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Beedi Industry In Rajnandgaon District -Some Emerging Issues of Concern



**PRIA CHHATTISGARH
BLOCK 60 PLOT 1A
MOTILAL NEHRU NAGAR EAST
BHILAI 490020
PHONE 0788-5038954
E-Mail-bhilai@pria.org**

For further information
visit...

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Shrinivas Rao
PRIA Chhattisgarh
Bhilai

INTRODUCTION

India's unorganized sector comprises nearly 90 percent of its workforce and this workforce contributes to about 60 percent of its GNP. Despite its enormous size this sector remains neglected by the policy makers, planners and implementing agencies. In India's urban area high rates of migration and natural increase have resulted in immense pressure on the available employment opportunities. Dashpande & Deshpande¹ have calculated that during 1971-81 unorganized sector has grown by 84.5 percent. A large chunk of the workforce in the unorganized sector is still deprived of the benefits of the government's welfare schemes and legislative protections. The beedi industry forms a vital part of the sector coming next to agriculture and handloom sectors in terms of employment. Today this industry provides both full time and part time employment to nearly 75 lakh people of whom approximately 90 percent are women.

The beedi industry emerged in the late 19th century and spread to most parts of the country in 1930s and 1940s. It is one of the few industries of the unorganized sectors where the trade union movement took its roots as early as 1930s.

In the present context, in India the Beedi cigarette industry is estimated to generate more than three million work years of employment. Beedi manufacturing is an agro-based labour-intensive industry with an employment size next only to agriculture and the handloom sector.

In relation to this the forest based informal sector varied greatly in size from country to country. In majority of cases small scale forest product enterprises are located in the rural areas near their source of raw material while forest based activities are often part time or seasonal work but their contribution to the rural economy is prominent. Of late consensus seems to have emerged

¹ S.Dashpande & L.K.Deshpande, (1985): " Census of 1981 and The structure of Employment," EPW 20,22, 969-73

among the varied concerns including the trade unions, N.G.Os and the international institutions like ILO that more and more Beedi industries are employing home based workers and paying the minimal rates as low as Rs.15 for 1000 Beedis.

This situation has put the Beedi workers unions in great dilemma i.e. whether to give priority to the fight for the protection of Beedi industry for saving the employment of the workers or focus on the struggle against beedi who are ruthlessly exploiting Beedi workers by escaping enforcement of legislations.

The beedi industry is among the few trades, which is regulated by law - the Beedi and Cigar Workers Act and Beedi and Cigar Workers Welfare Fund Act. Under the Welfare Fund Act, beedi workers receive scholarships and school uniforms for their children, maternity benefits, health services, housing and life insurance along with sports and recreation services. Funds for all these social security services come from cess levied on all employers in the beedi industry. However, provision of these benefits appears to be a distant dream in reality.

In the unorganized sector Women suffers from two types of discrimination in the labour market (i) Pre-market discrimination that is, the lack of access to factors such as education training experience and so on which increases human capital and enhances the marginal product of labour and, (ii) Post -market discrimination namely differential in wages for a similar quantum of human capital².

The mobilization of women home based workers at the grass roots will make it difficult for the government to delay in bringing about the changes. At the same time it will ensure that when home based workers win their new rights; thousands are already mobilized to take advantage of them. PRIA has a history

² International Centre for Research on Women (1980) : Keeping Women Out : A Structural Analysis of Women's Employment in Developing Countries, Prepared for the Office of women in Development,AID,Washington D.C.

of working with industrial workers and the workers of unorganized industries on issues of their livelihood and occupational health. In this connection PRIA had done occupational health studies in Chhattisgarh, which till year 2000 was a part of Madhya Pradesh. In Rajnandgaon PRIA had investigated and followed up the cases of byssinosis among workers of BNC Mills ((Bengal Nagpur Cotton Mills Ltd.). During the follow-up of Byssinosis cases, it was found that the locality in which former labourers of BNC Mills are living is full of Beedi workers and it was also found during the interaction with beedi workers that they are not only exploited by the Factory Owner Contractor nexus but also as a community they have no leadership and they cannot take up their issues into limelight. Thus PRIA Chhattisgarh started an initiative in 2002 to study the Chain of beedi manufacturing and the level of exploitation so that it can take up the issue and mobilize these women workers to not only understand the problem but also work effectively to bring an end to this exploitation.

THE NEED, IMPORTANCE AND OBJECTIVES OF THE STUDY

This study is focused on women in the urban informal sector mainly the Beedi industry in Chhattisgarh. This is a section of working women who are able to make substantial contribution to their households and play a critical role in the economy of poor household. Woman's role in the process of survival and development is much more important than what is generally believed as marginal and secondary. This study aimed at not only to understand the conditions in which these workers are working but also generating awareness among them and the civil society about their rights.

PRIA Chhattisgarh has conducted a field survey and person-to-person interaction with the beedi workers in Rajnandgaon district. The major reason to do this study was to understand the chain of exploitation and the conditions of women workers in an informal industry of an urban settlement. A survey was

conducted in 3 towns of Rajnandgaon District they are Rajnandgaon, Dongargarh and Dongargaon

The objectives of the survey was to:

- ❖ Study the chain of Beedi making relationship among stakeholders and their relation and involvement in Chain of exploitation
- ❖ Examine the status of the women in the beedi industry.
- ❖ Analyze socio-economic background of the household.
- ❖ Evaluate literacy status and the health status of women workers in Beedi making
- ❖ Suggest remedial measures and policy inputs.
- ❖ Recommend social action plan.

Materials and Methods

Two sets of questionnaires were administered. One for the beedi worker and other was for the contractors. Questionnaires for Beedi workers contained 5 major segments

The first one on household - assessed family size, occupation of members, total earnings of the household and earning from beedi making.

The second one on Beedi making - This segment having questions on process of beedi making, working conditions in their world of work and also about their problems in Beedi making.

The third segment was on their health facilities and health problems of beedi workers.

The fourth segment was on their level of awareness of various schemes of the central and state government, understanding about beedi workers employment and conditions act etc.

The fifth segment was about their relation with the local elected representatives of municipal council/corporation or Nagar Panchayat.

SAMPLES AND METHODOLOGY

- Our target group was women laborer of various age groups
- A sample of 300 beedi workers was collected from 3 towns.
- Circular random sampling method was adopted to select the wards and mohallas
- Random sampling method was adopted to select a worker.
- 25 Contractors were interviewed. Different set of questionnaire was administered for the purpose.
- Discussions were held with owners of beedi factories.

STAGES IN THE PROCESS OF BEEDI MAKING

The process involved in manufacturing beedi, can be broadly divided into 2 stages that starts from the collection of tendu leaves and ends when beedi is packed into bundles and sent to the market.

1: Tendu Leaves Collection

2: Process of Beedi Manufacturing

Tendu Leaves Collection

Tendu leaf is considered best for producing Beedis. It is preferred to astra leaves and some locally used leaves. It is a natural forest product and grows as heavy forest vegetation in the states of Madhya Pradesh, Chhattisgarh, Andhra Pradesh, Orissa, Bihar, West Bengal and Maharashtra. Tendu leaves have traditionally been providing livelihood to lakhs of tribals and other backward classes residing near tendu bearing areas. There is a specific process and a specified period for plucking tendu leaves. The tendu leaves are pruned for 40-45 days in advance, as leaves from pruned trees are usually larger in size, thinner and more pliable compared to leaves obtained from big trees

The tendu leaf plucking is done during the month of May and June, May being the peak period of collection. Actual harvesting period is of three to four weeks. The women are only able to earn around Rs.500 during the two months of

strenuous labour. Heaps of leaves get infected with plant diseases adding to their misery. All these factors ultimately affect the income of the women.

A woman from the village gets up as early as 3-4' O clock in the morning, cook rice water and progresses to the field to collect tendu leaf (*pattas*). The women often go in groups accompanied by their small children who also assist in the collection process. Each woman travels around eight to ten kilometers before she actually reaches the jungle.

By the time she reaches the jungle its already morning and her task becomes tougher in the scorching heat. Each tree delivers around 5-6 quality leaves. On an average a good leaf yields 3-4 pieces. "The desirable quality of beedi leaf is that they should be of medium thickness, pliable, large sized should have colours ranging from yellow to light copper red". In the course of her collection of leaves she plucks leaves from around thousand trees.

Many times she has to clamber towering trees to get quality leaves of Tendu. Thus making prone to serious injuries due to fall.

By the time she collects around five hundred *pattas* it's already three in the evening. Almost the whole day has been invested in collecting leaves. The day does not end here. Her next job is to pack the *pattas* into bundles of fifty and stuff them into sacks.

