	28.67	65	32.94

2.26 The registers for attendance and wages are maintained in all the sampled units of Kerala. All the match units in Kerala are maintaining register on Bonus/ ex-gratia where as in Tamil Nadu only 63 percent of the units are maintaining the same. It is also evident from the table

2.15 that about 75 percent of the match units in Kerala and only 25 percent match units in Tamil Nadu are maintaining records on maternity benefits.

2.27 Out of 170 selected sample units in Tamil Nadu and Kerala, only 28 units are members of Employer's Association. In the State of Kerala, none of the sampled units reported as member of Employer's Association. It is also observed from the survey that there was no trade union formed for the welfare of the workers engaged in the match industry.

CHAPTER III

WAGES AND EARNINGS

- 3.1.** In order to assess the Socio-Economic Conditions of the workers engaged in Match Industry, the information on the Average Daily Earnings and Average Daily Basic Wages, are collected for the workers from the sampled units. As already discussed in the introductory chapter, Match Box-filling or packing is the most important activity and labour intensive in this industry. These activities are mostly carried out by women workers. The table 3.1 shows that average daily earnings of a match box filler/packer is Rs 120, which is very lower as compared to other occupations like supervisor, driver, machine operator in the match industry. This is due to the **abundance of cheap women work force** available in these regions where the Match Units are located.
- 3.2.** It is also observed from the table 3.1, that workers in Kerala State are earning more than the workers in Tamil Nadu, in all the occupations for which they are available. It might be caused, due to the difference in the level of awareness about the Minimum Wages Act- 1948 and Equal Remuneration Act- 1976, among these two States. The average daily earnings include basic wages, dearness allowance, travelling allowance and any other such allowance.
- 3.3.** The information on average daily earnings has been collected separately for male and female workers in both Tamil Nadu and Kerala State, for inter and intra comparison. It is evident from the table 3.2 that workers engaged as machine operators earn higher when compared to other occupations in Tamil Nadu State. The average daily earnings of the machine operator are about Rs 243 in Tamil Nadu. The other important occupations which allow the male workers to earn more are supervisor and watchmen in which the average earnings are Rs 187.8 and Rs 153.5 respectively in the State of Tamil

Nadu. The variation in the average daily earnings of male workers is higher in case of Kerala as it varies from Rs 250 to Rs 366 per day. However, in Tamil Nadu the average daily earnings vary between Rs 119 to Rs 242 per day.

Table 3.1: Average Daily Earnings of Workers by Occupation (Rs)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1.	Driver	161.9	250.0	168.1
2.	Supervisor	187.8	366.8	198.3
3.	Watchmen	153.5	-	153.5
4.	Match Box Filler/Packer	120.7	-	120.9
5.	Machine Operator	242.8	280.6	244.4
6.	Box Printing/Labelling	119.3	200.0	119.5
7.	Collection of Splints	-	336.0	336.0

Table 3.2: Average Daily Earnings of male workers by Occupation (Rs)

Sl.No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	163.0	250.0	169.2
2.	Supervisor	194.9	366.8	207.9
3.	Watchmen	156.2	-	156.2
4.	Match Box Filler/Packer	133.2	-	133.2
5.	Machine Operator	250.2	281.9	251.9
6.	Box Printing/Labelling	161.3	-	161.3
7.	Collection of Splints	-	-	-

3.4. To understand the implementation of Equal Remuneration Act, 1976 which ensures the duty of a employer to pay equal remuneration to men and women workers for same work or work of similar nature. In order to compare the average daily earnings of female workers with male workers, the information on the daily earnings of female workers has also been collected during the survey and the results are presented in the table 3.3. Among all other occupations in the Match Industry it is again the machine operator who earns higher earnings in a day. But the difference lies with the gender. In case of a male

machine operator, the average daily earnings are slightly higher (Rs 250) when compared to a woman machine operator earning Rs 227 per day in Tamil Nadu. Similar trends are visible in the State of Kerala also.

Table 3.3: Average Daily Earnings of female workers by Occupation (Rs)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1.	Driver	119.0	-	119.0
2.	Supervisor	175.9	366.8	180.7
3.	Watchwomen	145.1	-	145.1
4.	Match Box Filler/Packer	119.5	-	119.7
5.	Machine Operator	227.3	250.0	227.5
6.	Box Printing/Labelling	113.7	200.0	114.0
7.	Collection of Splints	-	336.0	336.0

3.5. Among the two States, women workers in Kerala earn higher than their counterparts in Tamil Nadu. It is clearly evident from the occupations listed in Table 3.3. In Kerala State, a woman worker as a supervisor in Match Industry earns double the earnings of a woman worker in the same occupation in Tamil Nadu. Among the women workers employed in the Match Industry of Tamil Nadu State, machine operator who earns higher (Rs 227.3) followed by supervisor (Rs 175.9) and watchwomen Rs 145.1. The women workers engaged in Matchbox filling/packing and Box printing/labelling earn lower as compared to other occupations in the Match Unit.

3.6. The Average Daily Basic Wages of workers by Occupations is presented in table 3.4. The basic wage is paid to the worker typically for his/her work excluding dearness allowance, travelling allowance and any other allowance but includes deductions made from the earnings on loan advance, and such any other deductions. It is evident from the table 3.4 that the average daily basic wages in Kerala

is much higher as compared to the average daily basic wages in Tamil Nadu. The average daily basic wages paid to the workers in Tamil Nadu, for match box filling/packing is around Rs 115, which is the lowest among other occupations in the same match industry.

Table 3.4: Average Daily Basic Wages of workers by Occupation (Rs)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1.	Driver	148.3	250	155.4
2.	Supervisor	169.1	366.8	180.6
3.	Watchmen	148.5	-	148.5
4.	Match Box Filler/Packer	115.1	-	115.1
5.	Machine Operator	208.8	276.9	211.6
6.	Box Printing/Labelling	115.3	200	115.5
7.	Collection of Splints	-	336	336

3.7. The information on Average Daily Basic Wages is collected for Male and Female Workers separately and presented in the table 3.5 and table 3.6 respectively. It is evident from the table 3.5 that the average daily basic wages of male workers is higher when compared to women workers in all the occupations in the Match Industry. Among the male workers engaged in Match Industry, the machine operator and the supervisors are paid average daily higher basic wages.

Table 3.5: Average Daily Basic Wages of Male workers by Occupation (Rs)

Sl.No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	149	250	156.3
2	Supervisor	175.8	366.8	190.3
3	Watchmen	151.4	-	151.4
4	Match Box Filler/Packer	128.8	-	128.5
5	Machine Operator	218.7	278	222
6	Box Printing/Labelling	151.4	-	151.4
7	Collection of Splints	-	-	-

3.8. The table 3.6 shows that the average daily basic wages of female workers by occupation. It needs to be mentioned here that the system of wage fixation and payment in Match Industry varies between the units and States. As discussed earlier, there are two kinds of payment systems, namely time rated and piece rated in both the States of Tamil Nadu and Kerala.

3.9. To assess the implementation of Equal Remuneration Act, 1976 in the sampled units, information on the average daily basic wages of women workers is also collected. It is observed from the table 3.6 that the average daily basic wages of women workers in Kerala is reported to be higher as compared to their counterparts in Tamil Nadu.

3.10. In Tamil Nadu, a woman worker as machine operator or supervisor earns higher basic wages as compared to other occupations. Among the two States, women workers in Kerala receive higher wages as their nature of work is different from the works in Tamil Nadu. Collection of Match splints and packing is an important and most performed occupation in Kerala for women workers, whereas in case of Tamil Nadu, only the Matchbox filling/packing is the most performed occupation among women workers. It is due to the differences in the difficulty level of works and awareness about the Minimum Wages Act, the basic wages in Kerala is higher as compared to Tamil Nadu.

Table 3.6: Average Daily Basic Wages of Female workers by Occupation (%)

S. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	119	-	119
2	Supervisor	157.7	366.8	162.9
3	Watchmen	139.2	-	139.2
4	Match Box Filler/Packer	113.7	-	113.8
5	Machine Operator	188.2	250	188.5
6	Box Printing/Labelling	110.5	200	110.8
7	Collection of Splints	-	336	336

CHAPTER IV

WELFARE FACILITIES

- 4.1** The conditions of the women-workers in Match Industry and the welfare amenities provided to them are governed by various legislations like Factories Act, 1948, Maternity Benefit Act, 1961 etc. Information on most of the Social Security Benefits like Medical Facilities, Crèche, Education and Housing facilities, etc; is also collected and discussed in this chapter.
- 4.2** Table 4.1 depicts the percentage distribution of units providing Medical Facilities to their workers. The study reveals that 85.3 percent of the sampled Match Units are providing Medical Facilities to their workers and their family members. One sampled match unit has reported its own dispensary and two sampled units have tie-up with private hospitals for providing Medical Facilities to their workers. All the remaining sampled Match Units in Tamil Nadu are providing Medical Facilities through ESI hospitals. In the State of Kerala, it is observed that all the sampled Match Units are providing Medical Facilities to their workers and their family members through ESI hospitals.
- 4.3** Table 4.2 represents the information on units providing Crèche Facility. It is seen from the results that around 24 percent of the sampled Match Units are providing Crèche Facility to their workers. In the State of Kerala none of the sampled unit is providing Crèche Facility to their workers employed in it. Out of 150 units in Tamil Nadu, about 27 percent of the Match Units are providing Crèche Facility and among them about 70 percent of the sampled units have hired women-workers for Crèche (for take care of the children). The average no. of rooms provided for Crèche Facility (where Crèche Facility is available) is found to be 1.1. During the survey, it is also found that 17 infants are availing the Crèche Facility in Tamil Nadu.

Table 4.1: Distribution of Units Providing Medical Facility (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
	Units providing medical facility	83.3	100.0	85.3
Type of medical arrangement made by the unit				
1	Own dispensary	0.8	0.0	0.7
2	Tie-up with Pvt. hospitals	1.6	0.0	1.4
3	Through ESI hospital	97.5	100.0	97.9

Table 4.2: Distribution of Units Providing Crèche Facility (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units providing crèche facility	27.3	0.0	24.1
2	Units hired women worker for crèche (where facility available)	70.7	0.0	70.7
3	Average no. of rooms provided	1.1	0.0	1.1
4	Infants availing crèche facility (No.)	17	0	17

4.4 During the course of survey, information related to units providing Educational Facilities to their workers' children is also collected and analyzed. It is observed from the survey that only 6.7 percent sample units in Tamil Nadu are reported to be providing Educational Facilities. In these units, the workers are provided stationery items like notebook, pens etc. for their children by the employer. Some of the units have also reported as providing reservation to the children of their workers in their management owned schools in Tamil Nadu. However, in Kerala State, none of the sampled unit is providing Educational Facilities to the worker's children.

4.5 The information on the units providing Housing Facility is also collected and presented in Table 4.3. It is evident from the table that about 6.5 percent of the sampled units are providing Housing Facility

to their workers. It is also observed from the table that among the units providing housing facility, around 45 percent of the units are providing Housing Facilities/Accommodation within the Match Unit premises, and about 55 percent of the units are reported to be providing Housing Facilities outside the Match Unit. Results show that 49 women-workers have been provided the Housing Facility by their employers in Tamil Nadu. It is also found that no sampled unit in Kerala is providing the Housing Facility to its workers.

Table 4.3: Distribution of Units Providing Housing Facility (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units providing housing facility	7.3	0.0	6.5
2	Within the unit	45.4	0.0	45.4
3	Outside the unit	54.6	0.0	54.5
4	Free of cost	54.6	0.0	54.5
5	Rent	45.4	0.0	45.4
6	Number of women workers residing in employer's provided accommodation (No.)	49	0	49

4.6 Maternity Benefit Act, 1961 regulates the employment of women in certain establishments and mandates for providing Maternity Benefits to the women workers before and after child-birth. According to this Act, Maternity Benefits is to be provided in completion of 80 days working and they are not required to work during six weeks immediately following the day of delivery or miscarriage, and such other provisions.

4.7 In order to evaluate the implementation of Maternity Benefit Act 1961, the information on units providing Maternity Benefits is also collected and presented in the Table 4.4.

Table 4.4: Distribution of Units Providing Maternity Benefits

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units providing maternity benefits (%)	36.0	95.0	42.9
2	Average no. of leave allowed	90	90	90
3	Total no of Beneficiaries in 2013-14	33	-	33
4	Average amount spent per beneficiary during 2013-14 (Rs)	5846.2	-	5846.2

4.8 It is noticed from the results that around 43 percent of the units are providing Maternity Benefits to the women workers. In the State of Kerala, 95 percent of the sampled Match Units have reported to be providing Maternity Benefits to their women workers with average numbers of leave of 90 days to the beneficiaries. In Tamil Nadu State, about 36 percent sampled units are providing Maternity Benefits to their women workers. The average number of leave allowed during maternity period is same (90 days) in both Tamil Nadu and Kerala. Among the sampled units in Kerala, no woman worker has availed the Maternity Benefits during the reference period i.e. financial year 2013-14. However, in the State of Tamil Nadu, 33 women workers have availed the Maternity Benefits. The average amount spent per beneficiary during 2013-14 is found to be Rs 5846.25 under this benefit in the State of Tamil Nadu.

4.9 Table 4.5 represents the information on different welfare facilities provided by the units at workplace. It is seen from the Table 4.5 that around 98 percent of the sampled units are providing Drinking Water Facilities to their workers. In Kerala, all the sampled units have reported to be providing facilities like Drinking Water, Washing Room, Urinal and Latrine. On the other hand, only 60 percent of the units have provided Rest Shelter Facilities to their workers. In the State of Tamil Nadu, more than 95 percent of the units are providing Drinking

Water and Urinal Facilities to their workers. It is also noticed from the table that about 72 percent and 87 percent of the Sampled Units in Tamil Nadu are reported to be providing Washing Room and Latrine Facilities respectively. Among the sampled units, only 2.7 percent of the units in Tamil Nadu are providing Canteen Facilities in their match units. Some of the sampled match units (1.3 percent) in Tamil Nadu are also found to be providing recreational facilities to their workers.

Table 4.5: Distribution of Units Providing Different Welfare Facilities at Workplace (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Drinking water	97.3	100.0	97.6
2	Washing	72.7	100.0	75.9
3	Urinal	95.3	100.0	95.9
4	Latrine	87.3	100.0	88.8
5	Rest Shelter	57.3	60.0	57.6
6	Canteen Facilities	2.7	0.0	2.4
7	Recreation	1.3	0.0	1.2

4.10 Various welfare facilities provided to the women workers separately by the match units is also collected and compiled in Table 4.6. Based on the survey results, in majority of the sampled units, there is a provision of separate urinal and latrine facility for the women workers in both the States. Washing facilities, rest shelter and drinking water is provided separately for women workers in majority of the units.

Table 4.6: Distribution of Units Providing Welfare Facilities Separately for Women Workers (%)

Sl. No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Drinking water	64.0	0.0	56.5
2	Washing	56.0	75.0	58.2
3	Urinal	80.7	95.0	82.4
4	Latrine	76.7	95.0	78.8
5	Rest Shelter	52.0	60.0	53.5

4.11 Information on the units implementing social security benefits to their workers is collected and presented in the Table 4.7. Percentage of units implementing social security benefits is found to be 75 in the sampled match units. About 72 percent and 95 percent of the match units are reported to be providing social security benefits to their workers in Tamil Nadu and Kerala State respectively.

4.12 Information on the percentage of workers benefited from various social security benefits during 2013-14 is also collected. It is evident from the Table 4.7 that all the workers in Kerala and 82 percent of the workers in Tamil Nadu are benefited from GPF contribution. It is also found that about 52 percent of the sampled match units in Tamil Nadu and 95 percent of the units in Kerala are implementing all the social security benefits like GPF, ESI, GI and HI. About 81 percent and 77 percent of the workers in sampled units are found to be benefitted from ESI and GI respectively.

Table 4.7: Distribution of units having Social Security Schemes (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units implementing social security schemes	72.6	95.0	75.3
Category of Workers Eligible				
2	All	72.5	95.0	76.5
3	Some	27.5	0.0	23.5
Percentage of Workers Benefitted in 2013-14 from				
4	GPF	82.0	100.0	82.5
5	ESI	80.8	94.4	81.2
6	GI	77.4	53.4	76.7
7	HI	11.8	0.0	11.4

CHAPTER V

LIVING CONDITIONS OF WOMEN WORKERS

5.1 The other important objective of the present survey under the match industry is to assess the living conditions of women workers employed in it. To analyse that, a special worker level schedule was designed to capture the information on various Socio-Economic conditions, which includes demographic particulars like household size, number of earners, housing facility, mode of transportation, household income and saving, demographic details of the women worker household, information of wages/earnings, loan or advance facility, house hold indebtedness, awareness of various labour legislations etc. The results of various facets of women workers are compiled and presented in the forthcoming paragraphs.

5.2 As discussed in the earlier chapters, majority of the women workers in match industry are employed as manual workers in Match Box Filling/Packing occupation. In the worker level schedule, the information regarding the occupation of sampled women workers is also collected and the results are presented in table 5.1. It is observed from the table that around 79 percent of the women workers are employed as Match Box Filler or Packer. In the State of Tamil Nadu, the Match Box Fillers comprise almost 87 percent of the women workers and other occupations employing very few women workers in them.