These sacks contain around seven - nine hundred bundles of tendu *pattas*. These sacks are handed over to the contractors of the tendu *pattas*. After plucking, the leaves are sun dried for about three to four hours. The woman who collects the leaves from the jungle does this work. The contractor(s) count the bundles and once again the women who collets the *pattas* from the forest spread the *pattas* in the sun for drying up for another 2-3 hours. By now the time is already past seven in the evening. Its time to get the wages on the quantity and quality of *pattas* collected. The Government rate for the collection is Rs.45 for thousand *pattas*. Instead they are given as minimum as Rs.30 on the basis of poor quality of the leaves.

This adds on to the misery of the women as after the end of the day of exertion they get less than Rs.40, which is not even sufficient to fill the stomachs of herself, forget her entire family.

The next step is the transferring of the leaves to Government godowns. The government keeps the leaves there till a tender is released. The leaves are auctioned in the market. The leaves are bought by beedi making factory owners and home based contractors (The home-based contractors are the persons who work as an agent of a beedi factory, they take raw material from the factory and supply it to the home based beedi workers and then collect it from the workers and give it to the factory and in process the contractors get 2-3 Rs. commission per 1000 beedi collected). The contractors supply the raw materials namely tobacco and tendu leaves to home base women workers. On an average to roll thousand beedis approximately 240-250 grams of tobacco and 750- 800 grams of tendu leaves are required. The thread for tying the beedi is bought by the women themselves or at times provided by the contractor.

Process of beedi manufacturing

The process of beedi rolling is a highly labour-intensive and non-mechanized job and requires certain amount of skill for neat and even turn out. The tools used in beedi making are: a pair of simple scissors to cut the tendu leaves to a desired size, a rectangular (trapeze form) mantle cut out (called *farma* by the beedi workers) to give the beedi leaves a desired shape and size, a reel of thread, and also a simple wooden fork for folding the two ends of rolled beedies

There are many types of beedies produced in India, namely, *Sadi*, *Jadi*, *Nakhi*, *Sindhi*, Special etc. The process of manufacturing is the same for all. Beedi manufacturing consists of 5-6 main processes

Cutting of wrapping leaves;

- Rolling of beedies;
- Closing the ends;
- Warming;

□ Packing

Various steps involved in beedi making are as follows

- 1 Raw material (tendu leaves, tobacco etc) is supplied to the workers either directly by the factory owner or the contractor
- 2 The leaves are moistened by soaking them overnight in water and are then used for wrapping Beedies. Sometimes they are put in wetted gunny bags, this makes the leave more pliable.
- 3 Tendu leaves are cleaned and cut to desirable size. The cut leaves are roughly trapeze form (rectangular). The length of the parallel ends being about 1.5 and 1.2 inches and distance between them being 3,2.5 or 2 inches depending on the size of the beedi to be manufactured. One tendu leaf can be cut in to 3-4 Pieces. Cutting of leaves includes the minor operation of smoothing the surface of the leaves by scratching away the veins with a knife.
- 4 Leaves are rolled and filled with tobacco. This is the most skilled job in the entire process of beedi making which may take 3-4 months to attain efficiency. After rolling the tobacco filling a thread is tied around beedies towards the lower ends (non-fire end) while other end is closed.
- 5 Beedies thus rolled and then bundled together. One bundle consists of 25 beedies. Sometimes before bundling them the beedies are dried in trays under the sun. These bundles are then taken to the factory or to the contractor at the end of the days work.
- 6 Employer (If worker is working in a factory then employer is the factory owner and if she is home based worker under contractor system then the employer is the contractor) or his supervisor/checker inspects the bundles and rejects the badly rolled or inferior quality beedies and pays for the accepted ones at the stipulated rate per thousand.

- 7 In the factory the bundles are placed in rows in trays and pushed into artificially heated chambers for a few minutes to render them dry and crisp.
- 8 In some firms ring labels with trademark are put around each bundle of beedi. In some regions the women workers who perform the work in their houses usually do ring labeling, the employers give labels to the workers. In some other firms beedies are wrapped in papers with trademarks and are made in to larger packets of 20-25 bundles each.
- 9 Packets are packed in gunny bags and are dispatched straight to the wholesalers in the market.

In this entire process, except for packaging and heating workers are paid on a piece rate basis.

GENERAL PROFILE OF BEEDI INDUSTRY IN RAJNANDGAON DISTRICT

Rajnandgaon District is situated in the western part of Chhattisgarh state. It lies in the Chhattisgarh Plain of the state. The total area of the district is 8385 Sq Kms. The district Rajnandgaon came into existence in 1973. Total population of the district according to 2001 census is 1281811. Beedi rolling is one of the major activities in the district and has given employment to more than 15000 persons.

Though it is rather impossible to exactly specify the number of beedi workers in the district, however a number of estimates have been made to assess the size of the workforce in the beedi industry. Trade union sources (*Kshetriya Beedi Majdoor Sangh Dongargarh & Chhattisgarh Mukti Morcha*) and the academic studies put the number of beedi workers nearly 25000. "The industry provides both full time and part time employment to over 25000 people and in them about 90% are women" (rough estimate given by *Rupa Phule* from Beedi trade union and the local community based organization). The government does not have authenticated data on beedi workers. The labour officer of Rajnandgaon district

says there is no data available with government that how many beedi workers are working in the district and the rest who are not having beedi identity card".

The government sources do not take into consideration the fact that in home-based work system 2-3 persons in a family are engaged in beedi rolling, or ring labeling whereas in employer register only one person is shown. Largely the person who works is a woman but it is seen that her family members (children) help in her work.

Relation of beedi workers with other stakeholders

The women who have been working with beedi industry since ages get involved with multiple stakeholders. These stakeholders involve Government officials, contractors, middlemen, beedi factory owners, welfare workers, doctor's trade union leaders and the workers themselves. During the process there was interaction with various stakeholders. A different relativity was established and there configured roles with beedi workers were identified. Also different levels of exploitation were figured out with the beedi workers. One by one each stakeholder and there relationship was documented.

Government

There are several government departments associated with the beedi manufacturing industry. They are departments of forest, welfare, labour, employment; industry and revenue (excise) associates with provision of provident fund and loans for beedi workers. The government is responsible for enforcing law and make sure that every stakeholder remains a fare player.

Beedi factory owners

Beedi making is primarily a home-based industry, mainly on a piece-rate basis. However, in some cases beedis are being made in factories, where the workers can identify themselves as working for a certain company. But in this case too, the beedis are primarily made at home. For example, in Dongargarh there are three beedi factories employing a total of 466 workers (*ksetriya Bidi*

Mazdoor Sangh Dongargarh). These are *Gola beedi*, which has 315 workers; *Tulsi beedi* has 36 employees, whereas *Chetna beedi* factory has about 145 employees. Earlier there used to be other beedi making companies. However, with the enactment of the beedi and cigar Act, 1966, and other labour welfare acts, the owners lessened work in the factories and started the contractor system. The beedi manufacturers, who were not willing to take all these responsibilities, opted for the agent/contract system. Under this they need not be held directly responsible for the beedi workers. In other words, to evade and circumvent these responsibilities, the beedi owners introduced the agent or contractor system. This also led to an increase in the manufacture and sale of beedis. However, the workers suffered as a result. An example of this is the *Ranveer beedi* factory at Dongargarh. At one time, it employed about 350 workers. According to the local people the union leaders and factory owners in agreement with each other, closed it down. The workers were forced to retire and were paid Rs. 3000 each. Thus, from this it can be inferred that enactment of pro-poor labour policies actually had a negative impact on the informal sector workers. It encouraged the strengthening of the beedi contractor system. The Factory owner sells a bundle of 1000 beedis as high as Rs 160 whereas the manufacturing cost including wages is Rs 50-60. This indicates that the factory owner earns more than 100% profit (Field Survey, March April 2003).

Contractors

Production of beedi is organized through a contract system, with manufacturers employing contractors to distribute the raw materials to the beedi rollers and collect the rolled beedis from them. Despite the minimum wage, most contractors set their own lower wage rate when contracting women to work. The raw materials are under-weighed and deductions are made from the wages for the shortfalls in production. Apart from this, there is a standard cash deduction, deduction for thread supplied and rejection of beedis as defectively rolled. This rejection is often as high as 10-29% of the total production. The contractor takes

these beedis, but the payment is withheld. What the women finally end up earning is about half their entitlement³. In *Motipur, Ramnagar* and *Shankarpur mohallas* in Rajnandgaon city, the beedi rollers are paid Rs. 15 for 1000 beedis which is much less than the government approved rate that is Rs 36 per 1000 Beedies. The contractors or agents are also expected to give particulars pertaining to the number of workers working with them to the owners. Based on this information, the owners have to give them all the benefits. But in practice, the contractors neither give complete information about the number of persons working with them nor do the owners themselves expect it.