Table 5.1: Distribution of Women Workers by Occupation (%)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	0.8	0.0	0.7
2	Supervisor	2.6	2.5	2.6
3	Watchwomen	0.4	0.0	0.3
4	Match Box filler/Packer	87.4	0.8	79.1
5	Machine operator	2.6	0.8	2.5
6	Box Printing/Labelling	2.5	0.0	2.3
7	Misc Worker including collection of Splints.	3.6	95.8	12.4

5.3 In case of Kerala State, about 95 percent of the women workers are engaged in the collection of Splints occupation as the production activity is different in Kerala as compared to Tamil Nadu. Therefore in these types of units the major activity comprises of collection of Splints, Filling and Packing in bundles which are carried out mostly by women workers. The occupations like Match Box Filling/Packing and collection of Splints do not require specialised skills and the requisite labour force are available at cheap wage rates.

5.4 Information on the distribution of women workers by Employment Status is given in table 5.2. It is observed from the table that about 72 percent of the women workers are reported to be employed as permanent and the remaining women workers are employed either as temporary or contract/casual in nature. In the State of Kerala, most of the women workers are reported to be employed as permanent workers (98.3 percent), however in Tamil Nadu State, the proportion of permanent women workers is only 69 percent. In Tamil Nadu, around 27 percent of the women workers are working as temporary in match units.

Table 5.2: Distribution of Women Workers by Mode of Employment Status (%)

Sl. No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Permanent	69.1	98.3	71.9
2	Temporary	27.5	1.6	25.1
3	Contract	2.7	0.0	2.4
4	Casual/Others	0.5	0.0	0.4

5.5 To understand the social & other conditions of the women workers in match industry, information about the religion and caste is also collected and presented in Table 5.3. About 95 percent of women workers have reported Hindu Religion, followed by 3 percent Christian

religion and remaining Women workers belonging to either Muslim or Sikh religion.

- 5.6** Table 5.3 shows that 1.1 percent and 0.7 percent of the women workers belong to Muslim and Sikh religions respectively in the sampled units in both the States.

Table 5.3: Distribution of Women Workers by Religion, Caste and Category (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Hindu	96.1	86.7	95.2
2	Muslim	0.8	4.2	1.1
3	Sikh	0.8	0.0	0.7
4	Christian	2.3	9.2	3.0
Workers by Caste				
1	SC	17.3	19.2	17.5
2	ST	2.2	0.0	2.0
3	OBC	59.7	58.3	59.6
4	Others	20.8	22.5	20.9

- 5.7** Table 5.3 reveals that around 60 percent of the women workers and 17 percent of the women workers belong to other backward class and scheduled caste category respectively. In Tamil Nadu and Kerala State, the proportion of women workers belonging to OBC and SC followed the similar trends.

- 5.8** Table 5.4 presents the distribution of women workers by family size. It is revealed from the table 5.4 that average family size is 3.2 among women workers in match industry. Around 32 percent of the women workers have stated the family size of four persons in both the States combined. In Tamil Nadu State, about 33 percent and 28 percent of the women workers have reported their family size as four and three members respectively. In Kerala, two member family sizes is the most

dominant category among women workers followed by three member families. Around 10 percent and 7 percent of the sampled women workers found to be single member families in Kerala and Tamil Nadu State respectively.

Table5.4: Distribution of Women Workers by Family Size (%)

Sl.No.	Family Size	Name of State		
		Tamil Nadu	Kerala	Total
1	Single	6.8	10.8	7.2
2	Two	20.8	25.8	21.3
3	Three	28.1	20.8	27.4
4	Four	33.2	22.5	32.2
5	Five	9.8	10.0	9.8
6	Six	1.3	3.3	1.5
7	Seven and above	0.0	6.7	0.7
8	Average family size	3.2	3.4	3.2

- 5.9** As our country plans to reap the benefits of demographic dividend, it is important to understand the age profile of the workers in various industries. Keeping this in view, the survey aimed at the collection of information about age group and marital status of the women workers engaged in the match industry.
- 5.10** Table 5.5 shows that about 64 percent of the women workers belong to the age group of 35-59 years. The women workers having age group between 19-34 years comprise of 31.4 percent. In Tamil Nadu and Kerala States, about 62 percent and 87 percent of sampled women workers belong to age group 35-59 years respectively which in turn is found to be the dominant age group in the match industry.
- 5.11** Information on the marital status has also been collected and presented in Table 5.5. Around 76 percent of the women workers engaged in the match industry are married. In Tamil Nadu, the proportion is higher (79 percent) as compared to Kerala (41 percent). Among the sampled women workers, the proportion of unmarried and widowed is about 11 percent in each case.

Table 5.5: Distribution of Women Workers by Age Group and Marital Status (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Age Groups				
1	15-18	1.5	0	1.3
2	19-34	33.5	10.8	31.4
3	35-59	61.9	86.7	64.3
4	60 & above	3.1	2.5	3.0
II. Marital Status				
1	Unmarried	9.3	26.7	10.9
2	Married	79.4	41.7	75.8
3	Widowed	9.7	25	11.2
4	Separated	1.2	0.8	1.2
5	Divorced	0.4	5.8	0.9

5.12 It is evident from the Table 5.6 that in Tamil Nadu, the number of male and female members in a woman worker's family is almost in equal proportion whereas in Kerala female members in a family are considerably higher than male members as the sex ratio is generally higher in the State of Kerala. It is also observed that maximum family members are from age group 19-59 in both the States that accounts for nearly 70 percent of the total members.

Table 5.6: Distribution of Members of Women Worker's Family by Gender and Age Group (%)

Sl.No.	Particulars	Name of State	
		Tamil Nadu	Kerala
1	Total number of family members	3659	406
Family members by sex			
2	Male	48.6	39.9
3	Female	51.4	60.1
Age profile of family members			
1	Below 15	18.3	12.3
2	15-18	9.92	7.39
3	19-59	67.61	69.7
4	60 & above	4.1	10.59

5.13 Table 5.7 reveals that a large number of women workers (about 37 percent) in Tamil Nadu are illiterate whereas in Kerala it is at about 7 percent, revealing better educational level in the State of Kerala. The number of graduates pass out in both the States is less than 2 percent among the sampled women workers.

Table 5.7: Distribution of Women Workers by Educational Level (%)

Sl.No.	Particulars	Name of State	
		Tamil Nadu	Kerala
1	Illiterate	37.4	6.7
2	Below primary	10.6	15
3	Primary	25	34.2
4	Middle	15.9	15.8
5	Matric or higher secondary	10.4	26.7
6	Graduate and above	0.7	1.6

5.14 Table 5.8 shows that about 30 percent and 13 percent households in Kerala and Tamil Nadu States respectively have only one earner member. Majority of the households have reported two earners in a family in both the States.

Table 5.8: Distribution of Household by Number of Earner (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	One	12.9	30.0	14.6
2	Two	59.5	50.0	58.6
3	Three	15.7	13.3	15.5
4	Four	10.0	3.3	9.4
5	Five	1.5	0.8	1.5
6	Six	0.1	0.0	0.1
7	Seven and above	0.0	2.5	0.24

5.15 The data in table 5.9 reveals that in both the States, the women workers get their wages in time. It is also observed that most of the women workers get their wages on weekly basis in both the States. Nearly 88 percent of women workers in Tamil Nadu and all the women

workers in Kerala State get the wages weekly. A few workers get their wages with other pay periods. Only 1 percent women workers have reported to be getting wages on daily basis.

Table 5.9: Distribution of Women Workers by Pay Period (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1.	Women worker receiving wages in time	98.8	100	98.9
Pay period				
2.	Monthly	3.6	0	3.4
3.	Fortnightly	7.6	0	6.8
4.	Weekly	87.6	100	88.8
5.	Daily	1.1	0	0.9
6.	Others	0.1	0	0.1

5.16 The information on the percentage of women workers by mode of payment is collected and presented in Table 5.10. In Tamil Nadu State, the mode of payment is reported as piece rated in most of the cases and 92 percent women workers get their payment by this mode. While in Kerala the popular mode of payment is time rated as nearly 96 percent women workers get time rated payment. It is also evident that while maintaining accounts management does not involve the women workers in Kerala State whereas in Tamil Nadu the maintenance of accounts is distributed among management and others by about 90 percent.

Table 5.10: Distribution of Women Workers by Mode of Payment (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Mode of payment				
1	Time rated	7.7	95.8	16.1
2	Piece rated	92.3	4.2	83.9
II. Maintenance of accounts in case of piece rated				
1	Management	54.4	0	54.1
2	Women workers	0.7	0	0.6
3	Both	10.3	0	10.4
4	Others	34.6	100	34.9

5.17 Table 5.11 reveals that only 6 percent of the women workers in both the States have reported to be getting weekly off with wages. In the State of Kerala, no woman worker has reported as getting weekly off whereas in Tamil Nadu only 7 percent of the women workers getting weekly off with wages. Similarly, about 30 percent of the women workers in both the States are getting annual leave.

Table 5.11: Distribution of Women Workers getting Weekly off, Annual Leave (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers getting weekly off With Wages	7.0	0	6.3
2	Women workers getting Annual leave	31.6	23.3	30.8

5.18 Table 5.12 indicates that about 13 percent of the women workers in Tamil Nadu are provided with educational facility by their employers. In the State of Kerala, no woman worker has reported to have availed educational facilities provided by the match unit. About 40 percent and 19 percent of women workers reported to have awareness about the government welfare schemes in Tamil Nadu and Kerala States respectively.

5.19 It is evident from Table 5.13 that about one percent women workers are reported to be getting wages not in time in both the States. No woman worker has been reported feeling discrimination with respect to wages in both the States. However, about 2 percent of the women workers are reported discrimination with respect to facilities provided to them as compared to male workers in Tamil Nadu. It is also observed that there is difference in receiving the advances between both the States as 84 percent match workers in Kerala State have reported to be getting advances whereas in Tamil Nadu, the same is only 20 percent.

Table 5.12: Distribution of Women Workers Availing Educational and Other Welfare Facilities (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers availing educational facility given by employer	13.7	0	12.4
Type of educational benefits/facility				
1	Scholarship	0.6	0	0.6
2	Subsidy for books	91.6	0	91.6
3	Others	7.8	0	7.8
4	Women workers aware of welfare schemes of government	39.5	19.2	37.5

Table 5.13: Distribution of Women Workers Reporting Discrimination at Work Place w.r.t Wages, Facilities and Advances (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers getting wages not in time	1.3	0.0	1.3
2	Women workers feeling discrimination w.r.t wages	0.0	0.0	0.0
3	Women workers feeling discrimination w.r.t facilities	1.7	0.0	1.5
4	Women workers receiving advances	19.5	84.1	25.7

5.20 Table 5.14 shows that only 30 percent of the sampled women workers are aware of Minimum Wages Act, 1948 in both the States. In Tamil Nadu State the general awareness is about 27 percent whereas in

Kerala State the awareness about this act is 60 percent. Similarly, Women workers in the State of Kerala are more aware of Equal Remuneration Act than the workers of Tamil Nadu State.

5.21 The awareness among women workers regarding Maternity Benefit Act in Kerala State is very high as compared to the Tamil Nadu State. In Kerala the awareness of women workers about this act is 70 percent whereas in Tamil Nadu State the awareness is only 36 percent.

Table 5.14: Distribution of Women Workers having Awareness about Relevant Welfare Acts (%)

Sl.No.	Awareness of Acts by Women Workers	Name of State		
		Tamil Nadu	Kerala	Total
1.	Minimum Wages Act, 1948	26.7	59.1	29.8
2.	Equal Remuneration Act	22.7	69.1	27.1
3.	Maternity Benefit Act	36.3	70.0	39.6

5.22 Information on the distribution of women workers reporting savings, from their earnings, in match industry is also collected and presented in the Table 5.15. In the Tamil Nadu State women workers save more as compared to women workers in the Kerala State. In Kerala State, 25 percent of the women workers have reported saving, whereas in Tamil Nadu State, 34 percent of the women workers save money. Average monthly saving by women workers in Tamil Nadu State is about Rs. 1124/- whereas in the Kerala State the average monthly saving is Rs. 770/-.

Table 5.15: Distribution of Women Workers who have Reported Savings (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers save money	34.3	25	33.4
2	Average monthly Saving (Rs)	1124	770	1099

5.23 Table 5.16 provides the information of distance covered by women workers for reaching the match unit and the mode of transport used. Majority of the women workers, have reported to be covering up to 5 Km for reaching the office in both Kerala and Tamil Nadu State. In Tamil Nadu, 93 percent and in Kerala 77 percent of women workers have reported to cover up to 5 Km in a day to reach the unit.

5.24 The women workers going on foot from match unit to residence and vice versa, are about 84 percent in the State of Tamil Nadu and 53 percent in the State of Kerala. No Women workers have reported using Scooter/Motorcycle as a mode of Transport for going to match unit from residence and vice versa in both the States.

5.25 However, in both the States some women workers have reported Public transport from residence to Match Unit and vice versa. In Kerala State, it is being used by about 40 percent as compared to 5 percent in the Tamil Nadu State. Some women workers have reported using Factory Vehicle in both the States

Table 5.16: Distribution of Women Workers by Distance, from Match Unit to Residence and Mode of Transport (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Distance				
1	Up to 5 km	92.6	76.6	91.1
2	6-10 km	4.0	11.6	4.7
3	11-15 km	1.1	0.8	1.1
4	Above 15 km	2.1	10.8	2.9
II. Mode of Transport				
1	On foot	83.5	53.3	80.6
2	Cycle	1.2	0	1.1
3	Scooter/Motorcycle	0	0	0
4	Public Transport	5.1	40	8.4
5	Factory Vehicle	10.1	6.6	9.8

5.26 It is evident from the Table 5.17 that majority of the women workers are living in Self-Owned Houses, 62 percent in Tamil Nadu State and 67 percent in the Kerala State. The accommodation provided by Employer on rent or free of rent, in both the States are negligible. However, privately rented houses are reportedly 36 percent in Tamil Nadu whereas it is 33 percent in the State of Kerala.

5.27 Women Workers living in Chawl/Basti type of dwelling in the State of Tamil Nadu are 9 percent whereas no women worker is living in Chawl/basti in the State of Kerala. In the Kerala State about 32 percent are living in Flats whereas only 6 percent are reported to be living in flats in the Tamil Nadu State.

5.28 In the State of Tami Nadu about 3 percent Women Workers are living in Katcha Houses; whereas no women worker is living in the Katcha House in the Kerala State. Similarly, in the State of Tamil Nadu women workers living in Semi-Pucca houses are 32 percent whereas in Kerala it is about 4 percent.

Table 5.17: Distribution of Women Workers by Housing Conditions (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Ownership of House				
1	Self-owned	61.8	67.0	62.3
2	Provided by employer on rent	0.3	0.0	0.3
3	Provided by employer free of rent	1.8	0.0	1.6
4	Privately rented	35.9	32.0	35.6
II. Type of Dwelling				
1	Chawl/basti	9.2	0.0	8.3
2	Flat	6.1	31.6	8.6
3	Hutment	19.8	4.1	18.3
4	Independent house	64.7	64.1	64.7
III. Type of Structure				
1	Katcha	3.1	0.0	2.8
2	Semi-Pucca	32.2	4.1	29.5
3	Pucca	64.5	95.8	67.5

5.29 In table 5.18 women workers have reported almost 2 numbers of living rooms in both the State of Tamil Nadu and Kerala. 82 percent of the Women workers in the State of Tamil Nadu and all the women workers in the State of Kerala have reported to be having separate Kitchen. Similarly 54 percent of women workers have reported separate latrine in the State of Tamil Nadu and 100 percent in the State of Kerala.

Table 5.18: Distribution of Women Workers Dwellings by Number of Rooms and other Facilities (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	No of living rooms	1.7	2.0	1.7
2	separate kitchen	82.3	100	84.0
3	separate bathroom	71.8	100	74.5
4	separate latrine	54.4	100	58.8

5.30 Information on the Women Workers' dwellings by source of water, lighting and cooking is presented in Table 5.19. It is observed from the table that about 30 percent of the households of women workers have independent source of water supply. Majority of the women workers (60 percent) are having their source of water supply shared outside. In the State of Kerala, all the women workers have reported to be having independent water source. But in case of Tamil Nadu, majority of the women workers have their water source by sharing outside. Only 22 percent of the sampled women workers in Tamil Nadu have independent water source.

Table 5.19: Distribution of Women Workers Dwellings, by Source of Water, Lighting and Cooking (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
Source of water supply				
1	Independent	22.0	100.0	29.5
2	Shared inside	11.5	0.0	10.4
3	Shared outside	66.4	0.0	60.1
Source of lighting energy				
1	Kerosene oil	3.6	20.0	5.2
2	Electricity	92.7	78.3	91.3
3	Both	3.6	1.7	3.4
4	Others	0.1	0.0	0.1
Source of cooking energy				
1	Firewood	11.1	68.3	16.6
2	Kerosene	4.1	0.0	3.7
3	Cooking gas	82.6	21.7	76.8
4	Electricity	0.2	0.0	0.2
5	More than one source	0.0	10.0	1.0
6	Other sources	2.0	0.0	1.8

5.31 It is also noticed from the table about 91 percent of the sampled women workers are reported to be using electricity as source of lighting energy. It is clearly evident in case of Tamil Nadu as 92 percent of the women workers are reported to be using electricity as a major source of lighting energy.

5.32 Around 77 percent of the women workers' households are reported to be using cooking gas as a source of cooking energy. It is also observed that the firewood is used as the second important cooking energy (16.6 percent). In State of Tamil Nadu, about 82 percent of the women workers' households are found to be using cooking gas followed by 11 percent of the workers using firewood as a source of cooking energy.

5.33 The information on women workers having indebted is also collected and presented in the table 5.20. The average total amount borrowed by a woman worker's family in both the States is found to be Rs.70,934. In case of average total outstanding amount, the women workers from Kerala State have reported to be having higher (Rs. 37,500) as compared to their counterparts in Tamil Nadu. It is also noticed that the rate of interest in the State of Kerala is higher as compared to Tamil Nadu State.

Table 5.20: Distribution of Women Workers Reporting Indebtedness, with Rate of Interest Paid

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Total Amount (Rs)				
1	Borrowed	7,06,500	9,25,000	16,31,500
2	Outstanding	5,57,300	2,25,000	7,82,300
II. Average Amount (Rs)				
1	Borrowed	41,558	1,54,166	70,934
2	Outstanding	32,782	37,500	34,013
III. Rate of interest reported by workers (%)				
1	Below 12	100	0	0
2	12 to 18	0	100	100

5.34 Table 5.21 represents the information on distribution on women workers by the purpose of loan taken. It is noticed that about 35 percent of the women workers in both the States have taken loan for the purpose of household consumption and about 26 percent of the workers have reported loan for educational purpose.

Table 5.21: Distribution of Women Workers by the Purpose of Loan Taken (%)

Sl.No.	Purpose of loan	Name of State		
		Tamil Nadu	Kerala	Total
1.	Household Consumption	47.0	0.0	34.8
2.	Marriage or Child Birth	5.8	33.3	13.0
3.	Education	35.2	0.0	26.1
4.	Purchase of land	11.7	0.0	8.70
5.	Others	0.0	66.7	17.4

5.35 It is evident from the table 5.22 that around 35 percent of the sampled women workers in both the States have taken loan from either commercial banks or other government sources. It is clearly seen in the State of Kerala as all the sampled workers have reported to be borrowed from commercial banks or government source. But in case of Tamil Nadu, the women workers have reported to be borrowed more than two sources.

5.36 About 65 percent of the sampled workers have borrowed loan from their employers. It is also observed that the commercial banks and money lenders are the second important source of loans.

Table 5.22: Distribution of Women Workers Reporting Indebtedness by Source of Loan (%)

Sl.No.	Source of loan	Name of State		
		Tamil Nadu	Kerala	Total
1	Co-operative/Credit society	5.9	0.0	4.4
2	Bank/Govt/LIC	11.8	100.0	34.8
3	Employer	64.7	0.0	47.8
4	Money Lender	11.8	0.0	8.7
7	Others	5.9	0.0	4.4

5.37 Table 5.23 shows that only 23 sampled women workers are reported to be indebted. About 61 percent of the sampled workers in both the States have borrowed loans without any security. In the State of Tamil Nadu, 11.8 percent and 5.9 percent of the women workers borrowed loans against their land and other securities respectively.

Table 5.23: Distribution of Women Workers Reporting Indebtedness by Type of Security Pledged against Loan

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	No. of women workers reported indebtedness	17	6	23
Type of security (%)				
2	No security	82.4	0.0	60.9
3	Land	11.8	50.0	21.7
4	House	0	50.0	13.0
5	Others	5.9	0.0	4.4

**Socio-Economic
Conditions of Women Workers in
Match Industry**

2014-15



सत्यमेव जयते

**Government of India
Ministry of Labour and Employment
Labour Bureau
Chandigarh**

PREFACE

The women labour constitutes an important segment of the labour force in India and their participation in the labour force is increasing over the years. Wage work in India, as elsewhere, in a number of sectors is sharply differentiated along sexual lines. Their participation in economic activities of the country has grown enormously after rapid industrialization in post independence era. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand it has given rise to a number of complex problems having a direct bearing on their Socio-economic Conditions.

The present scheme titled “Socio-economic Conditions of Women Workers in Industry” was taken up by the Bureau, during the year 1975 – “The International Women’s Year”. Initially, the scheme was confined to the organised sector only. However, keeping in view the utility of the data so generated, it was considered to extend the scope of scheme to the Unorganised Sector as well. A beginning was made by covering Building and Construction industry followed by Handloom, Khadi, Beedi, Readymade Garments, Agarbathi, Lime Manufacturing, Cashewnut Processing, Food processing Industry (including Sea Food and Marine Products) and Plantation Industry. The present report relates to the Socio-economic conditions of women workers in Match Industry.

I am thankful to the various departments of the Central Government, and the States Labour Departments of Tamil Nadu and Kerala, for their whole hearted co-operation in conduct of the study. I also extend my thanks to all the employers and workers of the sampled units who willingly furnished detailed information for the study.

I also appreciate the dedicated efforts put in by the team of officers and staff members of the “Socio Economic Survey of different Sections of Labour” of Labour Bureau for conducting the survey and bringing out this report in a very short period. Views, if any, expressed in this report are not necessarily those of the Ministry of Labour and Employment, Government of India. Suggestions for the improvement of such surveys are welcome.

Chandigarh
Dated: 25th August, 2014

Daljeet Singh
Director General

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EXECUTIVE SUMMARY

- ❖ The survey aims at collecting data on the various Socio-Economic facets of the women workers, engaged in Match Industry, in the States of Tamil Nadu and Kerala, to study their 'working and living conditions' and 'welfare facilities' available to them, as against the various legislative provisions.
- ❖ The survey has been conducted in two States namely Tamil Nadu and Kerala as these two States contribute more than 85 per cent of the total match production in India. Among these two States Tamil Nadu alone contributes about 75 per cent of the total match production.
- ❖ A total of 170 employer schedules and 1255 worker level schedules have been canvassed during the survey.
- ❖ The field work was launched in last week of May, 2014 and completed by mid of July, 2014.
- ❖ About 90 percent of the units are established after the year 1970 in both the States of Tamil Nadu and Kerala due to the concession given on excise duty by the Government.
- ❖ Overall, women workers share 74 percent of the total workforce employed in match production in the States of Tamil Nadu and Kerala.
- ❖ About 95 percent of the workers are employed as manual workers and remaining 5 percent workers as non-manual workers.
- ❖ Women workers are mainly engaged in manual works like match box filling or packing, printing and labelling of match boxes.

- ❖ About 91 percent of the match box filling or packing works are being done by women workers. In case of Kerala State, all the splints collection or match box filling works are carried out by women workers only.
- ❖ About 95 percent of the workers are employed directly by the employer and remaining workers through contractor.
- ❖ About 58 percent of the women workers are employed as permanent and 34 percent as temporary workers. The rest of the women workers are employed either on contractual basis or as a casual worker.
- ❖ In the State of Tamil Nadu, less than one percent of the women workers are reported to be as skilled and 86 percent of the women workers as semiskilled category. All the women workers in the sampled units of Kerala State are reported to be semiskilled.
- ❖ About 70 percent of the workers are paid according to piece rated system, and remaining 30 percent of the workers are reported to be paid based on time rated system.
- ❖ In Tamil Nadu State, 73 percent of workers are paid on weekly basis whereas in the State of Kerala, about 96 percent of the workers are paid on weekly basis.
- ❖ The average daily earnings of a women worker in matchbox filling/packing in the State of **Tamil Nadu is found to be Rs 113.8/-** per day whereas in Kerala, the average daily earnings of a women worker in collection of Splints is **found to be Rs 336/- per day.**
- ❖ Out of 170 sampled units, only 81 units are covered under payment of Bonus Act, 1965. However, 141 units are reported, to pay bonus to the workers with an aim to increase the production and productivity.

- ❖ All the workers in Kerala and about 76 percent of the workers in Tamil Nadu have received bonus in the year 2013-14.
- ❖ Around 82 percent of the sampled match units are making deductions for various reasons like Loan Advance, Group Insurance, EPF, ESI etc.
- ❖ About 75 percent of the units in Tamil Nadu have allowed one time rest interval in a day. In Kerala, 85 percent of the units are providing three times rest interval in a day where as in Tamil Nadu only 8 percent of the units are providing three rest intervals in a day.
- ❖ Only 4 percent units in Tamil Nadu and 10 percent units in Kerala are reported to be working beyond normal hours of work.
- ❖ All the sampled units in Tamil Nadu and Kerala are allowing earned leave/annual leave to selected workers. No casual worker is allowed or eligible for earned leave in both the States.
- ❖ About 76 percent of the sampled units in both the States are not providing wages if a worker avails weekly off.
- ❖ All the match units in Kerala and about 94 percent of the units in Tamil Nadu are reported to be maintaining Attendance register. Similarly all the units in Kerala and 88 percent of the units in Tamil Nadu are maintaining a register on wages.
- ❖ Out of 170 selected sample units in Tamil Nadu and Kerala, only 28 units are members of Employer's Association. In the State of Kerala, none of the sampled units have reported as member of Employer's Association.
- ❖ Among all other occupations in the Match Industry it is the machine operation which earns higher earnings in a day. The women workers who are engaged prominently in Matchbox filling/packing and Box

printing/labelling earn lower as compared to other occupations in the Match Unit.

- ❖ **The average daily basic wages of male workers is higher when compared to women workers in all the occupations in the Match Industry.**
- ❖ More than 85 percent of the sampled Match Units are providing Medical Facilities to their workers and their family members. One sampled match unit has reported its own dispensary and two sampled units have tie-up with private hospital for providing Medical Facilities to their workers.
- ❖ Around 24 percent of the sampled Match Units are providing Crèche Facility to their workers.
- ❖ About 7 percent of the sampled units are providing Housing Facility to their workers.
- ❖ Overall, 42 percent of the units are providing Maternity Benefits to the women workers. In the State of Kerala, 95 percent of the sampled Match Units have reported to be providing Maternity Benefits to their women workers.
- ❖ All the workers in Kerala and 82 percent of the workers in Tamil Nadu are benefited from General Provident Fund. About 81 percent and 77 percent of the workers in sampled match units are found to be benefitted from Employees' State Insurance and General Insurance respectively.
- ❖ A large number of women workers (about 37 percent) in the match industry of Tamil Nadu are illiterate whereas in Kerala the same is about 7 percent only.

- ❖ About 30 percent of the women workers are aware of Minimum Wages Act, 1948 in all the sampled units.
- ❖ Average monthly saving of a women worker in Tamil Nadu State is about Rs. 1124/- whereas in the Kerala State the average monthly saving is Rs. 770/- .
- ❖ Only 3 percent of women workers have reported to be living in Katcha Houses in the State of Tamil Nadu whereas the proportion of women worker living in Katcha Houses in the Kerala State is nil.
- ❖ In the State of Tamil Nadu cooking gas is used as source of cooking energy by about 82 percent of the women workers' households whereas in Kerala, the same is about 22 percent.

CHAPTER- I

INTRODUCTION

- 1.1** In India, women-workers constitute about one-fifth of the total work force in the overall economic activity. Out of these, very few are employed in organised sector. In spite of the mandatory legislative protective provision, the extent of their exploitation exists not only in the unorganised sector but in the organised sector also. Due to inadequate implementation of protective legislative provisions concerning women workers, there still remain a yawning gap between these provisions and the facilities actually available to them. Some instance have occurred, where women workers were deprived of the benefits and amenities like equal remuneration vis-a-vis their male counterparts, maternity benefits, child care service etc. Several factors are responsible for their plight, like weak bargaining power, indifferent attitude of the employers, and non-awareness of the rights available as per the legislative provision. Although the Government is seized of the situation, yet it continue to remain a problem area due to non-availability of reliable statistical data and other information pertaining to working and living conditions of women workers.
- 1.2** It has been a constant endeavour on the part of the Labour Bureau, Ministry of Labour & Employment, for providing reliable data on women workers employed both in organized and un-organized sectors and projecting a realistic picture aimed at enabling the Government to take ameliorative measures for the benefit of women.
- 1.3** The first enquiry for studying socio-economic conditions of women workers was undertaken by Labour Bureau in the year 1953 and a report titled “The Economic and Social Status of Women Workers in India” was brought out. The enquiry was conducted through mail questionnaire method and was confined to important industries in the

country, employing women in large numbers, viz. Cotton and Jute Textiles, Coal Mines and Plantations. Later on, the Labour Bureau and Planning Commission jointly prepared a study in 1958 titled “Women in Employment 1901 – 1956”. Thereafter, Labour Bureau brought out few reports on the basis of available published/unpublished data. One such report viz “Women in Employment” was brought out in the year 1964 and another publication “Women in Industry” in the International Women’s Year (1975) presented an objective assessment of the trend of women’s employment, their wages and earnings and laws and regulations governing their employment and working conditions.

1.4 In the year 1975, a full fledged scheme namely “Socio-Economic Conditions of Women Workers” was entrusted to Labour Bureau, with the objective of assessing the working and living conditions of women workers employed in organized industries where they are significantly employed. In the earlier years, the scope of the survey was restricted to organized industries only, where predominantly women workers were employed. However, in view of the importance of the women’s share in labour force and also the dominant existence of unorganized sector in the Indian economy, where more than 90 per cent of the labour force is engaged in the unorganized sector/employment, the scope of the survey was extended to unorganized sector also. The first survey under the scheme was conducted in Mines Sector in the year 1976-77. So far Labour Bureau has conducted 23 surveys on “Socio-Economic Conditions of Women Workers” including the present survey in Match Industry.

1.5 Match Industry plays a vital role in providing employment opportunities to the women-workers. The industry produces match box, both for domestic consumption and for export purposes. Women workers have all along been an integral part of the labour force, engaged in the Match Industry in India. A majority of the Match

Industry labourers are women workers, as they comprise a significant portion of the cheap labour force. Wooden match production in India is split into three sectoral categories:

- (i) Mechanized large-scale sector
- (ii) Handmade small-scale sector and
- (iii) Cottage sector.

1.6 Eighty two per cent of the total match production in India exists in the “Handmade small-scale (67%) and cottage (15%)” sectors, where technology has remained relatively obsolete. These two non-mechanized sectors of the match industry are distinguished, primarily by output size. All the raw materials required are indigenously produced. The industry as a whole, directly employs an estimated 2,50,000 people, with only 6,000 of these in the mechanized sector.

1.7 Though the match products have been produced in many places of the country, the contribution of Tamil Nadu in this field is very remarkable. The match products of Virudhunagar Taluk in Tamil Nadu, meet the requirements of both domestic as well as foreign markets. The growth of match industries in and around Virudhunagar Taluk is faster than those of the other places. The main reason behind this growth is the availability of required natural resources. There are suitable climatic conditions, cheap labour force, availability of raw material and above all the favourable attributes of entrepreneurs. It is about 2800 Plus handmade safety match units in the growth centres viz, Virudhunagar, Sattur, Kovilpatti, Kalugumalai, Srivilliputtur and Gudiyatham; providing employment opportunities to the extent of about 2.5 lakh people; both directly and indirectly for their very survival.

1.8 The veneering and splint industry in the adjoining State of Kerala is an important ancillary industry, providing nearly 90% of the splints, the important raw material used in the match production in Tamil

Nadu. There are about 270 Match Units located in the State of Kerala and it accounts 10-15% of the total match production in India.

OBJECTIVES OF THE STUDY

1.9 The survey aims at collecting data on the various Socio-Economic facets of the women workers, engaged in the Match Industry, in the States of Tamil Nadu and Kerala, to study their 'working and living conditions' and 'welfare facilities' available to them, as against the various legislative provisions.

SCOPE AND COVERAGE

1.10 The Survey has been conducted in two States namely Tamil Nadu and Kerala, as these two States contribute more than 85 per cent of the total match production in India. Among these two States Tamil Nadu alone contributes about 75 per cent of the total match production. The State of Kerala has also been included in the survey as it employs a large number of women workers engaged in the production of match splints, the important raw material for the final match production.

1.11 Therefore, the scope of the survey is extended to the production of match splints also besides final match boxes, as they are the important raw materials produced mostly by the women workers in the Match industry.

IMPORTANT DEFINITIONS

1.12 Worker: A worker is defined as "one who participates either full-time or part-time in the activity of the enterprise". The worker may serve the enterprise in any capacity - primary or supervisory. He/ she may or may not receive wages/ salaries in return to his/ her work; incidental to or connected with the entrepreneurial activity.

1.13 Employer: Employer is one who generally hires one or more persons to assist him (in operating his enterprise) in carrying out productive activities on a wage or salary basis. The payment may be made in cash or kind. When used in relation to a match unit, it means the person who has the ultimate control over the affairs of the match unit and where the affairs of any match unit are entrusted to any other person (whether called a managing agent, manager, superintendent or by any other name), such person shall be deemed to be the employer in relation to that match unit.

1.14 Family : Family when used in relation to a worker, means

- i. his or her spouse and
- ii. the legitimate and adopted children of the worker dependent upon him or her, who have not completed their eighteenth year and includes , where the worker is a male, his parents dependent upon him.

QUESTIONNAIRES CANVASSED

1.15 For the purpose of the study, two types of questionnaires viz. Unit-level and Worker-level were designed. In the Unit level questionnaire canvassed from each of the sampled unit, information is sought on parameters like distribution of employment by occupation, sex, and skill; employment status and length of service; distribution of women workers by age and marital status; wage rates, earnings, bonus and ex-gratia; working conditions; welfare facilities available; hours of work and leave and holidays; maintenance of labour records, and employer's views on aspects relating to women workers.

1.16 In the worker-level questionnaire, information on aspects such as demographic particulars; employment and working conditions; wages and earnings; indebtedness and housing conditions etc. was collected from the female workers. An attempt was also made to collect

subjective information regarding opinion about the wages, bonus and seating arrangements in the work sites.