Consequently, the contractors or agents have become very powerful. On the one hand the beedi factory owners have to depend on them for the required quantum of beedis, and on the other, the workers are dependent on them to get uninterrupted work and supply of raw materials.

This is interesting to know that under the Contract Labour (Regulation and Abolition) Act 1970 and under the Beedi and Cigar Act 1966 it is mandatory for a contractor to have a license, which should be taken by the factory owner for whom he is contracting labour. The various departments including forest department to custom provide this license on the application given by the factory owner but in fact in Rajnandgaon district this is not being followed. The contractor gets Rs 2-3 commission from factory owner apart from wages (Which is Rs 25 per 1000 Beedies). Every contractor collects 30,000 to 65,000 beedies per day thus earning from commission ranging between Rs 60 to 100 per day, apart from this he earns by exploiting beedi workers in form of rejecting beedis and giving low wages by which he earns around Rs. 3000 per month (Field Survey 2003).

³ Women Workers' Rights in India: issues and strategies- a reference guide, ILO, New Delhi, 1999

The Trade Unions

The biggest problem of the beedi workers is that they have no organization, or they have got almost no support from major trade unions like ATTUC, INTUC or CITU especially in Chhattisgarh. Although *Chhattisgarh Mukti Morcha* claims to support the beedi workers on their struggle against exploitation but during our field survey it was clear that the women workers do not associate themselves with these Trade Unions. In Dongargarh there is a local Trade union for Beedi workers "*Kshetriya Beedi Majdoor Sangh*" But it is only for the workers who are working in the factories and not for the home-based workers who are working for the contractors. This is also strange that the workers who need utmost protection are the workers who are working under the contractor system but they are the ones who have been denied support by the most of the trade unions. During our survey we asked beedi workers whether they want to have an organization the response was very positive. About 75% women want to associate themselves with some organization that can work with them for their rights (Field Survey 2003)

The Stakeholders and there Relationship

Government Departments

Implementing

Legal Provisions

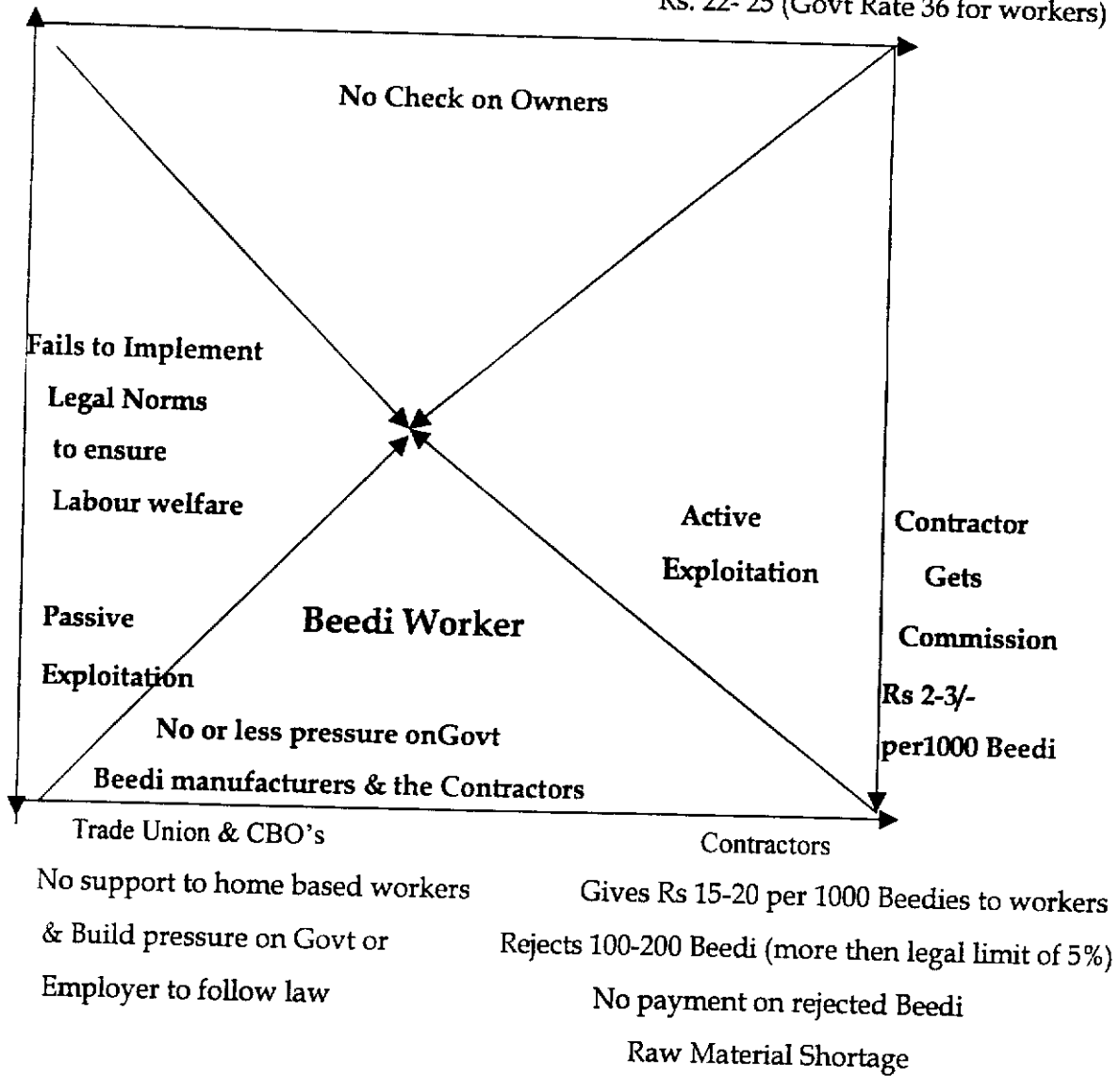
Beedi Factory Owners

Manufacturing Cost Rs. 50

Per 1000 Beedies including Wages

Wages to Contractor for beedi workers

Rs. 22- 25 (Govt Rate 36 for workers)



The law regulating the Beedi Industry

The Beedi industry is regulated by some regulatory acts and also by some welfare acts to facilitate the welfare of workers working in health hazardous Beedi Industry. There are 3 acts regulating the beedi industry and the welfare of beedi workers. The acts are

Beedi and Cigar workers (Conditions of Employment Act) 1966

Beedi Workers Welfare Fund Act 1976

Beedi Workers Welfare Cess Act 1976

BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT ACT)

1966:-

Beedi and Cigar workers (Conditions of Employment Act) 1966 is applicable to factory workers but there are certain provisions that applies to home based beedi workers. The act defines an employee as (a) he or she is employed directly or indirectly (Through an agency or contractor) for any establishment to do any skilled, unskilled, manual or clerical work or (b) he or she is given raw materials by the employee or a contractor for making beedi or cigar or both at home (home worker) or (c) he or she is not employed by an employer or contractor but works with the permission of or under agreement with the employer. This act aims to provide welfare to the workers in Beedi establishments and to regulate the conditions of their work and or matters connected there with. These matters are regulation of conditions of employment in the industry and the industrial relations between the employer and the employee. It deals with social security, working conditions and conditions of employment and unemployment. It deals with wages provident funds, employer's liabilities, workmen's compensation, invalidity and old age pensions and maternity benefits.

The provisions of this act especially the workers and working conditions are however flouted by claiming that consecrators are independent traders, thus the relationship is not one of employer -contractor but a commercial one

between traders. In the sale purchase method the owner registers two companies one for raw materials and one for finished products. Therefore in Rajnandgaon district in order to crosscheck the claims and the chain of stakeholders especially those who are involved with beedi making we have prepared two different sets of questionnaires.

BEEDI WORKERS WELFARE FUND ACT 1976

Beedi Workers Welfare Fund Act 1976 provides for the financing of measures to promote the welfare of persons engaged in beedi manufacturing establishments. The duty of excise levied on tobacco under the provisions beedi workers welfare Cess bill 1976 after deducting the cost of collection would be credited to the proposed fund. The fund shall be applied by the central government to meet the expenditure incurred in connection with measures and facilities which, in the opinion of the government, are necessary or expenditure to promote the welfare of persons engaged in beedi establishments; and in particular (Section -4)

- a) To defray the cost of measures for the benefit of such persons directed towards:
- The improvement of public health and sanitation, the prevention of diseases and the provision and improvement of medical facilities
 - Provision and improvement of water supplies and facilities for washing.
 - The provision and improvement of educational facilities.
 - The provision and improvement of housing and recreational facilities including standards of living, nutrition, and amelioration of social conditions.
 - The provision of family welfare including family-planning education and services.
 - The provision and improvement of such other welfare measures and facilities as may be prescribed.