REFERENCE DATE AND REFERENCE PERIOD

1.17 Reference date for collection of data on items like employment; employment status and length of service; age and marital status of women workers; working conditions and welfare amenities, etc. was taken current i.e. the date on which the sampled unit was visited by Field Officer. However, data related to wage rates and earnings were collected for the month of March, 2014 as it was the last month of the financial year 2013-14 and nearest to the field work period. For information on total production and leaves and holidays, etc, the reference period recorded thus pertains to the last financial year, 2013-14.

PERIOD OF STUDY

1.18 The field work for the survey was undertaken by the regular field staff of Labour Bureau from last week of May, 2014 to mid of July, 2014.

SAMPLING DESIGN

1.19 A two stage sampling design was adopted for the survey. In the first stage of sampling, the sample size of the unit level or employer level schedules was determined. Further from the selected first stage sampling units, worker level schedules have been canvassed and termed as second stage sample.

1.20 The Socio-Economic condition of women-workers in match industry is a **diagnostic type** of survey. In the earlier surveys conducted under the component, a minimum sample of 5 percent of the total units was taken. During the current survey, also the sample size of the unit level schedules has been decided on the basis of not less than 5 per cent of the total units. Accordingly 150 units from Tamil Nadu (total - 2876

units) and 20 units from Kerala (total - 269 units) have been covered at this unit level stage. The units have been selected using circular systematic sampling technique.

1.21 Further, the workers level schedules are canvassed from the units selected in the first stage. The worker level schedules are canvassed only for women workers in each selected unit. The actual number of women workers covered depends upon the women employment in the sample units as under:

Table 1.1 Number of Women Workers Schedules to be Canvassed

Sl. No	Size of Women Employment in a Unit	No. of women workers schedules to be canvassed (Minimum)
1	5-10	5
2	11-50	8
3	51 and above	10

GENERAL CHARACTERISTICS OF MATCH INDUSTRY

1.22 Match work industry plays a crucial role in the promotion and development of economy. The production of match products are highly manual, therefore labour is an important factor of production in the match industry.

1.23 Match industry is primarily employing unskilled workers, those who are neither educationally qualified nor technically experienced. The worker can learn and get knowledge from- “only by doing the work”. They are getting wages on the basis of their performance in terms of output or by time.

1.24 The “Safety” Match Industry unit is century old in India. It was in the year 1884 that “Amrit Match Factory” at Bilapur and “Gujarat Match factory” at Ahmedabad were set up with technical assistance from Sweden. In 1920s, a number of small and semi-automatic units were established in South India. Of them, the small-scale, non-mechanised match units were mainly concentrated in Tamil Nadu State. Following the introduction of ‘D’- class match units, that is, Cottage Match units, and the Excise Duty concession provided to it by the Government of India, many small entrepreneurs started tiny match units. This led to the organised development of the match industry. In 1978, the exclusive duty concession granted to ‘D’-class by the Government of India gave an impetus to the growth of Cottage Match Units in India and Cottage Match Factories mushroomed especially in Virudhunagar district in the State of Tamil Nadu. Since then, the industry has showing gradual increase in growth, particularly in Tamil Nadu. To understand the emergence of Match Units, the years of establishment of the sampled units have been collected. Table 1.2 shows that there was a rapid increase in the Number of Units, established after 1970 mainly due to the concession given on excise duty by Government. It is also observed from the table, that about 90 percent of the units are established after the year 1970 in both Tamil Nadu and Kerala.

Table 1.2: Distribution of Units by Year of Establishment (%)

Sl. No	Year	Name of State		
		Tamil Nadu	Kerala	Overall
1	Before 1950	1.3	0.0	1.2
2	1950-60	4.0	5.0	4.1
3	1960-70	5.3	10.0	5.9
4	1970-80	14.0	10.0	13.5
5	1980-90	16.7	45.0	20.0
6	1990-00	22.0	15.0	21.2
7	After 2000	36.7	15.0	34.1

1.25 Since most of the units are in Small Scale Sector, the ownership type as mentioned in the table 1.3 shows that about 60 percent of the units are owned under Sole Proprietorship structure. Units owned under Partnership accounts are 28 percent and the Private Owned Units accounts 12.4 percent in the survey. In the unit level schedule, option for public company was also given but no unit was found to be owned by public company in the sampled units in the States of Tamil Nadu and Kerala.

Table 1.3: Distribution of units by Type of Ownership (%)

Sl. No	Ownership	Name of State		
		Tamil Nadu	Kerala	Total
1	Sole Proprietor	58.7	60.0	58.8
2	Partnership	26.7	40.0	28.2
3	Private	14.0	0.0	12.4
4	Others	0.6	0.0	0.6

1.26 There are different stages or activities in the process of production of matches. Some important activities are frame filling, frame levelling, wax/chemical dipping, inner and outer box making, box filling, etc. As discussed in the previous paragraph, most of the activities are carried out by women workers. The State-wise “distribution of male and female workers” is presented in table 1.4.

1.27 In Tamil Nadu, the share of women workers engaged in match production accounts about 75 percent whereas in Kerala, it accounts 62 percent of the total workers in the match industry. Overall, women workers share is 74 percent of the total workforce employed in match production in the States of Tamil Nadu and Kerala.

Table 1.4: Unit Wise Total Employment and Share of Women Workers thereof (%)

Sl. No	Particulars	Tamil Nadu	Kerala	Total
1	Male	25.5	37.6	25.9
2	Female	74.5	62.4	74.1
3	Person	100	100	100

1.28 A total of 170 units, comprising 150 units of final match production in Tamil Nadu and 20 units of splints production in Kerala are selected for the survey. The work in match industry is predominantly manual type. Therefore the information on manual and non-manual workers in the sampled units is also collected separately during the survey. The survey results, reveals that majority of the workers are engaged in manual jobs. The non-manual jobs include Managers, Welfare Officer and clerical staff. On the other hand, the manual job category includes, drivers, supervisor, watchman, match box filler or packer and machine operator.

1.29 Based on the survey results, about 95 percent of the workers are employed as manual workers and remaining 5 percent workers as non-manual workers. Table 1.5 shows that about 77 percent of the manual works are carried out by female workers and remaining 23 percent of the manual works by their counterparts in Tamil Nadu. But in the case of non-manual works, 33 percent of the works are done by female workers and remaining 67 percent of the non-manual works are carried out by male workers in Tamil Nadu. The same trend is followed in the State of Kerala, also as we see in the table 1.5.

Table 1.5: Distribution of Manual and Non-Manual Workers by Gender/Age (%)

Sl. No	Particulars	Tamil Nadu	Kerala	Overall
I. Manual Workers				
1	Male	23.3	35.1	23.7
2	Female	76.5	64.9	76.2
3	Adolescent	0.2	0	0.2
II. Non-Manual Workers				
1	Male	67.2	83.3	67.4
2	Female	32.8	16.7	32.6

1.30 Distribution of non-manual workers by occupation and gender is presented in the table 1.6. It is observed from the table 1.6, that female workers are involved in about 34 percent of the non-manual works (managerial and clerical) when compared to male workers. Majority of the non-manual works are being done by male workers in both the States. In Kerala, all the managerial activities are being done by male workers as noticed in the table 1.6.

Table 1.6: Distribution of Non-Manual Workers by Occupation and Gender (%)

Sl. No	Particulars	Tamil Nadu	Kerala	Total
I. Managerial				
1.	Male	65.1	100	65.7
2.	Female	34.9	0	34.3
II. Clerical				
1.	Male	66.1	66.7	66.1
2.	Female	33.9	33.3	33.9
III. Others				
1.	Male	84.4	0	84.4
2.	Female	15.6	0	15.6

1.31 The percentage distribution of workers engaged in manual occupations is presented in the table 1.7. The main manual occupations have been identified as driver, supervisor, watchman, match box filling/packing, machine operator, box printing and labelling and other manual works. It is evident from the table 1.7 that

male workers are mostly engaged in the manual works as drivers, supervisor, watchmen and machine operator. Similarly the women workers are mainly engaged in other manual works like match box filling or packing, printing and labelling of match boxes.

Table 1.7: Distribution of Manual Workers by Occupation and Gender (%)

Sl.No	Particulars	Tamil Nadu	Kerala	Total
I. Driver				
1.	Male	97.5	100	97.7
2.	Female	2.5	0	2.3
II. Supervisor				
1.	Male	63.2	87.5	64.6
2.	Female	36.8	12.5	35.4
III. Watchmen				
1.	Male	76.1	0	76.1
2.	Female	23.9	0	23.9
IV. Match box filling/packing				
1.	Male	8.9	0	8.9
2.	Female	91.1	100	91.1
V. Machine Operator				
1.	Male	67.8	95.8	68.9
2.	Female	32.2	4.2	31.1
V. Box Printing and Labelling				
1.	Male	11.7	0	11.7
2.	Female	88.3	100	88.3
V. Other Worker				
1.	Male	59.7	21.5	53.3
2.	Female	40.3	78.5	46.7

1.32 Match box filling or frame filling and packing are the most important work; as they require lot of manpower and time in the match industry. These works are generally carried out by women workers, as they are easily available for match work in the surrounding areas.

1.33 It is noticed from the table 1.7 that about 91 percent of the match box filling or packing works are being done by women workers and only 9 percent of the works are carried out by male workers. But in case of Kerala, all the splints collection or match box filling works are carried out by women workers only.

Table 1.8: Distribution of Workers by Age Group and Gender (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
Percentage of workers				
1.	Male	23.8	36.3	24.2
2.	Female	76.2	63.7	75.8
Percentage of workers by age group				
14-18 years				
1.	Male	0.2	0	0.7
2.	Female	0.4	0	0.4
18-35 years				
1.	Male	35.3	12.9	34.3
2.	Female	37.4	16.1	36.8
35-60 years				
1.	Male	58.9	81.2	60
2.	Female	58.6	81.9	59.2
Above 60 years				
1.	Male	5.6	5.9	5.6
2.	Female	3.6	2.0	3.5

1.34 The distribution of workers by age group and gender is presented in the Table 1.8. All the workers are categorised into four segments according to their age. The age categories are 14 to 18 years, 18 to 35 years, 35 to 60 years and above 60 years. About 59 percent of the workers fall under 35 to 60 years.

1.35 In Kerala, more than 80 percent of the women workers are in the age group of 35 to 60 years. The next age group which comprises more workers is 18 to 35 years in both the States. The two age groups, 14 to 18 years and above 60 years comprise only small portion (4.3 percent) of the workers.

Table 1.9: Distribution of Workers by Marital Status and Gender (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
Percentage of workers				
1	Male	23.8	36.3	24.2
2	Female	76.2	63.7	75.8
Workers by marital status				
Unmarried				
1	Male	10.3	8.2	10.2
2	Female	8.2	23.5	8.6
Married				
1	Male	89.2	91.8	89.3
2	Female	88.7	49.0	87.7
Widowed				
1	Male	0.4	0.0	0.4
2	Female	2.8	21.5	3.3
Divorced				
1	Male	0.1	0	0.1
2	Female	0.2	2.0	0.2
Separated				
1	Male	0.1	0	0.1
2	Female	0.2	4.0	0.3

1.36 The information related to the marital status of the workers in match industry is also collected and presented in the table 1.9. It is evident from the table 1.9 that 88 percent of the workers engaged in match works are married. Among the two States Tamil Nadu has higher percentage of married persons about 89 percent, but in Kerala, the proportion is lower (64.5 percent). This is because only 49 percent of the women workers in match industry are married in Kerala. It is important to note that about 88 percent of the women workers engaged in match industry are married. In case of unmarried segment, only about 9 percent of the workers reported unmarried in Tamil Nadu, but about 18 percent of the workers in Kerala reported unmarried. It is also found that number of widowed women workers in the match industry is higher in Kerala when compared to the State of Tamil Nadu. About 21 percent of the women workers in the match industry in Kerala are widowed. Similarly the proportion of match

industry workers divorced and separated is also higher in the State of Kerala.

DIFFICULTIES FACED

1.37 As most of the Match units are working in the sphere of unorganised sector, like Building & Construction, Khadi & Handloom etc. Lot of difficulties have to be faced by the field officers while conducting the field study. It was observed that in most of the small units, proper labour records like muster rolls, registers of wages, advances and fines, etc. were not maintained in the required manner. Only some rough records showing the working days, wages paid and production, etc were generally maintained. Thus, in most cases these rough records were the main source to be relied upon for the survey. Information on some of the items, had to be collected either through personal discussions with the management or by making personal enquiries with workers, engaged in the Match Unit.

CHAPTER- II

WORKING CONDITIONS

2.1 Match Industry is primarily a labour intensive and un-organised in nature. In the present chapter, the working conditions of the workers employed in the match industry; like employment status, distribution of workers by skill, semi-skilled, un-skilled, mode of payment, rest interval, weekly off and various other social security benefits etc. provided by the employer are discussed.

2.2 Information of workers by employment status i.e. permanent, temporary, contract and casual/others as on date of visit; is collected during the course of the study and is presented in table 2.1. It may be seen from the table that about 58 percent of the women workers are employed as permanent and 34 percent as temporary workers. The rest of the women workers are employed either on contractual basis or as casual worker. Among the male workers, the proportion of permanent workers is higher followed by the temporary workers as seen in case of women workers. In both the States combined, around 70 percent and 29 percent of the male workers are permanent and temporary respectively in terms of status of employment. In the State of Kerala, 96 percent of the male workers and 98 percent of the women workers are reported to be permanently employed in the sampled units

2.3 Based on the data collected & compiled, workers are classified on the basis of “Skill and Knowledge” like skilled, semi-skilled and unskilled. As the Industry is labour intensive, it needs diversified work force. It is evident from the table 2.2 that about 55 percent of the male workers in Tamil Nadu are skilled, followed by 37 percent as unskilled and remaining 8 percent workers as semi-skilled. On the other hand, in Tamil Nadu, 0.6 percent and 86 percent of the women workers are

reported as skilled and semiskilled respectively. In Kerala, about 58 percent of male workers are skilled, 22 percent as semiskilled and remaining 19 percent are reported as unskilled. However, all the female workers in the sampled units of Kerala State are reported to be semiskilled.

Table 2.1: Distribution of Workers by Employment Status (%)

S. No	Particulars	Name of State		Total
		Tamil Nadu	Kerala	
I. Male				
1.	Permanent	68.53	96.47	69.83
2.	Temporary	30.04	3.53	28.81
3.	Contract	1.37	0.00	1.31
4.	Casual/Others	0.06	0.00	0.05
II. Female				
5.	Permanent	56.56	98.66	57.65
6.	Temporary	34.97	1.34	34.10
7.	Contract	8.26	0.00	8.04
8.	Casual/Others	0.21	0.00	0.21
III. Persons				
9.	Permanent	59.4	97.9	60.6
10.	Temporary	33.8	2.1	32.8
11.	Contract	6.6	0.0	6.4
12.	Casual/Others	0.2	0.0	0.2

Table 2.2: Distribution of Workers by Skills Acquired (%)

Sl.No	Particulars	Tamil Nadu	Kerala	Total
I. Male				
1.	Skilled	54.77	58.82	55.44
2.	Semi-skilled	8.11	22.35	8.85
3.	Unskilled	37.12	18.82	35.71
II. Female				
4.	Skilled	0.6	0	0.59
5.	Semi-skilled	86.14	100	86.39
6.	Unskilled	13.25	0	13.02

2.4 During the course of survey, data is also collected on the existing wage structure, system of payment and the mode of payment in the sampled match units. The information so collected (Table 2.3) is analysed in the ensuing paragraphs.

2.5 All the sampled Match Units taken together, it is found that about 70 percent of the workers are paid according to piece rated system, and remaining 30 percent of the workers are reported to be paid based on time rated system. It is also found from the table 2.3 that in Kerala State, all the workers are employed based on Time Rated System due to their nature of work in the Match Industry. In Tamil Nadu, it is noticed that about 72 percent of the workers are employed under Piece Rated System and the remaining 28 percent workers are employed under time rated system. As regard to mode of employment, 95 percent of the workers are employed directly by the employer and remaining 5 percent through contractor.

Table 2.3: Mode of Payment & Employment (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Mode of Payment				
I. Time rated				
1	Male	15.02	36.32	15.67
2	Female	13.24	63.68	14.79
3	Person	28.25	100	30.46
II. Piece rated				
4	Male	8.78	0	8.51
5	Female	62.97	0	61.03
6	Person	71.75	0	69.54
II. Mode of Employment				
I. Directly Employed				
7	Male	23.24	36.32	23.64
8	Female	70.96	63.68	70.74
9	Person	94.2	100	94.38
II. Through Contractor				
10	Male	0.56	0	0.54
11	Female	5.25	0	5.08
15	Person	5.8	0	5.62

2.6 The pay period of workers is divided into five main categories, viz. daily, weekly, 10days, fortnightly and monthly. The distribution of workers according to pay periods is presented in table 2.4. The results depicts that about 74 percent of the workers are paid on weekly basis. In the State of Kerala, about 96 percent of the workers are paid on weekly basis and rest of them are paid once in 10 days. However in Tamil Nadu, the pay period varies from daily to monthly basis including few sample units having no fixed pay period.

2.7 In Tamil Nadu State, 73 percent of workers are paid weekly, 14 percent of the workers are paid on fortnightly basis and about 10 percent of the workers are paid on monthly basis.

Table 2.4: Distribution of Workers by Pay Period (%)

S. No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Daily	2.49	0	2.41
2	Weekly	73.09	95.73	73.79
3	10 Days	0.31	4.27	0.43
4	Fortnightly	13.64	0	13.22
5	Monthly	10.44	0	10.11
6	Not Fixed	0.03	0	0.03

2.8 The proportion of units paying bonus under the Payment of Bonus Act, 1965 is presented in table 2.5. The act applies to every factory and other establishments, in which twenty or more persons are employed on any day during an accounting year. The act provides for the bonus to be paid to workers on the basis of profit on production or productivity.