- b) To grant loan or subsidy to state government, any local authority or an employer in aid of any scheme approved by the central government for the purpose connected with welfare of persons engaged in beedi establishments.
- c) To pay annually grant-in-aid to state government (or a local authority or an agency, which satisfies the prescribed criteria) who provides to the satisfaction of the central government welfare measures facilities of the prescribed standard for the benefits of the persons engaged in beedi establishments.

BEEDI WORKERS WELFARE CESS ACT 1976

This act has been enacted to finance the welfare fund for the beedi workers and to provide financial support to various agencies engaged in welfare of beedi workers.

Following labour acts are also applicable

- Payment of wages act, 1936[vide Sec.28 of the Beedi and Cigar Workers (Conditions of Employment act) 1966]
- Industrial Employment (Standing Orders) Act, 1946 [vide Sec.37 of the Beedi and Cigar Workers (Conditions of Employment act) 1966]
- Chapter IV and Section 85 of the Factories Act, 1948 [vide Sec.38 of the Beedi and Cigar Workers (Conditions of Employment act) 1966]
- Industrial Dispute Act, 1947 [vide Sec.39 of the Beedi and Cigar Workers (Conditions of Employment act) 1966]
- Worker's Compensation Act, 1923;
- E.P.F. & M.P. Act 1952;
- Payment of Gratuity Act, 1972;
- Minimum Wages Act, 1948;
- Child Labour Act, 1986;

Exploitation in the Beedi Industry

The process of beedi making is highly labor intensive. Being a home based industry children in general and girls in particular are easy prey as workers. Existing power relations, putting out system, informal manufacturing system all combine to give these women a raw deal. The beedi maker lives in a male dominated world, under the control of the contractor. Children are introduced when they are 5-8 years of age and it takes 3 years to learn the full process of beedi making. Assistance in beedi making is only a transitional stage prior to making the complete beedi. It is a health hazardous industry and women and children suffer not for smoking but making these. Moreover they earn a pittance after working for 14 to 15 hours, a day.

The Exploitation of Beedi worker is at Various Levels

- 1 In giving raw materials
- 2 Rejection of Beedi
- 3 Wages

The exploitation of a beedi worker starts with the supply of raw materials as it is seen and which is evident from our questionnaire based survey that

- ❖ The women are getting less Tobacco and Tendu Patta (250 gm tobacco and 700- gm *tandu patta*) what is necessary for making 1000 beedi. However on an average to roll thousand beedis approximately 250-260 grams of tobacco and 750- 800 grams of tendu leaves are required
- ❖ Sometimes the contractor weight less then what they mention to the beedi workers
- ❖ The law (Beedi and Cigar Employees regulation & conditions Act 1966) says that out of 1000 beedi a maximum of 50 beedi can be rejected by the employer but in practice which can be seen any where in Rajnandgaon Dongargarh and Dongargaon the contractor rejects more then 100 beedi per1000 beedi on an average.
- ❖ Wages are as low as Rs.12 Per 1000 beedies this is what generally a worker gets after rejection of beedies.

- ❖ The study shows that how these poor women are getting less material than what they are supposed to get and the worse is that they have to pay extra from their pocket for making up the shortage

Table: 1 The Raw material given to the Beedi workers of Rajnandgaon District (Per Day Shortage)

No	Average Raw material & Shortage	Amount (gms/Rs.)
1	Average tendu patta shortage	130 gms
2	Average tobacco shortage	25gms
3	Average expenditure monthly to buy material (to make up shortage)	31Rs. (Per Month)
4	Average tendu patta given	605 gms
5	Average tobacco given	245.9 gms

How does one define exploitation

In ward number seven of Rajnandgaon Municipal Corporation a contractor named Rajesh was seen manipulating the weighing machine while measuring tobacco and leaves in front of the bidi rollers. To the surprise of the observer it was witnessed that the women were aware of the exploitation done by the contractor, but had no courage to speak. In the words of the rollers "If we will raise our voices then we will not even get the amount that we are getting right now". This is not a single case rather it has become a common scene not only in Rajnandgaon but in Dongargarh also. Nobody among the beedi workers dare to raise their voice against it because firstly they fear that they may loose the job and whatever they are getting will be denied and secondly they have no option apart from earning their livelihood from beedi making. The exploitation is not only in the form of manipulation while giving raw material but also in form of denying them the minimum wages and rejecting beedies more than the what act says.

Socio Economic Background

The socio-economic condition of workers in informal sector is being studied from many angles and when it comes to informal women workers there are quite a lot literature is available on that. "There is much speculations in literature on the

consequences of economic participation of women. Some have argued that women's work has a positive influence as it enhances the family income and also gives an identity and higher status primarily in terms of greater decision-making power to the women worker"⁴. Others have stressed upon the negative consequences of women's economic participation in the form-increased burden and drudgery of women, neglect of children and greater workload of the older female children ⁵. There is however, little empirical evidence to support either of the views conclusively.

Beedi workers come from lower socio economic strata. Traditionally lower Hindu castes and poor Muslim communities have been source of labour in beedi industry. Till date, beedi workers are from the scheduled caste and the backward castes. They are still deprived from the basic amenities. In other words they represent socially and economically backward community. In Rajnandgaon district majority of the workers are from *Mahar* Community or the *Ravidas Samaj*. Beedi workers in Rajnandgaon district are from schedule caste category, some of the important socioeconomic information about the women workers and their living condition is given below

Age:-It is very clear from the survey that more than 50% women engaged in beedi industry are of 26 to 41 year age group. This is an indication that young girls are not very enthusiastic about beedi making. The problem of child labour is not seen in Rajnandgaon district but it is seen that the girls below 18 years are making beedies but when asked whether they have *ghar Khata* with a factory or they work for contractor the answer was they do not work or there is no *Khata* on their name but they help their mother to make beedi

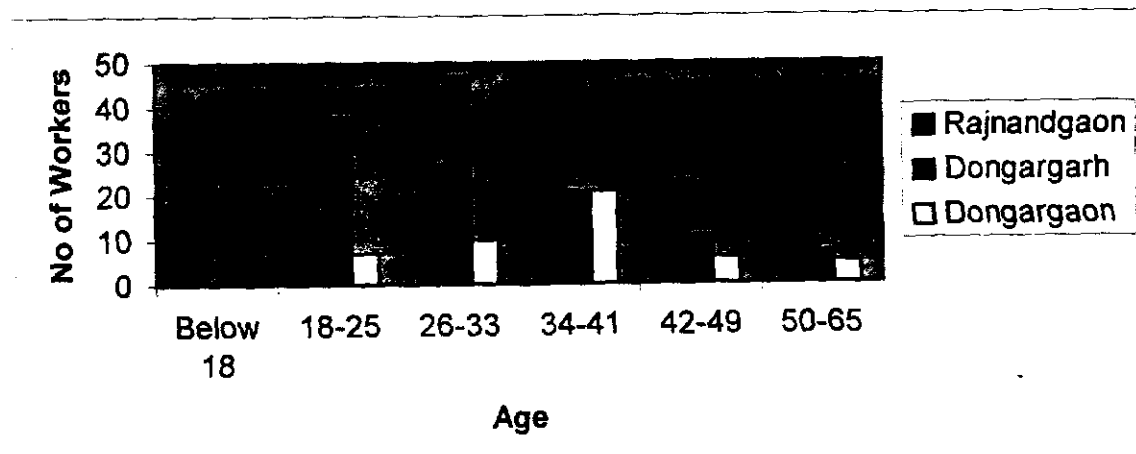
⁴ See Lalita U Devi (1982) States and Employment of Women in India, B.R. Publishing Corporation Delhi

⁵ Meena Swaminathan ,(1990) "Women work and Child Care" People's Action , 4 , 2, 15-17

Table: 2 Age of the workers working in Beedi industry in Rajnandgaon District

Age	Rajnandgaon	Dongargarh	Dongargaon
Below 18	None	1	None
18-25	17	38	7
26-33	27	47	10
34-41	31	21	21
42-49	12	11	6
50 and above	38	7	5
Total	125	125	49

Source: Field Survey conducted in Rajnandgaon District in March-April 2003



Family Size and Facilities

The beedi workers are mostly uneducated, very poor and are living in extremely difficult conditions. During the survey it is found that the average family size of the women beedi worker in Rajnandgaon is large as most of the women are having more than 3-4 children. This was also a shocking revelation that out of 300 women surveyed 52 of them are either widows or have been separated from their husbands. The husbands of beedi workers are either daily wage labourers or cycle Rickshaw pullers. In Rajnandgaon, husbands of women

belong to the Ravidas Samaj are mostly shoemakers. This also adds to the misery of women beedi workers as their husbands (60%) are not having regular source of income. This is also a major reason why these women cannot think of leaving the work despite getting exploited (field Survey)

Table: 3 Family size (Children) of Women beedi worker in 3 towns of Rajnandgaon District

Area	No Children	1-2 Children	3-4 children	5 or More
Rajnandgaon	15	56	35	19
Dongargarh	22	48	48	7
Dongargaon	3	23	19	4

Source: Field Survey conducted in Rajnandgaon District in March-April 2003

Facilities:

This is also important to understand that what kind of household facilities these workers are having that is of daily basic needs. This also tells us about the economic condition of a beedi workers household as to avail these facilities certain regular income is necessary. In the questionnaire survey workers were asked about facilities like T.V, Radio, Tape Recorders, Cooking Gas, Cycle, Iron Press etc. It is clear if we look at the table 79%, 44% and 59% household are not having any facilities in Rajnandgaon, Dongargarh and Dongargaon respectively. Cooking Gas is available in only 2.4%, 1.6% and 2% household in Rajnandgaon Dongargarh and Dongargaon Respectively

Table: 4 Household Facilities enjoyed by the Beedi Workers of Rajnandgaon District

Area	No Facilities	Radio/Tape	TV	Cycle	Sewing Machine	Cooking gas	Iron
Rajnandgaon	79 (63%)	10 (8%)	27 (22%)	44 (35%)	2 (1.6%)	3 (2.4%)	2 (1.6%)
Dongargarh	55 (44%)	9 (7.2%)	22 (18%)	50 (40%)	5 (4%)	2 (1.6%)	2 (1.6%)
Dongargaon	29 (59%)	1 (2%)	9 (18%)	15 (31%)	0	1 (2%)	1 (2%)

Source: Field Survey conducted in Rajnandgaon District in March-April 2003

Living Conditions

The Beedi workers in Rajnandgaon, Dongargarh and Dongargaon are living in *Kuccha houses* although most of them are living in their own houses but the condition of the locality in which they are living is very bad. The wards dominated by the beedi workers are *slum* areas and the backward wards of the municipality, for instance in Rajnandgaon *Motipur, Shankarpur, Tulsipur* and *Ramnagar* wards are known as backward and slum ward in which majority of the beedi workers are living. When asked about the major problems in living in a particular locality the most common problems are dirt, lack of safe drinking water, lack of proper solid waste management like *Kudapeties Nalis* etc. When asked whether the councilors of their ward do something about these problems the answer was negative. They do not have any access to facilities even after being a priority ward and the problems of their ward remains the same.

Table: 5 Houses

Area	Own House	Rented House
Rajnandgaon	101	24
Dongargarh	96	29

Dongargaon	36	13
Total (299)	233 (77.9%)	66 (22.1%)

Source: Field Survey conducted in Rajnandgaon District in March-April 2003

Income and Earning

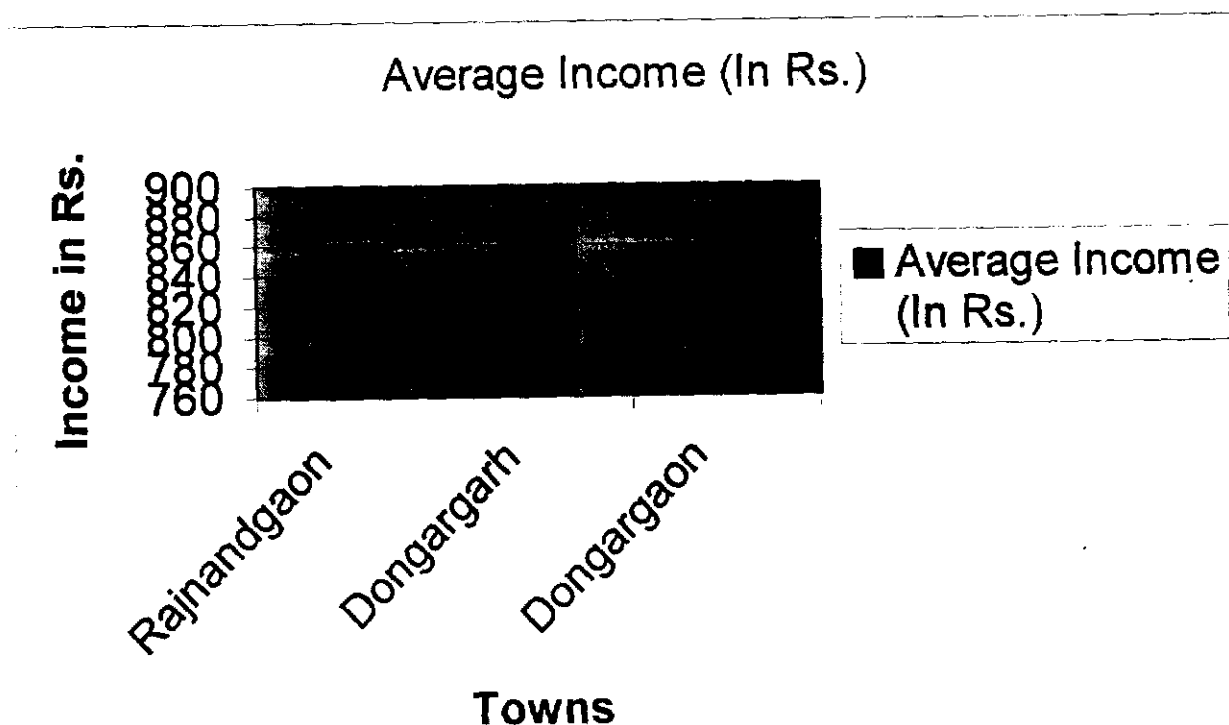
The average family income of the beedi worker (**Household**) is something between Rs.300-1000 per month. Most of the beedi workers (particularly women workers) supplement the income of their families (field Survey). Beedis are made in different shapes and sizes, but in most places irrespective of the size wages are same for all. Wages for beedi making are different in different places. In different states the state government have fixed different minimum wages for beedi workers. In Chhattisgarh the government rates for thousand beedi is Rs.36 but the home based beedi workers are getting wages as low as Rs 12-25. per 1000 beedies. The wide discrepancy in wage affects the income of the level of the workers. Workers do not get minimum wages everywhere. Except in some parts of Maharashtra where the trade union movement is very strong due to the effective intervention of the AITUC affiliated All India beedi, Cigar and Tobacco Workers Federation, in most states actual wages are far below the minimum wages fixed by the respective state governments.

Due to the reduction in the beedi production in the recent times, beedi workers are not getting full employment in many places. Only those workers get full time work who are dependent on big manufactures that can arrange to procure enough leaves and tobacco. This means that they can get work of rolling at least 800-1000 bidies a day and can earn around Rs. 15-35 per day. This mean on an average a worker earns Rs.300 - 1000 a month. The women bidi workers work for long hours not only for bidi works but also in other household chores like cooking, cleaning, looking after the children and at times work outside the house as well. Bidi rolling however, consume most of their time. Thus, most of the women workers are working throughout the day without adequate rest.

Table: 6 Average Income of beedi workers family Household in Rajnandgaon District

No	Town	Average Income (In Rs.)
1	Rajnandgaon	861.20
2	Dongargarh	878.30
3	Dongargaon	801.00

Source: Field Survey conducted Between March- April 2003 in Rajnandgaon District



Education:

The education level of beedi workers has been found to be very low as majority of the women working in home based industry have not got the formal education In Dongargarh the literacy among beedi workers in very high but mostly they have been educated up to high School Level. In Rajnandgaon town illiteracy among women beedi workers is very high (57.6%). This is also

surprising as Rajnandgaon town is among the highly literate towns in Chhattisgarh