2.9 The sampled Match Units are a mixture of big industries and small units. Table 2.5 shows the distribution of units covered under payment of Bonus Act, 1965 and thereby paying bonus to their workers. It is evident from the table 2.5 that only 81 sampled units

are covered under payment of Bonus Act, 1965. However, 141 units are reported, to pay bonus to the workers with an aim to “increase the production and productivity”. In the State of Kerala, all the 20 units are paying bonus, though there are only 17 units which fall under the payment of Bonus Act. In Tamil Nadu, 121 units are paying bonus to the workers, though only 64 units are covered under Payment of Bonus Act, 1965.

2.10 The type of bonus paid to the workers, varied from place to place. Bonus payments are made for various reasons like festival, increased productivity, etc. It is observed from the table 2.5 that 98 sampled units in Tamil Nadu are paying bonus during the festival times and 21 units are paying bonus annually. In case of Kerala, 11 units are paying bonus in festival time and 9 units are paying bonus on annual basis to the workers.

Table 2.5: Distribution of Units Covered under Payment of Bonus Act and thereby Paying Bonus to Workers (absolute)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units covered under Payment of Bonus Act, 1965	64	17	81
2	Units Paying Bonus	121	20	141
Type of bonus paid				
3	Annual	21	9	30
4	Festival	98	11	109
5	Productivity	0	0	0
6	Others	2	0	2

2.11 The information on the “total number of workers received bonus” and “the average amount of bonus paid” to them is also collected and presented in table 2.6. All the workers in Kerala and about 76 percent of the workers in Tamil Nadu are paid bonus by the employer during

the financial year 2013-14. The average bonus paid varies significantly among the two States. In the State of Kerala, the average bonus paid is much higher (Rs 5542) as compared to Tamil Nadu where the average bonus paid to a worker in match industry is reported to be Rs 3295 as depicted in table 2.6.

Table 2.6: Number of Workers Paid Bonus and Average Bonus Paid during 2013-14

Sl. No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Total Workers in sample units (Nos.)	7359	234	7593
2	No of Workers paid bonus	5793	234	6027
3	Total Bonus Paid (Rs)	19091334	1296880	20388214
4	Average Bonus Paid (Rs)	3295.59	5542.22	3382.81

2.12 The information regarding the “units making deductions” and reasons for deductions are presented in the table 2.7. It is observed from the table that around 82 percent of the sampled match units are making deductions for various reasons like Loan Advance, Group Insurance, EPF, ESI etc.

Table 2.7: Distribution of Units Making Deductions & Type of Deduction (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units making deductions	80	100	82.35
Distribution of units making deduction for				
2	Absence from duty	0	0	0
3	Loan Advance	0.67	0	0.59
4	Group Insurance	5.33	0	4.71
5	EPF	46.67	45	46.47
6	ESI	48.67	45	48.24

- 2.13** All the 20 units in Kerala and about 80 percent of the sampled match units in Tamil Nadu are making deductions. The deductions are made mostly for EPF and ESI as they have statutory obligations towards the welfare of the workers. It is observed from the table that majority of the match units are making deductions in lieu EPF and ESI.
- 2.14** To provide safety to women workers at their work place under “**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**”, Govt of India has mandated every organisation or enterprise; whether small or big to have a proper mechanism for the safety of women at their respective work places. Besides that there should be a Grievance Redressal Mechanism in place, whether of Mutual Redressal Type or Trade Union Intervention Type or of Labour Department Redressal Type. While conducting the survey of Match Industry in the States of Tamil Nadu & Kerala, the field officers have found one case of sexual harassment from Tamil Nadu, whose grievance has been redressed by the labour department.
- 2.15** Table 2.8 shows the distribution of units by Daily Hours of Work. It is observed from the table that in 160 units, the working hours are between 8-9 hrs, and 8 units have reported working hours less than 8 hours. All the 20 units in Kerala have reported 8-9 hours working daily. In case of Tamil Nadu, only 2 units reported working hours more than 9.
- 2.16** It may be observed from the table 2.9 that the number of rest intervals varied from none to three in a day and duration of rest intervals range between less than half an hour to more than 2 hours. About 75 percent of the units in Tamil Nadu have allowed one time rest interval in a day. In Kerala, 85 percent of the units are providing three times rest interval in a day whereas in Tamil Nadu only 8 percent of the units are providing three rest intervals in a day.

2.17 It is evident from the table that around 72 percent of the units are allowing rest interval for half to one hour at a time. All the sampled units in Kerala are reported to provide one to two hours rest interval every time. In Tamil Nadu, around 82 percent of the units are allowing workers to have half to one hour rest interval at a time

Table 2.8: Distribution of Units by Daily Hours of Work (absolute)

Sl.No	Particulars (No. of units working)	Name of State		
		Tamil Nadu	Kerala	Total
1	Less than 8 hrs.	8	0	8
2	8-9 hrs.	140	20	160
3	More than 9 hrs.	2	0	2

Table 2.9: Distribution of Units Allowing “Rest Intervals and Their Duration” (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
No of times rest allowed				
1	No rest hours	0.67	0	0.59
2	One Time	74.67	0	65.88
3	Twice	16.67	15	16.47
4	Thrice	8	85	17.06
Units having duration of rest intervals				
5	No rest hours	0.67	0	0.59
6	Less than half hr.	14	0	12.35
7	Half-one hr.	82	0	72.35
8	1-2 hrs.	2.67	100	14.12
9	More than 2 hrs.	0.67	0	0.59

2.18 Table 2.10 shows that only 4 percent units in Tamil Nadu and 10 percent units in Kerala are employing workers beyond normal hours of work. Out of 4 percent units in Tamil Nadu where overtime is allowed, 83 percent units are paying overtime at the ordinary rate and remaining 17 percent of units are paying overtime at double rate. In Kerala all the units are reported to pay overtime at ordinary rate.

Table 2.10: Distribution of Units Employing Workers beyond Normal Hours of Work (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units employing worker beyond normal hours of work	4	10	4.71
Units paying overtime at the rate of				
2	Ordinary rate	83.3	100	87.5
3	Double rate	16.6	0	12.5

2.19 During the survey, the information regarding the number of units allowing earned leave or annual leave is also collected and presented in the table 2.11. It is evident from the table that all the sampled units in Tamil Nadu and Kerala are allowing earned leave/annual leave to selected workers. No casual worker is allowed or eligible for earned leave in both the States. Only 25 percent of the permanent workers and 2 percent of the temporary workers are eligible for the earned/annual leave at overall level.

2.20 In the State of Kerala, about 70 percent of the permanent workers are eligible for earned leave, where as in Tamil Nadu it was only 20 percent of the permanent workers who are eligible for earned leave.

2.21 Among these two States, the average number of days leave allowed to the workers is also varied. In Kerala State, the permanent workers avail earned leave/annual leave on an average 19 days in a year, but in case of Tamil Nadu only 15 days of earned leave (average) is allowed to permanent workers. In Tamil Nadu State, the contract workers are allowed to avail 9 days (average) of earned/annual leave in a year. But in Kerala contract workers are not eligible for earned leave/annual leave.

Table 2.11: Distribution of Units Allowing Earned Leave/Annual Leave (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1.	Units allowing Earned/Annual leave	100	100	100
Category of workers eligible				
1.	Permanent	20	70	25.88
2.	Temporary	2	5	2.35
3.	Contract	1.33	0	1.18
Average quantum of leave allowed in a year (absolute no of days)				
1.	Permanent	15	19	16
2.	Temporary	10	18	12
3.	Contract	9	0	9

2.22 The information on the number of units allowing sick leave is also collected and presented in the table 2.12. It is observed during the survey that all the contract and casual workers engaged in match industry in both the States are not eligible for sick leave. Among the permanent workers, only 14 percent of the workers are eligible for sick leave in Tamil Nadu. None of the worker engaged in match industry whether permanently or temporarily is eligible for sick leave with wages in Kerala.

Table 2.12: Distribution of Units Allowing Sick Leave (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units allowing Sick leave	14.67	0	12.94
Category of workers eligible				
1	Permanent	14.67	0	12.94
2	Temporary	0.67	0	0.59
Average quantum of leave allowed in a year (absolute no of days)				
1	Permanent	19	0	19
2	Temporary	9	0	9

2.23 The data on the national and festival holidays reveal that all the 170 units are allowing national/festival holidays to their permanent

workers. But in case of contract and casual workers in Kerala, they are not provided with national/festival holidays. About 10 percent of the temporary workers are allowed to have national/festival holidays in Tamil Nadu. The average quantum of national and festival holidays varies between 10 to 13 days in a year.

2.24 It is observed from the table 2.14 that all the sampled units in Kerala are providing weekly off to workers. About 97 percent of the sample units are providing weekly off in Tamil Nadu. Among the units providing weekly off, only 11 percent of the Match Units are allowing workers to avail weekly off with wages. About 76 percent of the Match Units in both the states are not providing wages if a worker avails weekly off. It is more observable in the State of Kerala where about 95 percent of the Match Units are allowing workers to avail weekly off but without wages.

Table 2.13: Distribution of Units Allowing National /Festival Holidays (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units allowing Festival/National leave	100	100	100
Category of workers eligible				
2	Permanent	100	100	100
3	Temporary	10.67	25	12.35
4	Contract	0.67	0	0.59
5	Casual	0.67	0	0.59
Average quantum of leave allowed in a year (absolute no of days)				
6	Permanent	10.03	12.75	10.35
7	Temporary	10.22	13.00	10.62
8	Contract	11.00	0.00	11.00
9	Casual	11.00	0.00	11.00

Table 2.14: Distribution of Units Allowing Weekly off (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units allowing weekly off	97.33	100	97.64
2	With wages	10.96	5	10.24
3	Without wages	73.29	95	75.9
4	Mix	15.75	0	13.86

2.25 The information on maintenance of various types of records of workers related to their work and benefits provided to them like records of attendance, wages, advances, overtime, bonus, maternity, fines and deductions is collected and presented in the table 2.15. About 92 percent of the sampled units in both the States are maintaining registers or records. It is observed from the table that all the units in the Kerala maintain records where as in Tamil Nadu it was around 91 percent of the units reported to be maintaining registers/ records.

Table 2.15: Distribution of Units Maintaining Different Types of Records (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units maintaining records	90.67	100	91.76
2	Attendance	94	100	94.71
3	Wage/Muster	88.67	100	90
4	Advances	44	95	50
5	Overtime	18	85	25.88
6	Bonus/Ex-gratia	63.33	100	67.65
7	Fines	12	90	21.18
8	Maternity Benefits	25.33	75	31.18
9	Accidents	28.67	65	32.94

2.26 The registers for attendance and wages are maintained in all the sampled units of Kerala. All the match units in Kerala are maintaining register on Bonus/ ex-gratia where as in Tamil Nadu only 63 percent of the units are maintaining the same. It is also evident from the table

2.15 that about 75 percent of the match units in Kerala and only 25 percent match units in Tamil Nadu are maintaining records on maternity benefits.

2.27 Out of 170 selected sample units in Tamil Nadu and Kerala, only 28 units are members of Employer's Association. In the State of Kerala, none of the sampled units reported as member of Employer's Association. It is also observed from the survey that there was no trade union formed for the welfare of the workers engaged in the match industry.

CHAPTER III

WAGES AND EARNINGS

- 3.1.** In order to assess the Socio-Economic Conditions of the workers engaged in Match Industry, the information on the Average Daily Earnings and Average Daily Basic Wages, are collected for the workers from the sampled units. As already discussed in the introductory chapter, Match Box-filling or packing is the most important activity and labour intensive in this industry. These activities are mostly carried out by women workers. The table 3.1 shows that average daily earnings of a match box filler/packer is Rs 120, which is very lower as compared to other occupations like supervisor, driver, machine operator in the match industry. This is due to the **abundance of cheap women work force** available in these regions where the Match Units are located.
- 3.2.** It is also observed from the table 3.1, that workers in Kerala State are earning more than the workers in Tamil Nadu, in all the occupations for which they are available. It might be caused, due to the difference in the level of awareness about the Minimum Wages Act- 1948 and Equal Remuneration Act- 1976, among these two States. The average daily earnings include basic wages, dearness allowance, travelling allowance and any other such allowance.
- 3.3.** The information on average daily earnings has been collected separately for male and female workers in both Tamil Nadu and Kerala State, for inter and intra comparison. It is evident from the table 3.2 that workers engaged as machine operators earn higher when compared to other occupations in Tamil Nadu State. The average daily earnings of the machine operator are about Rs 243 in Tamil Nadu. The other important occupations which allow the male workers to earn more are supervisor and watchmen in which the average earnings are Rs 187.8 and Rs 153.5 respectively in the State of Tamil

Nadu. The variation in the average daily earnings of male workers is higher in case of Kerala as it varies from Rs 250 to Rs 366 per day. However, in Tamil Nadu the average daily earnings vary between Rs 119 to Rs 242 per day.

Table 3.1: Average Daily Earnings of Workers by Occupation (Rs)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1.	Driver	161.9	250.0	168.1
2.	Supervisor	187.8	366.8	198.3
3.	Watchmen	153.5	-	153.5
4.	Match Box Filler/Packer	120.7	-	120.9
5.	Machine Operator	242.8	280.6	244.4
6.	Box Printing/Labelling	119.3	200.0	119.5
7.	Collection of Splints	-	336.0	336.0

Table 3.2: Average Daily Earnings of male workers by Occupation (Rs)

Sl.No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	163.0	250.0	169.2
2.	Supervisor	194.9	366.8	207.9
3.	Watchmen	156.2	-	156.2
4.	Match Box Filler/Packer	133.2	-	133.2
5.	Machine Operator	250.2	281.9	251.9
6.	Box Printing/Labelling	161.3	-	161.3
7.	Collection of Splints	-	-	-

3.4. To understand the implementation of Equal Remuneration Act, 1976 which ensures the duty of a employer to pay equal remuneration to men and women workers for same work or work of similar nature. In order to compare the average daily earnings of female workers with male workers, the information on the daily earnings of female workers has also been collected during the survey and the results are presented in the table 3.3. Among all other occupations in the Match Industry it is again the machine operator who earns higher earnings in a day. But the difference lies with the gender. In case of a male

machine operator, the average daily earnings are slightly higher (Rs 250) when compared to a woman machine operator earning Rs 227 per day in Tamil Nadu. Similar trends are visible in the State of Kerala also.

Table 3.3: Average Daily Earnings of female workers by Occupation (Rs)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1.	Driver	119.0	-	119.0
2.	Supervisor	175.9	366.8	180.7
3.	Watchwomen	145.1	-	145.1
4.	Match Box Filler/Packer	119.5	-	119.7
5.	Machine Operator	227.3	250.0	227.5
6.	Box Printing/Labelling	113.7	200.0	114.0
7.	Collection of Splints	-	336.0	336.0

3.5. Among the two States, women workers in Kerala earn higher than their counterparts in Tamil Nadu. It is clearly evident from the occupations listed in Table 3.3. In Kerala State, a woman worker as a supervisor in Match Industry earns double the earnings of a woman worker in the same occupation in Tamil Nadu. Among the women workers employed in the Match Industry of Tamil Nadu State, machine operator who earns higher (Rs 227.3) followed by supervisor (Rs 175.9) and watchwomen Rs 145.1. The women workers engaged in Matchbox filling/packing and Box printing/labelling earn lower as compared to other occupations in the Match Unit.

3.6. The Average Daily Basic Wages of workers by Occupations is presented in table 3.4. The basic wage is paid to the worker typically for his/her work excluding dearness allowance, travelling allowance and any other allowance but includes deductions made from the earnings on loan advance, and such any other deductions. It is evident from the table 3.4 that the average daily basic wages in Kerala

is much higher as compared to the average daily basic wages in Tamil Nadu. The average daily basic wages paid to the workers in Tamil Nadu, for match box filling/packing is around Rs 115, which is the lowest among other occupations in the same match industry.

Table 3.4: Average Daily Basic Wages of workers by Occupation (Rs)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1.	Driver	148.3	250	155.4
2.	Supervisor	169.1	366.8	180.6
3.	Watchmen	148.5	-	148.5
4.	Match Box Filler/Packer	115.1	-	115.1
5.	Machine Operator	208.8	276.9	211.6
6.	Box Printing/Labelling	115.3	200	115.5
7.	Collection of Splints	-	336	336

3.7. The information on Average Daily Basic Wages is collected for Male and Female Workers separately and presented in the table 3.5 and table 3.6 respectively. It is evident from the table 3.5 that the average daily basic wages of male workers is higher when compared to women workers in all the occupations in the Match Industry. Among the male workers engaged in Match Industry, the machine operator and the supervisors are paid average daily higher basic wages.

Table 3.5: Average Daily Basic Wages of Male workers by Occupation (Rs)

Sl.No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	149	250	156.3
2	Supervisor	175.8	366.8	190.3
3	Watchmen	151.4	-	151.4
4	Match Box Filler/Packer	128.8	-	128.5
5	Machine Operator	218.7	278	222
6	Box Printing/Labelling	151.4	-	151.4
7	Collection of Splints	-	-	-

3.8. The table 3.6 shows that the average daily basic wages of female workers by occupation. It needs to be mentioned here that the system of wage fixation and payment in Match Industry varies between the units and States. As discussed earlier, there are two kinds of payment systems, namely time rated and piece rated in both the States of Tamil Nadu and Kerala.