Literacy among Beedi Workers in Rajnandgaon District

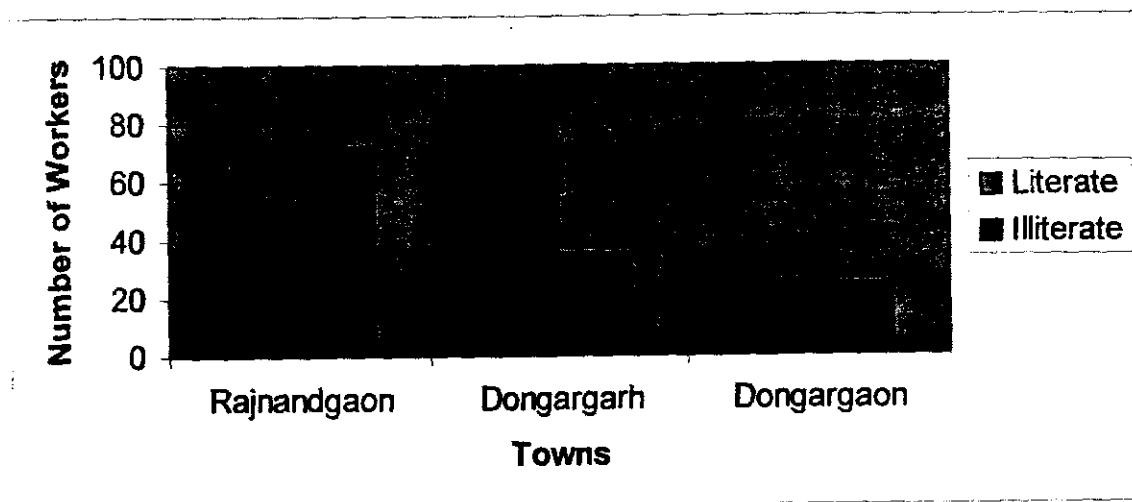


Table: 7 Literacy among Beedi Workers in Rajnandgaon District

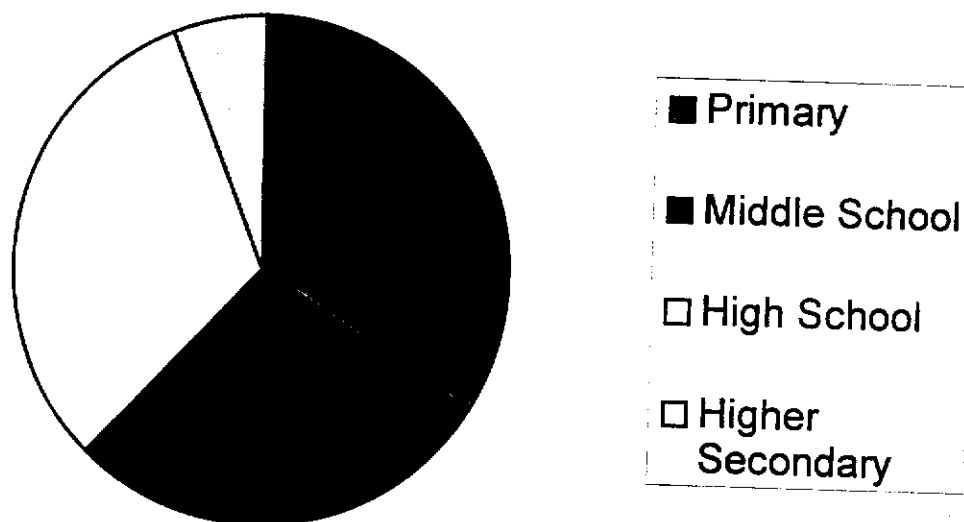
S No		Rajnandgaon	Dongargarh	Dongargaon	Percentage
1	Literate	53	90	25	56%
2	Illiterate	72	35	24	44%
	Total	125	125	49	100%

Source: Field Survey March-April 2003 in Rajnandraon District

Education Level

The education level of the beedi worker was very low and most of the women beedi workers have been educated up to primary school level. Very few, only 10 out of 300 women interviewed were educated up to higher secondary school.

Education level of Beedi Workers In Rajnandgaon District



Source: Field Survey March-April 2003 in Rajnandgaon District

Table: 8 Education level of Beedi Workers In Rajnandgaon District

S N	Education	Rajnandgaon	Dongargarh	Dongargaon	Total	%
1	Primary	17	29	10	56	34%
2	Middle School	17	27	4	48	28%
3	High School	16	30	8	54	32%
4	Higher Secondary	3	4	3	10	6%
	Total	53	90	25	168	

Source: Field Survey March-April 2003 in Rajnandgaon District

Children's Education

Education status of the Children of beedi workers is also another issue of concern found in our survey as 60% of the children leave their studies before high school. The question was asked that whether your children is

studying/studied in the school, 152 respondent (51%) have answered that their children do not go to school or had never been to any school. The reason for this was said to be extreme poverty and unavailability of resources as most of the beedi worker's earn enough only to feed their stomachs. For them education of their children is not a priority. This is also noticed that drop out rate is very high among the children of beedi workers. Most of the dropouts are in girl's who are given least preference in the family. Children are not able to continue their education due to family condition and most of them leave school education early and start working for the family.

Process of Beedi Making and the Problems

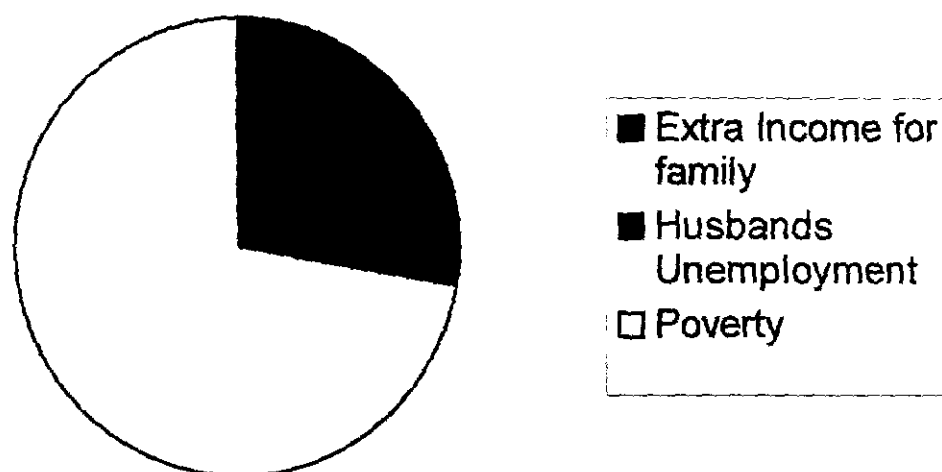
Process of beedi making is explained in the previous chapter. During the course of field survey we have asked various questions about the process of beedi making and other things like, for how many years they are making beedies? How they learned beedi making? Who trained them, do they get family support (Children, husband etc.) And what are the occupational health problems they are facing and their relations with the family in connection to beedi, etc.

Reason for Beedi Making

The women who are engaged in Beedi making are not in this work due to choice but compelled by the situation. They do not have other work to do since they are from deprived class and they are not given any household work. Since they belong to lower caste, they are not given work of domestic servants. The question was asked in the survey that why they are making beedies the answers, which we have got, tells us how they are almost forced to work in the beedi industry as it is the only available source of income in this region.

Reason of Making Beedi	Number
Extra Income for family	19
Husbands Unemployment	58
Poverty	200

Reason for Beedi Making



Source: Field Survey March-April 2003 in Rajnandgaon District

The major reason for working in beedi industry is the extreme poor conditions in which these women and their families are living as out of 300 women interviewed 200 women are in this work because of poverty as they have no other source of occupation in near by locality. Only 19 women are in this work to earn extra income for their families so thus it is very clear that they are not in beedi making by choice.

Years in Beedi Industry

The majority of the workers interviewed during the survey were working in beedi industry for last 30 years. This is quite surprising as it shows that the youth are not joining the work of beedi making.

Table: 9 Year In Beedi Making

	1-5 Years	6-10 Years	11-15 Years	16-20 Years	21-25 Years	More then 25 Years
No of workers	39	52	64	59	24	61

Source: Field Survey conducted in March April 2003

The findings shown in the table tells us those women who have been engaged in beedi making have been in this industry for a long time. According to the survey result number of women engaged in beedi making for more then 25 years are 61 and 123 women have spent 11 to 20 years in beedi rolling. There are only 39 women who have been rolling beedi 1-5 years only.

How they learn and when did they start beedi making

This is always interesting to know the occupational history of a worker especially if he/she is working in home based industry or artisan industry. Most of the women beedi workers in Rajnandgaon district learned beedi making by seeing their family members working especially mother or sister. This reveals that the families have been involved in beedi making for a long time. Some of them have learned beedi making from their mother-in-law and from the neighbor hood. The fact that most of the beedi workers learned the art of beedi making in their family in childhood but some of them have started beedi making after marriage. The study findings shows that 23% women have started beedi making after their marriage, whereas 75% women have started beedi making before marriage and that too in childhood. A question was asked about how much time you took to learn beedi making the time taken to learn beedi making varied from 20 days to 6 month. 60% of the workers have learned the process in more then 3 months.

Occupation and Related Issues

The study is aimed at finding out and analyzing the chain of beedi making and the relationship among various stakeholders. In this process when asked to the beedi workers, for whom you are making beedi whether for the contractor or the factory or for the both. The study result shows that out of 300 workers interviewed only 13 of them are working for the factories (mostly in Dongargarh like Chatna Beedi Gola Beedi) rest of them are working under contractor ship system. This even can be understood from the data on Beedi factory workers of

the labour department district Rajnandgaon. The data shows there are 7 factories and only 465 workers are working for the Beedi factory, which is not even 1% of the total work force working in the beedi industry in the district. The fact is that the labour pattern in the whole beedi industry is like this in which factory owner appoints some contractors and these contractors give work to the beedi workers. It is also seen that these contractors do not have any license for contractorship, which is supposed to be taken by the factory owner for whom he is working.

When asked about whether you are permanently associated with the contractor or the factory, more than 55% worker are engaged with the beedi contractor or factory owner permanently as the table given below suggests

Table: 10 Associated with contractor/factory owners

Whither Permanently associated with contractor/factory Owners	Yes	No
	174	125

Source: Field Survey March-April 2003 in Rajnandgaon District

Then asked for how many years, they have been associated with the contractors or factory owner, the most of the beedi workers are, associated with the contractors and beedi owners for a long time as in the given table.

Table: 11 Association with the Contractors /factory (In years)

Association with the Contractors /factory	5 or less then 5 Years	6 to 10 Years	11 to 15 Years	16 to 20 years	21 to 25 Years	More then 25 Years
	39	58	49	16	8	4

Source: Field Survey March-April 2003 in Rajnandgaon District

From the above table we can see that maximum workers are associated with their employers for a long time, ranging from 5 years to 20 years. The nature of work is such that association with a contractor cannot be permanent but still the years spent with a contractor is very high this also shows that these

women have no alternative even in the beedi industry as they have to be dependent on a few contractors only. The association of beedi workers with their employer is for a long time despite exploitation and no hike in wages suggests that there is no choice before the workers in the job market.

When the question was asked about whether they have worked for other contractor /factory before working for the present contractor /factory 35% of the workers had worked for other contractor/ factory owner before working for the present one. This trend clearly suggests that workers have been with few employers this is partly because of the lack of choices and the monopolistic behavior in the job market. Only 7 women beedi workers are working for more than one contractor, this is because of the territory fixed by contractors themselves

The Question that " is beedi making work is available for the whole year or is it seasonal in the nature was asked to know that whether these women are getting regular work. The findings of the survey shows that 37% women workers have said that the work of beedi making is not regular some times during the mansoon season we do not get any work for weeks whereas in winter and summer the supply of raw material is regular and we get regular work.

Table: 12 Regular Employment

Employment	YES	No
	181	111

Source: Field Survey March-April 2003 in Rajnandgaon District

* 7 respondent have not answered the question

So the majority of the beedi workers do not have regular income through beedi making whole year The reason is that most of the production in this home based industry is supply based and the sells is demand based. The supply and demand functions during the rainy days are not regular in the market and that affects the workers mainly.

It is also asked how many days do you make beedi in a month the majority of the respondents make beedi almost 26 days a month. The table below shows the result of the findings

Table: 13 Number of working days in a Month

Days of Beedi making in a Month	Rajnandgaon	Dongargarh	Dongargaon
	26.4 Days	26.8 Days	26.04 Days

Source: Field Survey March-April 2003 in Rajnandgaon District

With regard to the number of beedi made in one day the capacity of making beedi is different among different age groups.

Table: 14 Capacity of beedi rolling in a day

Beedi making Per Day	Rajnandgaon	Dongargarh	Dongargaon
	797.6	814.4	740.8

Source: Field Survey March-April 2003 in Rajnandgaon District

Above table illustrates that the average beedi worker in Rajnandgaon district makes anything between 740 to 815 beedis per day. The productivity of the workers of Dongargaon is lower than that of workers of Rajnandgaon and Dongargarh, the reason for that, which is revealed by a worker Prema Shende is bad quality of tendu leaves and inadequate tobacco.

Most of the women beedi workers every day go to the factory or the contractor to deposit the beedi and to collect tobacco and tendu patta for the next day, it takes them around half an hour to go and come back as they have to walk 1-4 kilometers.

Table: 15 Average Patta and Tobacco Given to the workers

Average Tendu Patta given	605 gms
Average Tobacco given	245.9 gms

Source: Field Survey conducted in Rajnandgaon District in March-April 2003

As given in the table the average Tendu patta given to the workers is 605 grams and average tobacco given per worker per 1000 beedi is 245 gms which is less than what is necessary for making 1000 beedies. This is another occupational problem, which is being faced by the beedi workers in entire district.

Beedi Identity card

Majority of the women beedi workers (52%) in Rajnandgaon district do not have Beedi worker identity card neither have their employer have provided them assistance to get these card which are being issued from the labour welfare department, Government of India. This card is necessary for getting benefit of welfare schemes run by the labour welfare department. There were only 18 women workers who was having the beedi worker's identity card in the sample survey conducted by PRIA in different pockets of 3 towns of Rajnandgaon district. 90% beedi workers do not have the card and documents which support the fact that they are beedi workers working for a factory or a contractor (Field survey March - April 2003). The workers working for a factory directly do have EPF receipt and 'Ghar Khata' card to support their association with the employer but the workers working for contractor do not have any such benefits and for them beedi worker identity card is the only proof to support that they are working in beedi industry.

EPF Facility

All women who are working under the contractor system are not getting any facility including EPF. The women who are working in the factory are getting the facility but the irony is that the percentage of these women who are directly employed by the factory owner is not more than 1% of the total workforce in the beedi industry in Rajanadgaon district. The available statistics shows that only 465 workers are directly employed in the beedi Factory.

Table: 16 EPF Facilities

EPF Facilities	YES	NO
	13	286

Source: Field Survey March-April 2003 in Rajnandgaon District

In the questionnaire survey it is found that out of 300 workers interviewed only 13 women are getting the EPF that include the women who are working for the factory.

Knowledge about the Law and Welfare Schemes

There are some welfare schemes initiated by The Ministry of labour for the beedi workers and their families which can be divided in to 5 categories

- 1 Health Related Schemes
- 2 Education Related
- 3 Housing Schemes
- 4 Social Security Schemes
- 5 Recreation schemes

Health Status

The poor socio economic conditions coupled with malnutrition, unsanitary and unhygienic environment have contributed to poor health status. Anemia and other nutritional deficiencies expose her to infections. Many of the laborers are confined to dark, small and closed space of their hut or workshop. The odor of the wet leaf and tobacco add to the already poor ventilation. After a few years the work becomes monotonous without any creativity. Workers cannot take their eyes off for a minute, and this takes a heavy toll on eyesight. Continuous exposure of tobacco dust lead to burning of eyes, conjunctivitis, rhinitis, mucous dryness and bronchitis. Higher absorption of nicotine damages the respiratory, circulatory and reproductive system in the long run.

Skin rashes, yellowing and peeling of the skin are other health related problems due to handling of tobacco.

Various Government Health Schemes and their Effectiveness

Static-cum-mobile/static allopathic and ayurvedic dispensaries for bidi workers;

Under this scheme if number of Beedi Workers are 5000 or more then there is a provision of Static cum Mobile dispensaries in which the beedi workers and their dependents are entitled to get free health facilities. If the number is more then 3000 but less then 5000 then there is a provision of static or Mobile dispensaries

The Status: There is a beedi welfare hospital in Rajnandgaon. It has the facility of mobile van but the beedi workers of Dongargarh and Dongargaon says that they seldom see this mobile van may be twice in 6 months. In Dongargaon mobile van does not go because according to the scheme facility could be provided within 10 Km of the Beedi Hospital. Only Dongargarh has got the special permission so mobile van seldom goes there. (Field visit and survey 2003)

Maternity Benefits:

There is a provision of maternity benefit for women beedi workers in which they can get Rs.500/- for first 2 deliveries.

The Status: Oct 2001 to May 2003 23 women have been Beneficiaries.

Family Planning Schemes

Under this scheme beedi workers can get monetary benefit of Rs. 200/- if they undergo family planning operation after 2 children. This benefit can be availed either by husband or wife ones in their lifetime.

Status: Sept 2002 to March 2003, 10 Beneficiaries

Financial Assistance for Heart and Kidney Disease

Under this scheme bidi workers suffering from heart and kidney related diseases can take financial assistance from Government. The reimbursement can be up to Rs 100000/-or 50%of total expenditure which ever is less. The workers, during that period are entitled to get monthly stefund of Rs. 600/- to Rs. 750/- per month upto 9 months. The condition of getting this benefit is that patient have to take permission from Welfare Commissioner before seeking treatment

Status: 1 Patient in 2003 was referred to District hospital

T.B related Schemes

There are 2 different schemes for beedi workers under which they can get benefits for the treatment of Tuberculosis

- 1 Compensation of Rs 600/- to Rs 750/-monthly and Rs 50 monthly for Medicine for 9 months at home
- 2 Under this schemes beedi workers are entitled to get free treatment up to 9 months in T.B. hospitals, for that duration worker will get Rs 600/- to 750/-per month as compensation, Rs 10 daily as diet allowance or worker can take benefit of Rs 20,000/- as annual grant. There is also a provision of reservations of bed in hospitals for beedi workers.