3.9. To assess the implementation of Equal Remuneration Act, 1976 in the sampled units, information on the average daily basic wages of women workers is also collected. It is observed from the table 3.6 that the average daily basic wages of women workers in Kerala is reported to be higher as compared to their counterparts in Tamil Nadu.

3.10. In Tamil Nadu, a woman worker as machine operator or supervisor earns higher basic wages as compared to other occupations. Among the two States, women workers in Kerala receive higher wages as their nature of work is different from the works in Tamil Nadu. Collection of Match splints and packing is an important and most performed occupation in Kerala for women workers, whereas in case of Tamil Nadu, only the Matchbox filling/packing is the most performed occupation among women workers. It is due to the differences in the difficulty level of works and awareness about the Minimum Wages Act, the basic wages in Kerala is higher as compared to Tamil Nadu.

Table 3.6: Average Daily Basic Wages of Female workers by Occupation (%)

S. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	119	-	119
2	Supervisor	157.7	366.8	162.9
3	Watchmen	139.2	-	139.2
4	Match Box Filler/Packer	113.7	-	113.8
5	Machine Operator	188.2	250	188.5
6	Box Printing/Labelling	110.5	200	110.8
7	Collection of Splints	-	336	336

CHAPTER IV

WELFARE FACILITIES

- 4.1** The conditions of the women-workers in Match Industry and the welfare amenities provided to them are governed by various legislations like Factories Act, 1948, Maternity Benefit Act, 1961 etc. Information on most of the Social Security Benefits like Medical Facilities, Crèche, Education and Housing facilities, etc; is also collected and discussed in this chapter.
- 4.2** Table 4.1 depicts the percentage distribution of units providing Medical Facilities to their workers. The study reveals that 85.3 percent of the sampled Match Units are providing Medical Facilities to their workers and their family members. One sampled match unit has reported its own dispensary and two sampled units have tie-up with private hospitals for providing Medical Facilities to their workers. All the remaining sampled Match Units in Tamil Nadu are providing Medical Facilities through ESI hospitals. In the State of Kerala, it is observed that all the sampled Match Units are providing Medical Facilities to their workers and their family members through ESI hospitals.
- 4.3** Table 4.2 represents the information on units providing Crèche Facility. It is seen from the results that around 24 percent of the sampled Match Units are providing Crèche Facility to their workers. In the State of Kerala none of the sampled unit is providing Crèche Facility to their workers employed in it. Out of 150 units in Tamil Nadu, about 27 percent of the Match Units are providing Crèche Facility and among them about 70 percent of the sampled units have hired women-workers for Crèche (for take care of the children). The average no. of rooms provided for Crèche Facility (where Crèche Facility is available) is found to be 1.1. During the survey, it is also found that 17 infants are availing the Crèche Facility in Tamil Nadu.

Table 4.1: Distribution of Units Providing Medical Facility (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
	Units providing medical facility	83.3	100.0	85.3
Type of medical arrangement made by the unit				
1	Own dispensary	0.8	0.0	0.7
2	Tie-up with Pvt. hospitals	1.6	0.0	1.4
3	Through ESI hospital	97.5	100.0	97.9

Table 4.2: Distribution of Units Providing Crèche Facility (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units providing crèche facility	27.3	0.0	24.1
2	Units hired women worker for crèche (where facility available)	70.7	0.0	70.7
3	Average no. of rooms provided	1.1	0.0	1.1
4	Infants availing crèche facility (No.)	17	0	17

4.4 During the course of survey, information related to units providing Educational Facilities to their workers' children is also collected and analyzed. It is observed from the survey that only 6.7 percent sample units in Tamil Nadu are reported to be providing Educational Facilities. In these units, the workers are provided stationery items like notebook, pens etc. for their children by the employer. Some of the units have also reported as providing reservation to the children of their workers in their management owned schools in Tamil Nadu. However, in Kerala State, none of the sampled unit is providing Educational Facilities to the worker's children.

4.5 The information on the units providing Housing Facility is also collected and presented in Table 4.3. It is evident from the table that about 6.5 percent of the sampled units are providing Housing Facility

to their workers. It is also observed from the table that among the units providing housing facility, around 45 percent of the units are providing Housing Facilities/Accommodation within the Match Unit premises, and about 55 percent of the units are reported to be providing Housing Facilities outside the Match Unit. Results show that 49 women-workers have been provided the Housing Facility by their employers in Tamil Nadu. It is also found that no sampled unit in Kerala is providing the Housing Facility to its workers.

Table 4.3: Distribution of Units Providing Housing Facility (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units providing housing facility	7.3	0.0	6.5
2	Within the unit	45.4	0.0	45.4
3	Outside the unit	54.6	0.0	54.5
4	Free of cost	54.6	0.0	54.5
5	Rent	45.4	0.0	45.4
6	Number of women workers residing in employer's provided accommodation (No.)	49	0	49

4.6 Maternity Benefit Act, 1961 regulates the employment of women in certain establishments and mandates for providing Maternity Benefits to the women workers before and after child-birth. According to this Act, Maternity Benefits is to be provided in completion of 80 days working and they are not required to work during six weeks immediately following the day of delivery or miscarriage, and such other provisions.

4.7 In order to evaluate the implementation of Maternity Benefit Act 1961, the information on units providing Maternity Benefits is also collected and presented in the Table 4.4.

Table 4.4: Distribution of Units Providing Maternity Benefits

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units providing maternity benefits (%)	36.0	95.0	42.9
2	Average no. of leave allowed	90	90	90
3	Total no of Beneficiaries in 2013-14	33	-	33
4	Average amount spent per beneficiary during 2013-14 (Rs)	5846.2	-	5846.2

4.8 It is noticed from the results that around 43 percent of the units are providing Maternity Benefits to the women workers. In the State of Kerala, 95 percent of the sampled Match Units have reported to be providing Maternity Benefits to their women workers with average numbers of leave of 90 days to the beneficiaries. In Tamil Nadu State, about 36 percent sampled units are providing Maternity Benefits to their women workers. The average number of leave allowed during maternity period is same (90 days) in both Tamil Nadu and Kerala. Among the sampled units in Kerala, no woman worker has availed the Maternity Benefits during the reference period i.e. financial year 2013-14. However, in the State of Tamil Nadu, 33 women workers have availed the Maternity Benefits. The average amount spent per beneficiary during 2013-14 is found to be Rs 5846.25 under this benefit in the State of Tamil Nadu.

4.9 Table 4.5 represents the information on different welfare facilities provided by the units at workplace. It is seen from the Table 4.5 that around 98 percent of the sampled units are providing Drinking Water Facilities to their workers. In Kerala, all the sampled units have reported to be providing facilities like Drinking Water, Washing Room, Urinal and Latrine. On the other hand, only 60 percent of the units have provided Rest Shelter Facilities to their workers. In the State of Tamil Nadu, more than 95 percent of the units are providing Drinking

Water and Urinal Facilities to their workers. It is also noticed from the table that about 72 percent and 87 percent of the Sampled Units in Tamil Nadu are reported to be providing Washing Room and Latrine Facilities respectively. Among the sampled units, only 2.7 percent of the units in Tamil Nadu are providing Canteen Facilities in their match units. Some of the sampled match units (1.3 percent) in Tamil Nadu are also found to be providing recreational facilities to their workers.

Table 4.5: Distribution of Units Providing Different Welfare Facilities at Workplace (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Drinking water	97.3	100.0	97.6
2	Washing	72.7	100.0	75.9
3	Urinal	95.3	100.0	95.9
4	Latrine	87.3	100.0	88.8
5	Rest Shelter	57.3	60.0	57.6
6	Canteen Facilities	2.7	0.0	2.4
7	Recreation	1.3	0.0	1.2

4.10 Various welfare facilities provided to the women workers separately by the match units is also collected and compiled in Table 4.6. Based on the survey results, in majority of the sampled units, there is a provision of separate urinal and latrine facility for the women workers in both the States. Washing facilities, rest shelter and drinking water is provided separately for women workers in majority of the units.

Table 4.6: Distribution of Units Providing Welfare Facilities Separately for Women Workers (%)

Sl. No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Drinking water	64.0	0.0	56.5
2	Washing	56.0	75.0	58.2
3	Urinal	80.7	95.0	82.4
4	Latrine	76.7	95.0	78.8
5	Rest Shelter	52.0	60.0	53.5

4.11 Information on the units implementing social security benefits to their workers is collected and presented in the Table 4.7. Percentage of units implementing social security benefits is found to be 75 in the sampled match units. About 72 percent and 95 percent of the match units are reported to be providing social security benefits to their workers in Tamil Nadu and Kerala State respectively.

4.12 Information on the percentage of workers benefited from various social security benefits during 2013-14 is also collected. It is evident from the Table 4.7 that all the workers in Kerala and 82 percent of the workers in Tamil Nadu are benefited from GPF contribution. It is also found that about 52 percent of the sampled match units in Tamil Nadu and 95 percent of the units in Kerala are implementing all the social security benefits like GPF, ESI, GI and HI. About 81 percent and 77 percent of the workers in sampled units are found to be benefitted from ESI and GI respectively.

Table 4.7: Distribution of units having Social Security Schemes (%)

Sl.No	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Units implementing social security schemes	72.6	95.0	75.3
Category of Workers Eligible				
2	All	72.5	95.0	76.5
3	Some	27.5	0.0	23.5
Percentage of Workers Benefitted in 2013-14 from				
4	GPF	82.0	100.0	82.5
5	ESI	80.8	94.4	81.2
6	GI	77.4	53.4	76.7
7	HI	11.8	0.0	11.4

CHAPTER V

LIVING CONDITIONS OF WOMEN WORKERS

5.1 The other important objective of the present survey under the match industry is to assess the living conditions of women workers employed in it. To analyse that, a special worker level schedule was designed to capture the information on various Socio-Economic conditions, which includes demographic particulars like household size, number of earners, housing facility, mode of transportation, household income and saving, demographic details of the women worker household, information of wages/earnings, loan or advance facility, house hold indebtedness, awareness of various labour legislations etc. The results of various facets of women workers are compiled and presented in the forthcoming paragraphs.

5.2 As discussed in the earlier chapters, majority of the women workers in match industry are employed as manual workers in Match Box Filling/Packing occupation. In the worker level schedule, the information regarding the occupation of sampled women workers is also collected and the results are presented in table 5.1. It is observed from the table that around 79 percent of the women workers are employed as Match Box Filler or Packer. In the State of Tamil Nadu, the Match Box Fillers comprise almost 87 percent of the women workers and other occupations employing very few women workers in them.

Table 5.1: Distribution of Women Workers by Occupation (%)

Sl. No	Occupation	Name of State		
		Tamil Nadu	Kerala	Total
1	Driver	0.8	0.0	0.7
2	Supervisor	2.6	2.5	2.6
3	Watchwomen	0.4	0.0	0.3
4	Match Box filler/Packer	87.4	0.8	79.1
5	Machine operator	2.6	0.8	2.5
6	Box Printing/Labelling	2.5	0.0	2.3
7	Misc Worker including collection of Splints.	3.6	95.8	12.4

5.3 In case of Kerala State, about 95 percent of the women workers are engaged in the collection of Splints occupation as the production activity is different in Kerala as compared to Tamil Nadu. Therefore in these types of units the major activity comprises of collection of Splints, Filling and Packing in bundles which are carried out mostly by women workers. The occupations like Match Box Filling/Packing and collection of Splints do not require specialised skills and the requisite labour force are available at cheap wage rates.

5.4 Information on the distribution of women workers by Employment Status is given in table 5.2. It is observed from the table that about 72 percent of the women workers are reported to be employed as permanent and the remaining women workers are employed either as temporary or contract/casual in nature. In the State of Kerala, most of the women workers are reported to be employed as permanent workers (98.3 percent), however in Tamil Nadu State, the proportion of permanent women workers is only 69 percent. In Tamil Nadu, around 27 percent of the women workers are working as temporary in match units.

Table 5.2: Distribution of Women Workers by Mode of Employment Status (%)

Sl. No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Permanent	69.1	98.3	71.9
2	Temporary	27.5	1.6	25.1
3	Contract	2.7	0.0	2.4
4	Casual/Others	0.5	0.0	0.4

5.5 To understand the social & other conditions of the women workers in match industry, information about the religion and caste is also collected and presented in Table 5.3. About 95 percent of women workers have reported Hindu Religion, followed by 3 percent Christian

religion and remaining Women workers belonging to either Muslim or Sikh religion.

- 5.6** Table 5.3 shows that 1.1 percent and 0.7 percent of the women workers belong to Muslim and Sikh religions respectively in the sampled units in both the States.

Table 5.3: Distribution of Women Workers by Religion, Caste and Category (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Hindu	96.1	86.7	95.2
2	Muslim	0.8	4.2	1.1
3	Sikh	0.8	0.0	0.7
4	Christian	2.3	9.2	3.0
Workers by Caste				
1	SC	17.3	19.2	17.5
2	ST	2.2	0.0	2.0
3	OBC	59.7	58.3	59.6
4	Others	20.8	22.5	20.9

- 5.7** Table 5.3 reveals that around 60 percent of the women workers and 17 percent of the women workers belong to other backward class and scheduled caste category respectively. In Tamil Nadu and Kerala State, the proportion of women workers belonging to OBC and SC followed the similar trends.

- 5.8** Table 5.4 presents the distribution of women workers by family size. It is revealed from the table 5.4 that average family size is 3.2 among women workers in match industry. Around 32 percent of the women workers have stated the family size of four persons in both the States combined. In Tamil Nadu State, about 33 percent and 28 percent of the women workers have reported their family size as four and three members respectively. In Kerala, two member family sizes is the most

dominant category among women workers followed by three member families. Around 10 percent and 7 percent of the sampled women workers found to be single member families in Kerala and Tamil Nadu State respectively.

Table5.4: Distribution of Women Workers by Family Size (%)

Sl.No.	Family Size	Name of State		
		Tamil Nadu	Kerala	Total
1	Single	6.8	10.8	7.2
2	Two	20.8	25.8	21.3
3	Three	28.1	20.8	27.4
4	Four	33.2	22.5	32.2
5	Five	9.8	10.0	9.8
6	Six	1.3	3.3	1.5
7	Seven and above	0.0	6.7	0.7
8	Average family size	3.2	3.4	3.2

- 5.9** As our country plans to reap the benefits of demographic dividend, it is important to understand the age profile of the workers in various industries. Keeping this in view, the survey aimed at the collection of information about age group and marital status of the women workers engaged in the match industry.
- 5.10** Table 5.5 shows that about 64 percent of the women workers belong to the age group of 35-59 years. The women workers having age group between 19-34 years comprise of 31.4 percent. In Tamil Nadu and Kerala States, about 62 percent and 87 percent of sampled women workers belong to age group 35-59 years respectively which in turn is found to be the dominant age group in the match industry.
- 5.11** Information on the marital status has also been collected and presented in Table 5.5. Around 76 percent of the women workers engaged in the match industry are married. In Tamil Nadu, the proportion is higher (79 percent) as compared to Kerala (41 percent). Among the sampled women workers, the proportion of unmarried and widowed is about 11 percent in each case.

Table 5.5: Distribution of Women Workers by Age Group and Marital Status (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Age Groups				
1	15-18	1.5	0	1.3
2	19-34	33.5	10.8	31.4
3	35-59	61.9	86.7	64.3
4	60 & above	3.1	2.5	3.0
II. Marital Status				
1	Unmarried	9.3	26.7	10.9
2	Married	79.4	41.7	75.8
3	Widowed	9.7	25	11.2
4	Separated	1.2	0.8	1.2
5	Divorced	0.4	5.8	0.9

5.12 It is evident from the Table 5.6 that in Tamil Nadu, the number of male and female members in a woman worker's family is almost in equal proportion whereas in Kerala female members in a family are considerably higher than male members as the sex ratio is generally higher in the State of Kerala. It is also observed that maximum family members are from age group 19-59 in both the States that accounts for nearly 70 percent of the total members.

Table 5.6: Distribution of Members of Women Worker's Family by Gender and Age Group (%)

Sl.No.	Particulars	Name of State	
		Tamil Nadu	Kerala
1	Total number of family members	3659	406
Family members by sex			
2	Male	48.6	39.9
3	Female	51.4	60.1
Age profile of family members			
1	Below 15	18.3	12.3
2	15-18	9.92	7.39
3	19-59	67.61	69.7
4	60 & above	4.1	10.59

5.13 Table 5.7 reveals that a large number of women workers (about 37 percent) in Tamil Nadu are illiterate whereas in Kerala it is at about 7 percent, revealing better educational level in the State of Kerala. The number of graduates pass out in both the States is less than 2 percent among the sampled women workers.

Table 5.7: Distribution of Women Workers by Educational Level (%)

Sl.No.	Particulars	Name of State	
		Tamil Nadu	Kerala
1	Illiterate	37.4	6.7
2	Below primary	10.6	15
3	Primary	25	34.2
4	Middle	15.9	15.8
5	Matric or higher secondary	10.4	26.7
6	Graduate and above	0.7	1.6

5.14 Table 5.8 shows that about 30 percent and 13 percent households in Kerala and Tamil Nadu States respectively have only one earner member. Majority of the households have reported two earners in a family in both the States.

Table 5.8: Distribution of Household by Number of Earner (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	One	12.9	30.0	14.6
2	Two	59.5	50.0	58.6
3	Three	15.7	13.3	15.5
4	Four	10.0	3.3	9.4
5	Five	1.5	0.8	1.5
6	Six	0.1	0.0	0.1
7	Seven and above	0.0	2.5	0.24

5.15 The data in table 5.9 reveals that in both the States, the women workers get their wages in time. It is also observed that most of the women workers get their wages on weekly basis in both the States. Nearly 88 percent of women workers in Tamil Nadu and all the women

workers in Kerala State get the wages weekly. A few workers get their wages with other pay periods. Only 1 percent women workers have reported to be getting wages on daily basis.

Table 5.9: Distribution of Women Workers by Pay Period (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1.	Women worker receiving wages in time	98.8	100	98.9
Pay period				
2.	Monthly	3.6	0	3.4
3.	Fortnightly	7.6	0	6.8
4.	Weekly	87.6	100	88.8
5.	Daily	1.1	0	0.9
6.	Others	0.1	0	0.1

5.16 The information on the percentage of women workers by mode of payment is collected and presented in Table 5.10. In Tamil Nadu State, the mode of payment is reported as piece rated in most of the cases and 92 percent women workers get their payment by this mode. While in Kerala the popular mode of payment is time rated as nearly 96 percent women workers get time rated payment. It is also evident that while maintaining accounts management does not involve the women workers in Kerala State whereas in Tamil Nadu the maintenance of accounts is distributed among management and others by about 90 percent.

Table 5.10: Distribution of Women Workers by Mode of Payment (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Mode of payment				
1	Time rated	7.7	95.8	16.1
2	Piece rated	92.3	4.2	83.9
II. Maintenance of accounts in case of piece rated				
1	Management	54.4	0	54.1
2	Women workers	0.7	0	0.6
3	Both	10.3	0	10.4
4	Others	34.6	100	34.9

5.17 Table 5.11 reveals that only 6 percent of the women workers in both the States have reported to be getting weekly off with wages. In the State of Kerala, no woman worker has reported as getting weekly off whereas in Tamil Nadu only 7 percent of the women workers getting weekly off with wages. Similarly, about 30 percent of the women workers in both the States are getting annual leave.

Table 5.11: Distribution of Women Workers getting Weekly off, Annual Leave (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers getting weekly off With Wages	7.0	0	6.3
2	Women workers getting Annual leave	31.6	23.3	30.8

5.18 Table 5.12 indicates that about 13 percent of the women workers in Tamil Nadu are provided with educational facility by their employers. In the State of Kerala, no woman worker has reported to have availed educational facilities provided by the match unit. About 40 percent and 19 percent of women workers reported to have awareness about the government welfare schemes in Tamil Nadu and Kerala States respectively.

5.19 It is evident from Table 5.13 that about one percent women workers are reported to be getting wages not in time in both the States. No woman worker has been reported feeling discrimination with respect to wages in both the States. However, about 2 percent of the women workers are reported discrimination with respect to facilities provided to them as compared to male workers in Tamil Nadu. It is also observed that there is difference in receiving the advances between both the States as 84 percent match workers in Kerala State have reported to be getting advances whereas in Tamil Nadu, the same is only 20 percent.

Table 5.12: Distribution of Women Workers Availing Educational and Other Welfare Facilities (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers availing educational facility given by employer	13.7	0	12.4
Type of educational benefits/facility				
1	Scholarship	0.6	0	0.6
2	Subsidy for books	91.6	0	91.6
3	Others	7.8	0	7.8
4	Women workers aware of welfare schemes of government	39.5	19.2	37.5

Table 5.13: Distribution of Women Workers Reporting Discrimination at Work Place w.r.t Wages, Facilities and Advances (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers getting wages not in time	1.3	0.0	1.3
2	Women workers feeling discrimination w.r.t wages	0.0	0.0	0.0
3	Women workers feeling discrimination w.r.t facilities	1.7	0.0	1.5
4	Women workers receiving advances	19.5	84.1	25.7

5.20 Table 5.14 shows that only 30 percent of the sampled women workers are aware of Minimum Wages Act, 1948 in both the States. In Tamil Nadu State the general awareness is about 27 percent whereas in

Kerala State the awareness about this act is 60 percent. Similarly, Women workers in the State of Kerala are more aware of Equal Remuneration Act than the workers of Tamil Nadu State.

5.21 The awareness among women workers regarding Maternity Benefit Act in Kerala State is very high as compared to the Tamil Nadu State. In Kerala the awareness of women workers about this act is 70 percent whereas in Tamil Nadu State the awareness is only 36 percent.

Table 5.14: Distribution of Women Workers having Awareness about Relevant Welfare Acts (%)

Sl.No.	Awareness of Acts by Women Workers	Name of State		
		Tamil Nadu	Kerala	Total
1.	Minimum Wages Act, 1948	26.7	59.1	29.8
2.	Equal Remuneration Act	22.7	69.1	27.1
3.	Maternity Benefit Act	36.3	70.0	39.6

5.22 Information on the distribution of women workers reporting savings, from their earnings, in match industry is also collected and presented in the Table 5.15. In the Tamil Nadu State women workers save more as compared to women workers in the Kerala State. In Kerala State, 25 percent of the women workers have reported saving, whereas in Tamil Nadu State, 34 percent of the women workers save money. Average monthly saving by women workers in Tamil Nadu State is about Rs. 1124/- whereas in the Kerala State the average monthly saving is Rs. 770/-.

Table 5.15: Distribution of Women Workers who have Reported Savings (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	Women workers save money	34.3	25	33.4
2	Average monthly Saving (Rs)	1124	770	1099

5.23 Table 5.16 provides the information of distance covered by women workers for reaching the match unit and the mode of transport used. Majority of the women workers, have reported to be covering up to 5 Km for reaching the office in both Kerala and Tamil Nadu State. In Tamil Nadu, 93 percent and in Kerala 77 percent of women workers have reported to cover up to 5 Km in a day to reach the unit.

5.24 The women workers going on foot from match unit to residence and vice versa, are about 84 percent in the State of Tamil Nadu and 53 percent in the State of Kerala. No Women workers have reported using Scooter/Motorcycle as a mode of Transport for going to match unit from residence and vice versa in both the States.

5.25 However, in both the States some women workers have reported Public transport from residence to Match Unit and vice versa. In Kerala State, it is being used by about 40 percent as compared to 5 percent in the Tamil Nadu State. Some women workers have reported using Factory Vehicle in both the States

Table 5.16: Distribution of Women Workers by Distance, from Match Unit to Residence and Mode of Transport (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Distance				
1	Up to 5 km	92.6	76.6	91.1
2	6-10 km	4.0	11.6	4.7
3	11-15 km	1.1	0.8	1.1
4	Above 15 km	2.1	10.8	2.9
II. Mode of Transport				
1	On foot	83.5	53.3	80.6
2	Cycle	1.2	0	1.1
3	Scooter/Motorcycle	0	0	0
4	Public Transport	5.1	40	8.4
5	Factory Vehicle	10.1	6.6	9.8

5.26 It is evident from the Table 5.17 that majority of the women workers are living in Self-Owned Houses, 62 percent in Tamil Nadu State and 67 percent in the Kerala State. The accommodation provided by Employer on rent or free of rent, in both the States are negligible. However, privately rented houses are reportedly 36 percent in Tamil Nadu whereas it is 33 percent in the State of Kerala.

5.27 Women Workers living in Chawl/Basti type of dwelling in the State of Tamil Nadu are 9 percent whereas no women worker is living in Chawl/basti in the State of Kerala. In the Kerala State about 32 percent are living in Flats whereas only 6 percent are reported to be living in flats in the Tamil Nadu State.

5.28 In the State of Tami Nadu about 3 percent Women Workers are living in Katcha Houses; whereas no women worker is living in the Katcha House in the Kerala State. Similarly, in the State of Tamil Nadu women workers living in Semi-Pucca houses are 32 percent whereas in Kerala it is about 4 percent.

Table 5.17: Distribution of Women Workers by Housing Conditions (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Ownership of House				
1	Self-owned	61.8	67.0	62.3
2	Provided by employer on rent	0.3	0.0	0.3
3	Provided by employer free of rent	1.8	0.0	1.6
4	Privately rented	35.9	32.0	35.6
II. Type of Dwelling				
1	Chawl/basti	9.2	0.0	8.3
2	Flat	6.1	31.6	8.6
3	Hutment	19.8	4.1	18.3
4	Independent house	64.7	64.1	64.7
III. Type of Structure				
1	Katcha	3.1	0.0	2.8
2	Semi-Pucca	32.2	4.1	29.5
3	Pucca	64.5	95.8	67.5

5.29 In table 5.18 women workers have reported almost 2 numbers of living rooms in both the State of Tamil Nadu and Kerala. 82 percent of the Women workers in the State of Tamil Nadu and all the women workers in the State of Kerala have reported to be having separate Kitchen. Similarly 54 percent of women workers have reported separate latrine in the State of Tamil Nadu and 100 percent in the State of Kerala.

Table 5.18: Distribution of Women Workers Dwellings by Number of Rooms and other Facilities (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	No of living rooms	1.7	2.0	1.7
2	separate kitchen	82.3	100	84.0
3	separate bathroom	71.8	100	74.5
4	separate latrine	54.4	100	58.8

5.30 Information on the Women Workers' dwellings by source of water, lighting and cooking is presented in Table 5.19. It is observed from the table that about 30 percent of the households of women workers have independent source of water supply. Majority of the women workers (60 percent) are having their source of water supply shared outside. In the State of Kerala, all the women workers have reported to be having independent water source. But in case of Tamil Nadu, majority of the women workers have their water source by sharing outside. Only 22 percent of the sampled women workers in Tamil Nadu have independent water source.

Table 5.19: Distribution of Women Workers Dwellings, by Source of Water, Lighting and Cooking (%)

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
Source of water supply				
1	Independent	22.0	100.0	29.5
2	Shared inside	11.5	0.0	10.4
3	Shared outside	66.4	0.0	60.1
Source of lighting energy				
1	Kerosene oil	3.6	20.0	5.2
2	Electricity	92.7	78.3	91.3
3	Both	3.6	1.7	3.4
4	Others	0.1	0.0	0.1
Source of cooking energy				
1	Firewood	11.1	68.3	16.6
2	Kerosene	4.1	0.0	3.7
3	Cooking gas	82.6	21.7	76.8
4	Electricity	0.2	0.0	0.2
5	More than one source	0.0	10.0	1.0
6	Other sources	2.0	0.0	1.8

5.31 It is also noticed from the table about 91 percent of the sampled women workers are reported to be using electricity as source of lighting energy. It is clearly evident in case of Tamil Nadu as 92 percent of the women workers are reported to be using electricity as a major source of lighting energy.

5.32 Around 77 percent of the women workers' households are reported to be using cooking gas as a source of cooking energy. It is also observed that the firewood is used as the second important cooking energy (16.6 percent). In State of Tamil Nadu, about 82 percent of the women workers' households are found to be using cooking gas followed by 11 percent of the workers using firewood as a source of cooking energy.

5.33 The information on women workers having indebted is also collected and presented in the table 5.20. The average total amount borrowed by a woman worker's family in both the States is found to be Rs.70,934. In case of average total outstanding amount, the women workers from Kerala State have reported to be having higher (Rs. 37,500) as compared to their counterparts in Tamil Nadu. It is also noticed that the rate of interest in the State of Kerala is higher as compared to Tamil Nadu State.

Table 5.20: Distribution of Women Workers Reporting Indebtedness, with Rate of Interest Paid

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
I. Total Amount (Rs)				
1	Borrowed	7,06,500	9,25,000	16,31,500
2	Outstanding	5,57,300	2,25,000	7,82,300
II. Average Amount (Rs)				
1	Borrowed	41,558	1,54,166	70,934
2	Outstanding	32,782	37,500	34,013
III. Rate of interest reported by workers (%)				
1	Below 12	100	0	0
2	12 to 18	0	100	100

5.34 Table 5.21 represents the information on distribution on women workers by the purpose of loan taken. It is noticed that about 35 percent of the women workers in both the States have taken loan for the purpose of household consumption and about 26 percent of the workers have reported loan for educational purpose.

Table 5.21: Distribution of Women Workers by the Purpose of Loan Taken (%)

Sl.No.	Purpose of loan	Name of State		
		Tamil Nadu	Kerala	Total
1.	Household Consumption	47.0	0.0	34.8
2.	Marriage or Child Birth	5.8	33.3	13.0
3.	Education	35.2	0.0	26.1
4.	Purchase of land	11.7	0.0	8.70
5.	Others	0.0	66.7	17.4

5.35 It is evident from the table 5.22 that around 35 percent of the sampled women workers in both the States have taken loan from either commercial banks or other government sources. It is clearly seen in the State of Kerala as all the sampled workers have reported to be borrowed from commercial banks or government source. But in case of Tamil Nadu, the women workers have reported to be borrowed more than two sources.

5.36 About 65 percent of the sampled workers have borrowed loan from their employers. It is also observed that the commercial banks and money lenders are the second important source of loans.

Table 5.22: Distribution of Women Workers Reporting Indebtedness by Source of Loan (%)

Sl.No.	Source of loan	Name of State		
		Tamil Nadu	Kerala	Total
1	Co-operative/Credit society	5.9	0.0	4.4
2	Bank/Govt/LIC	11.8	100.0	34.8
3	Employer	64.7	0.0	47.8
4	Money Lender	11.8	0.0	8.7
7	Others	5.9	0.0	4.4

5.37 Table 5.23 shows that only 23 sampled women workers are reported to be indebted. About 61 percent of the sampled workers in both the States have borrowed loans without any security. In the State of Tamil Nadu, 11.8 percent and 5.9 percent of the women workers borrowed loans against their land and other securities respectively.

Table 5.23: Distribution of Women Workers Reporting Indebtedness by Type of Security Pledged against Loan

Sl.No.	Particulars	Name of State		
		Tamil Nadu	Kerala	Total
1	No. of women workers reported indebtedness	17	6	23
Type of security (%)				
2	No security	82.4	0.0	60.9
3	Land	11.8	50.0	21.7
4	House	0	50.0	13.0
5	Others	5.9	0.0	4.4

Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh

Survey on Socio Economic Conditions of Women Workers in Match Industry (2014)

Employer Schedule

1. General Particulars

Name of State (Tamil Nadu-1, Kerala-2)			
Unit ID No			
Name of the Unit with complete Address:			
Name of product: (Match Box-1, Match Splints-2, Match Splints with chemical-3, Fireworks-4, Others-9)			
Establishment Year			
Total Employment (As on 31 st March, 2014)			
Total Women Employment (As on 31 st March, 2014)			
Ownership Code: (Sole Proprietor-1, Partnership-2, Private Company-3, Public Company-4, SHG-5, Others-8)			
Name of contact person			
Telephone No. with STD Code			
Total production:			
	2011-12	2012-13	2013-14
Volume (Kg)			
Boxes (No)			
Value (Rs)			

2. Employment : Number of Persons Employed on 31st March, 2014

	Male	Female	Adolescent	Child
Manual				
Skilled				
Semi-skilled				
Unskilled				
Non-Manual				
Managerial				
Clerical				
Other Staff				
Total				

3. Wages and Earnings of Manual Workers (All Workers)

Sl. No	Name of Worker/ Token Number/ Sl. No. in Attendance Register	Occupation (Code)	Sex (Male-1 Female-2)	Age as on last date of Birth (Years)	Working Since When (Mention Year)	Marital Status (Code)	Employ ment Status (Code)	Skill (Code)	Mode of Payment (Time Rated-1, Piece Rated-2)	Mode of Employment (Direct-1 Through Contractor-2)
1	2	3	4	5	6	7	8	9	10	11
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										
13										
14										
15										
16										
17										
18										
19										
20										

Occupation (Col 3): Driver-1, Foreman/Supervisor-2,
Watchman-3, Match box filler/Packing-4, Machine Operator-5,
Box Printing & Labelling-6, Other Worker-9

Marital Status (Col 7):
Unmarried-1, Married-2, Widowed-
3, Divorced-4, Separated-5, NA-9

Employment Status (Col 8):
Permanent-1, Temporary-2, Contract-
3, Casual/Others-4

Skill Code (Col 9): Skilled-1,
Semi Skilled-2, Unskilled-3

4. Wages and Earnings of Manual Workers (All workers)

Sl. No	Name of Worker/Token Number/ Sl.No. in Attendance Register	Occupation (code)	Pay Period (Code)	No of Days (March, 2014)		Basic Wages	Dearness Allowances	Travelling Allowances	Other Allowances	Benefits in Kind (Money Value)	Total Earnings col(15+16+17+18+19)
				Worked for	Paid For						
1	2	3	12	13	14	15	16	17	18	19	20
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18											
19											
20											

Pay Period (Col 12): Daily-1, Weekly-2, 10 days-3, Fortnightly-4, Monthly-5, Not Fixed-6

5. Bonus & Ex Gratia:

Whether the Unit is covered under the payment of Bonus Act,1965 (Yes-1, No-2)	
If Yes in above column then, Whether the Bonus is paid or not? (Yes-1, No-2)	
If paid, Category of workers Paid Bonus : (Permanent-1, Temporary-2, Contract-3, Casual-4, All-5, Others-6, NA-9)	
Type of Bonus Paid: (Annual-1, Festival-2, Productivity-3, Others-4, NA-9)	
No of Workers Paid Bonus during 2013-14:	
Whether both male & female workers are paid bonus equally or not? (Yes-1, No-2)	
If No in above column, mention the reason for difference: Output-1, Difference in skill-2, Difference in Occupation-3, Others (Specify)_____	
Rate of Bonus paid for the year in % _ _ _ _ _	
Total amount of bonus paid In Cash Rs. _____ + In Kind (value) Rs. _____ Total>	
Does the unit paying Ex-Gratia to the workers? (Yes-1, No-2)	
If yes, category of the workers eligible: (All workers-1, Some-2,NA-9)	
Total amount of last Ex-gratia paid during 2013-14 (Rs)	

6. Fines & Deduction/Contribution

Does the Unit imposing fine on workers? (Yes-1, No-2)	
If yes, mention the reason (Late coming-1 Wastage of Production-2, Damage or loss of Tools-3, Others (Specify) _____)-4, NA-9	
How the Funds are utilized?: For the Welfare of Workers-1, Other Purposes-2, NA-9	
Whether deductions are made from the wages of workers? (Yes-1, No-2)	
If yes, type of deductions: (Absence from Duty-1, Loan Advance-2, House Accomodation-3, House Building Advance-4, Group Insurance-5, EPF-6, ESI-7, Others (Specify) _____), NA-9	

7. Hours of Work

Total No. of Working Days in March, 2014					
Daily Hours of Work For Adults					
No of times rest allowed in a day					
Duration of rest interval: <i>Less than half hour -1, half - one hour-2, 1-2 hours-3, More than 2 hours-4, NA-9</i>					
Whether the workers work beyond the normal working hours? (Yes-1, No-2)					
If yes, mention rate of payment for overtime: <i>(Ordinary-1, Double-2, Specials-3, No extra Payment-4, NA-9)</i>					
8. Leave and Holidays (Annual)					
Whether the unit is allowing leave/ Holidays? (Yes-1, No-2)					
If yes , <i>With Wages-1, Without Wages-2, Mix-3, NA-9</i>					
No. of holidays allowed with wages to manual workers (<i>in a year</i>)					
9. Weekly Off					
Is weekly off given to the workers? (Yes-1, No-2)					
If yes, <i>With Wages - 1, Without Wages - 2, Mix - 3, NA-9</i>					
10. Types of leave allowed					
SI. No	Type of Leave/Holiday	No of leaves allowed during the 2013-14 to different category of workers			
		Permanent	Temporary	Contract	Casual
1	Annual/Earned Leave				
2	Sick Leave				
3	Casual Leave				
4	National/Festival Leave				
11. Medical Facility & Crèche Facility					
Whether Medical Facilities are provided by the Unit? <i>(Yes-1, No-2)</i>					
If yes, what type of arrangement is made by unit? <i>Own dispensary-1, Tie-up with Pvt hospital-2, through ESI hospital-3, Doctor on call-4, other (Specify) _____, NA-9</i>					
Whether the Unit is having first aid box? <i>(Yes-1, No-2)</i>					
Whether Medical Facilities Provided to the workers and their family members are free of costs? <i>(Yes-1, No-2)</i>					
Whether Crèche Facility is provided by the unit? <i>(Yes-1, No-2)</i>					
If yes, number of Infants below the age of six years					
No of rooms provided for the use of children.					
Whether the Crèche is maintained by trained women? <i>(Yes-1, No-2)</i>					

12. Education / Housing / Others facilities			
Whether Education Facilities are provided by the Match Unit. : (Yes-1, No-2)			
If yes, Category of workers provided this facility: (Permanent-1, Temporary-2, Contract-3, Casual-4, All-5, Others-6, NA-9)			
Number of workers who availed the facility during 2013-14			
Total amount spent on education during the year 2013-14			
Whether Housing Facility is provided by the Unit?: (Yes-1, No-2)			
If yes: (Within Unit - 1, Out Side Unit - 2)			
Housing Facilities provided: (Free of cost - 1, On Rent -2, N.A - 9)			
How many Women Workers are residing in the accommodation provided by the employer?			
Is there Any Welfare officer appointed: (Yes- 1, No-2)			
13. Maternity Benefits			
Whether Maternity benefits are provided by the employer? : (Yes- 1, No-2)			
If yes, number of days of maternity leave allowed _____			
No. of Women Workers have benefitted in 2013-2014 _____			
Total Amount Paid in 2013-2014 (Medical + Salary) _____			
14. Welfare Facilities at Work Site			
SI. No	Name of Welfare Facility	Whether Provided (Yes - 1, No -2)	If Yes , Whether provided Separately for Women (Yes-1, No-2)
1	Drinking Water		
2	Washing		
3	Urinal		
4	Latrine		
5	Rest Shelter		
6	Canteen Facilities		
7	Recreational Facilities		
8	Others (Specify)		
15. Trade Union / Employer's Association			
Whether the Match Unit is member of any Employer's Association?			
If yes, Name of Association _____			
Whether the workers are members of any Trade union?			
If yes, number of male & female workers member of the trade union No of Male workers _____ & No of Female workers _____			

16. Maintenance of Records				
Is the Unit Maintaining the following Records? (Yes- 1, No-2)				
Attendance Register				
Muster Roll / Wage Register				
Register of Advances				
Register of Overtime				
Bonus / Ex-gratia Payment Register				
Register of Fines / Deductions				
Maternity Benefit Register				
Register of Accidents				
Is there any case of sexual harassment or exploitation of women worker reported in the Unit during the last two years?				
If yes, number of cases reported in the year 2013-14				
Is there any machinery or mechanism to redress grievances of workers? (Yes-1, No-2)				
If Yes, how it functions? : <i>Mutually between management & worker-1, Through Trade Union/Association-2, Through Labour Department-3, No provision-4, Others (Specify)_____ -5, NA-9</i>				
17. Social Security Benefits				
Whether the Unit is providing Social Security Benefits?				
If yes, which of the benefit? <i>EPF-1, GPF-2, Group Insurance-3, Health Insurance-4, All-5, Some benefits-6, NA-9</i>				
If yes, category of workers eligible <i>All-1, Some-2, NA-9</i>				
Number of workers have benefitted during 2013-14?				
Name of Scheme	EPF	ESI	GI	HI
No. of workers benefitted in 2013-2014				

18. S.O./F.O.'s OBSERVATION

Sl. No	Name of Facility	RANKING					Not Available
		Excellent	Very Good	Satisfactory	Average	Below Average	
1	Drinking Water						
2	Washing Facility						
3	Latrines						
4	Urinals						
5	Rest Shelter						
6	Canteen						
7	Recreational Facilities						
8	Medical Facilities						
9	Crèche Facility						
10	Maintainance of Records						
11	Fire Safety						
12	Cleanliness						
13	Education Facility						
14	Housing Facility						
15	Daily Hours of Work						

For Piece Rated Workers _____

Minimum Requirement (No of Boxes) _____

Rate per Box (Rs) _____

Further details of Piece rate system _____

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Worker Schedule

1. General Particulars			
Unit ID No.			
Name of the Unit			
Sample-1, Substitute-2			
2. Personal Details			
Name of the Sample Worker			
Age (in completed years)			
Employment Status (Permanent - 1, Temporary - 2, Contract - 3, Casual/others - 4)			
ID / Token No of the Sample worker			
Occupation of the Sample Worker (Driver-1, Foreman/Supervisor-2, Watchwoman-3, Match box filler/Packing-4, Machine Operator-5, Box Printing & Labelling-6, Miscellaneous Worker-7)			
Religion (Hindu-1, Muslim-2, Sikh-3, Christian-4, Others(Specify) _____)			
Caste (SC-1, ST-2, OBC-3, Others-4)			
3. Details of Migration			
Whether migrated from other state? (Yes - 1, No -2)			
If Yes, Mention Year of Migration			
Migrated from which state			
Migrated from which district (In case of Intra State)			
Reason for migration : Non-availability of work - 1, Draught and poverty-2, Low wages-3 Motivated by friends and relatives-4, To set up business or search of Change of occupation-5, Family Quarrels-6, Others-7, NA-9			
4. Housing Facility and Mode of Transport			
Are you residing in the premises of Match Unit? (Yes - 1, No - 2)			
If yes, housing facility provided by the unit Free of cost - 1, On Rent - 2, On Concession - 3, NA - 9			
If not, distance of residence from the unit Upto 5 Km-1, 6-10 Km-2, 11-15 Km-3, Above 15 Km-4, NA-9			
Mode of transportation used On foot-1, Cycle-2, Scooter/Motorcycle - 3, Public Transport-4, Factory Vehicle-5, NA-9			
5. Others Facilities			
Canteen Facilities: (Available-1, Not Available-2)	Over Time: (Available-1, Not Available-2)	Rest Room Facilities: (Provided-1, Not Provided-2)	
Drinking Water Facilities: (Provided-1, Not Provided-2)	Precautionary/Safety Measures: (Good-1, Normal-2, Poor-3)	Transport Facilities: Provided-1, Not Provided-2	
Opinion About Bonus: Highly Satisfied-1, Satisfied-2, Not Satisfied-3	Opinion About Wages: Highly Satisfied-1, Satisfied-2, Not Satisfied-3	Sitting Facilities / Seating arrangement: Highly Satisfied-1, Satisfied-2, Not Satisfied-3	

6. Demographic and other particulars of family members

SI. No.	Name of Members	Relation with the Women Worker(A)	Sex (Male-1 Female-2)	Age (in completed years)	Marital Status code(B)	Educational Qualification code (C)	Economic status code (D)	Income (In Rs)		Total Income per month (in Rs.)
								From Match Unit(MU)	Other source	
1	2	3	4	5	6	7	8	9	10	11
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										
13										
14										

Code (A) : Self-1, spouse -2, married child-3, spouse of married child-4, unmarried child-5, Grandchild-6, father/mother/father-in-law/mother-in-law-7, brother/sister/brother-in-law/sister-in-law/other relatives-8

Code (B) : Unmarried-1, Married-2, Widowed-3, Separated-4, Divorced-5, NA-9

Code (C) : Illiterate-1, Literate but below primary-2, Primary-3, Middle-4, Matric or Higher secondary-5, Graduate & Above-6, NA-9

Code (D) : Earner-1, Earning dependent-2, Non-earner-3

7. Wages & Earnings	
Pay Period <i>(Monthly-1, Fortnightly-2, Weekly-3, Daily-4, Others-5)</i>	
Mode of wage Payment <i>(Time Rated-1, Piece Rated-2)</i>	
Total Earnings of the worker in March, 2014 (Rs.)	
Whether the wages are paid in time or not? <i>(Yes-1, No-2)</i>	
Do you feel any discrimination vis-à-vis male counterparts <i>(Yes-1, No-2)</i>	in matter of wages?
	in matter of facilities provided?
Whether Loan/ Advance facility is available to you? <i>(Yes-1, No-2)</i>	
If employed on piece rate basis, who keeps the account of production? <i>(Management-1, Women Worker-2, Both-3, NA-9)</i>	
8. Overtime & leave	
Do you work overtime? <i>(Yes-1, No-2)</i>	
Rate of overtime Payments <i>(Ordinary-1, Double-2, No payments-3,Others-4, NA-9)</i>	
Whether transport facility provided on overtime days or not? <i>(Yes-1, No-2)</i>	
Have you ever worked in night shift? <i>(Yes-1, No-2)</i>	
Does the woman worker get weekly off? <i>(Yes-1, No-2)</i>	
If yes, with wages or without wages? <i>(With Wages-1, Without Wages-2, NA-9)</i>	
Do you get Earned/ Annual Leave? <i>(Yes-1, No-2)</i>	
Do you get Maternity Leave? <i>(Yes-1, No-2)</i>	
9. Fines	
Is the employer making any fine? <i>(Yes-1, No-2)</i>	
If Yes, mention reasons <i>(Absence from Duty-1, Wastage in production-2, Less Output-3, Damage or loss of Tools-4, Others-5, NA-9)</i>	
How the fines/ deductions are made. ? <i>(Arbitrarily-1, Mutual agreed formula-2, Other modes-3, NA-9)</i>	
How the fund is utilized? <i>(For the welfare of Workers-1, Others Purposes-2, NA-9)</i>	

10. Total Household Income and Savings

10.a. Total Income					
S. No	Source of Income (Preceding month)	Male	Female	Children	Total amount in (Rs)
1	Income from Match Industry				
2	Income from Other Industries				
3	Income from Agriculture				
4	Other (Specify)				
Total (1 to 4)					
10.b. Savings					
1	Does the household of the worker save money? (Yes-1, No-2)				
2	Approximate Monthly Savings of the Household				
11. Other Welfare Facilities					
For the Education of children whether any facility is provided by the unit? (Yes-1, No-2)					
If yes, mention the type of facility. (Scholarship-1, Full Fee reimbursement-2, Partial Fee reimbursement-3, Subsidy for books-4, Others (Specify) - 5, NA-9)					
Are you aware of welfare Schemes of the Govt.: (Yes-1, No-2)					
If yes, did you receive any benefit under such scheme (s) : (Yes-1, No-2) (also mention name of scheme and benefit accrued/availed)					

Have you received maternity benefits? (Yes-1, No-2, NA-9)					
If yes, number of days of leave with wages?					
Did you get full/partial reimbursement of medical claim : (Full-1, Partial-2, NA-9)					
12. Trade Unionism and Awareness					
Are you member of any Trade Union: (Yes-1, No-2)					
If yes, Status held : (Ordinary Member-1, Executive Member-2, NA-9)					
Are you aware of Minimum Wages Act, 1948: (Yes-1, No-2)					
Are you aware of Equal Remuneration Act.1976: (Yes-1, No-2)					
Are you aware of the Maternity Benefit Act: (Yes-1, No-2)					

13. Household indebtedness (Debts taken, if any)	
Month and year of Borrowing	
Borrowed Initially	
Outstanding on the date of visit	
Nature of loan(Code)	
Purpose of Loan(Code)	
Source (Code)	
Rate of Interest(%per annum)	
Type of security (Code)	
Mode of re-payment (code)	
14. Housing Conditions	
Self-owned-1, , Privately Rented-2, Provided by Employer free of Rent-3, provided by Employer on Rent-4,	
Type of dwelling: Chawl/Basti-1, Flat-2, Hutment-3, Independent House-4, Others (Specify) - 5	
Type of structure: Katcha-1, Semi pucca-2, Pucca-3	
Number of Living rooms?	
Whether having separate Kitchen : Yes-1, No-2	
Whether having separate Bathroom : Yes-1, No-2	
Whether having separate Latrine: Yes-1, No-2	
Source of water supply: Independent-1, Shared inside-2, Shared outside-3	
If shared outside then mention distance (in Mtrs.)	
Source of lighting energy : Kerosene-oil - 1,Electricity-2,Both-3, Others-4	
Source of cooking energy : Firewood/dungcake-1, Kerosene oil - 2, Cooking gas-3, Electricity-4, Solar-5, More than One source-6, Others-7	

Code for household Indebtedness:

Nature of Loan: Hereditary-1, Loan taken by the worker in cash-2, In kind-3, Partly in cash and partly in kind-4, Others-5, NA-9

Purpose of loan: Household consumption-1, Sickness-2, Marriage and other Ceremonial occasions like child birth-3, Funeral-4, Legal expenses-5, Education-6, Purchase of land-7, Repayment of debt-8, Others-10, NA-9

Source: Co-operative/Credit society-1, Bank/Govt/LIC-2, Employer-3, Money Lender-4, Shopkeeper-5, Friends and relatives-6, Others-7, NA-9

Type of Security: No security-1, Land -2, House-3, Jewellery-4, Surety of Cooperative Society member-5, LIC policy-6, Others-7, NA-9

Mode of repayment: In cash-1, In Kind-2, Partly in cash and partly in kind-3, By putting in manual Labour-4, Other-5, NA-9

15. Other Working Conditions & Economic Independence	
Any discrimination faced by the women Worker at work place: (Yes-1, No-2)	
If yes, Specify. _____ _____	
Any sexual harassment experienced at work place: (Yes-1, No-2)	
Is there any designated authority at the work place to handle cases of sexual harassment exploitation: (Yes-1, No-2)	
If yes your observation about its effectiveness: (Satisfactory - 1, Not Satisfactory -2)	
16. Economic Independence and Family Environment	
Who receives the wages of woman worker? (Self-1, Husband-2, Head of Family-3)	
Does the woman worker keep the wages / earning herself? (Yes-1, No-2)	
Is the woman worker independent to take financial decisions (Yes-1, No-2)	
If Yes, does the women worker spend money on her personal needs? (Yes-1, No-2)	
Who takes care of the children when the woman worker is at work? (Unit crèche-1, Other crèche-2, Family members-3, without any special attention in the unit premises-4, Others (Specify) - 5, NA-9)	

17. PARTICULARS OF FIELD WORK									
Field Officer				Supervising Officer				For Headquarters Use Only	
Name				Name				Receipt	
additional sheets attached				Date		Date			
Date		Receipt				Scrutinized			
Investigation		Scrutiny				Name			
Submission to SO		dispatch to Hq				Date			
Date		Signature							
Signature									

..... about the Labour Bureau

An apex organisation for providing data base at the national level for policy formulation, evaluation and research, the Labour Bureau in the union Ministry of Labour is the epicentre of all activities involving planning, collection and dissemination of data on various facets of Labour which forms a sound basis for decision making in the Government, industry and by various other users organisations/Individuals. A store house of important economic indicators like the Consumer Price Index Numbers for industrial agricultural workers, wage rates, industrial relations, socio economic conditions in unorganised sector, evaluation and review of working of labour legislations in the country and the like. Labour Bureau has been providing an uninterrupted service to the national and international agencies like the ILO for the last fifty years. Today, it has assumed an important role in the labour matters and has acquired an undisputed and indispensable status in the field of labour statistics. Equipped with the expertise of conducting surveys at the national/regional level in diverse fields and in providing in-depth analysis, the organisation continues in its pursuit of excellence.

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