Status: 2 T.B. Patients are getting benefits of scheme in 2003

Scheme for Cancer Patient

In this scheme beedi worker can get complete assistance for the treatment of Cancer. The only condition is that treatment should be taken from a recognized Cancer Hospital and with prior permission of Commissioner welfare. The patient will get monthly allowances

Of Rs 600/-to 750/- up to 9 months and T.A. and Rs 50/- per day for patient and one attendant when they visit hospital.

Status: No benefit given though in our survey we have reported some cases of cancer

Scheme for treatment of beedi workers suffering from mental diseases;

Under this schemes patient will get the benefit of Rs. 180/- to 900/- (depends upon the health condition) monthly, up to 6 month if they are treated in a Government recognized Mental Hospital. The dependents of the patient will get Rs 600/- to 750/- Monthly allowance for 9 months.

Status: no beneficiaries

Table: 17 Number & Percentage of women workers suffering from multiple occupational Diseases

SN	Health Problems	Rajnandgaon		Dongargarh		Dongargaon	
		No	%	NO	%	No	%
1	Respiratory Problems (T.B., Asthma Bronchitis)	25	20	25	20	12	24.4
2	Joint pain, back aches, eye problem	86	68.8	71	56.8	46	93.8
3	Stiff hands & pain	44	35.2	8	6.4	5	10.2
4	Nerves System Problems	21	16.8	17	13.6	14	28.5
5	Minor Occupational Wounds	54	43.2	8	6.4	6	12.2
6	Other Diseases Cancer, reproductive, STD etc)	28	22.4	35	28	13	26.5

Source: Field Data collected from three towns in March- April 2003

***Note:** Most of the women are suffering from more then one Diseases so percentage will not add up to 100

The survey result shows that almost every woman interviewed have more then one-health problem. The health issue was a major concern during our

interaction with beedi workers. Backache was found to be very common among women beedi workers. Most of the activities of beedi making is performed in a sitting posture, sitting on the floor with crossed legs, with right or left leg bent at knee or with legs extended, So prolonged sitting with forward trunk bent have led to sustained static constriction of the back muscle. In Rajnandgaon Dongargarh and Dongargaon towns percentage of women workers suffering from Joint pains, back aches, eye problem are 68.8, 56.8 and 93.8% respectively Since they were seated most of the time, there is hardly any circulation of blood in their thighs or legs and hence majority of workers having severe joint pains and backaches Beedi making is also largely responsible for minor ailments like headache, giddiness, and body ache, peeling of skin. These were "Minor ailments", for it only causes irritation and discomfort and do not came in the way of beedi making. The factory owners and even some of the workers did not regard beedi making leading to major health problems like asthma, bronchitis, T.B. or Cancer, and these are serious diseases even though they know that few persons who work in beedi industry and known to them are also suffering from these diseases.

Due to sitting for long hours the women have reproductive problems like constant pressure on their Uterus, and if a woman is pregnant then this can add complications during childbirth. It is also interesting to note that most of the women who are suffering from backache have suffered complicated deliveries. The women suffering from backache are more then 50% in each town and the women suffering from other diseases (in which most of them are reproductive diseases) are also high.

Constant exposure to tobacco can lead to lot of problems especially the circulatory system, respiratory system and eye. Due to tobacco dust most of the women are having some sort of respiratory problems as in our survey almost 20-25% women are suffering from diseases related to respiratory systems like bronchitis, TB, Asthma etc. It has also been found during the field survey that

women suffering from multiple diseases are basically having combination of Backache and eye problem like burning of the eyes, conjunctivitis, etc, in long run the eye problem can lead to permanent loss of eye sight or cataract.

Case Study: The forgotten story

Name: Jugal Kishore

Address: Kila Para, Ward No 1 Dongargaon

Age: 50 Years

Education: 5th Class

Jugal Kishore is a 50-year-old man who left Beedi making in 1998, as he had been facing lot of health problems. Earlier he was an employee of Ranbeer Beedi but the factory was closed down in 1995 and he is getting pension since then, though he continued Beedi making under the contractor Bhaiyaram who gives Rs 15. Per 1000 Beedies. He had developed some health problems like breathing trouble, back pain etc. Then in 1998 a major kidney problem affected him. He went to the Beedi hospital from where he was referred to district hospital but his problems did not end there. He was asked to pay Rs. 500/- by hospital workers in order to register his case. Jugal a poor man could not fulfill the demand and the result was that his case was not registered and no government assistance given to him, since C.M.O. did not certified that he is a kidney Patient. He tried to seek intervention of then Chief Minister Mr. Digvijay Singh but nothing could be done. He had no option but to go for treatment without any government help on which he has already spent Rs7000-8000 that he borrowed from the market at an interest rate as high as 36%. He is just surviving on his pension and Agarbatti making which he has started recently.

EDUCATION RELATED SCHEMES

There are some education related schemes for the children of beedi workers:

Scholarship schemes

Under this scheme the children of beedi workers studying in class 5-6 would get Rs 400/- and children studying in class 7th to 10 th would get Rs 700/- , for class 11 and 12 th Rs 1000/- Children studying in graduation or post

graduation or any technical course or LLB would get Rs 1500/- annually as scholarships. For the children studying in MBBS/BE/ BSC or Doctorate would get Rs 5000/- per semester.

Schemes for School Uniform

The children studying up to class 4 would get Rs 250 per educational session under this scheme.

Encouragement Schemes

To encourage the children of beedi workers for academic excellence a scheme has been introduced in which cash reward is given to the children of beedi workers based on academic performance

Table: 18 Reward for academic performance

	60% and More	50% and More	Lessthem 50%
High School	1000	700	500
Class 12th /ITI	1500	1000	700
Graduation/3year	2000	1500	1000
professional Diploma			
Degree/ research etc	4000	3000	2000

HOUSING SCHEMES

There are integrated housing Schemes for the Beedi workers

- a) Beedi workers who owns plot or land or their family member is having land or plot can get loan up to 20000/ in three installments provided that they come with necessary documents to support their claim
- b) If the proposal comes from state government then funds will be provided to the state government (Rs 20000/- per house).

- c) Registered housing society which has to be formed by the beedi workers will get Rs 20000/- per house if proper proposal is sent to regional labour office.

Majority of the women working in beedi industry are not having any idea about the various benefits provided in the law as well as the schemes for labour welfare. Our survey conducted in 3 towns of Rajnandgaon district shows that high percent of illiteracy has resulted in the ignorance about the laws and various schemes, which has paved the way for exploitation.

The Beedi workers in Rajanadgaon district were asked about the benefits of labour welfare schemes and facilities they are getting either from the employer or through labour welfare department. Only 20% workers are getting the benefits of labour welfare schemes and facilities provided by the employer. For example, only 8% women workers are getting EPF Bonus and D.A. These are the women who are working in the beedi factories. Women working under contractor system are not getting benefit of EPF Bonus and D.A though they are entitled to take facilities and schemes provided by the department of labour welfare. During the course of survey it was found that most of the workers are deprived of the facilities mentioned under Beedi Welfare Fund Act.

percentage of Workers benifited

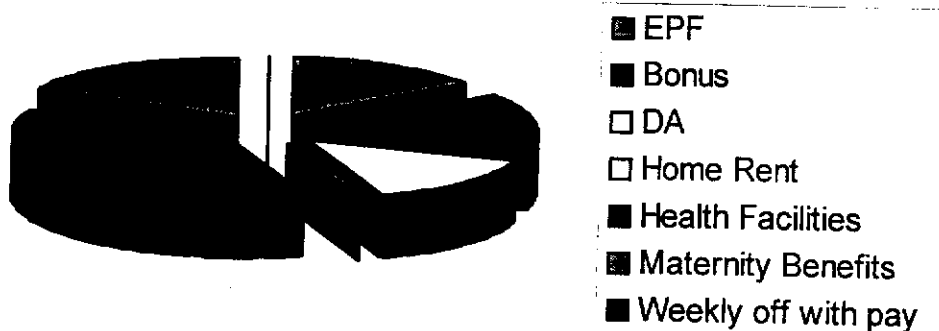


Table: 19 Percentage of Beedi workers benefited by the facilities provided in the Act

	EPF	Bonus	DA	Home Rent	Health Facilities	Maternity Benefits	Weekly off with pay
%of Workers benefited	8%	8%	8%	Nil	20%	10%	Nil

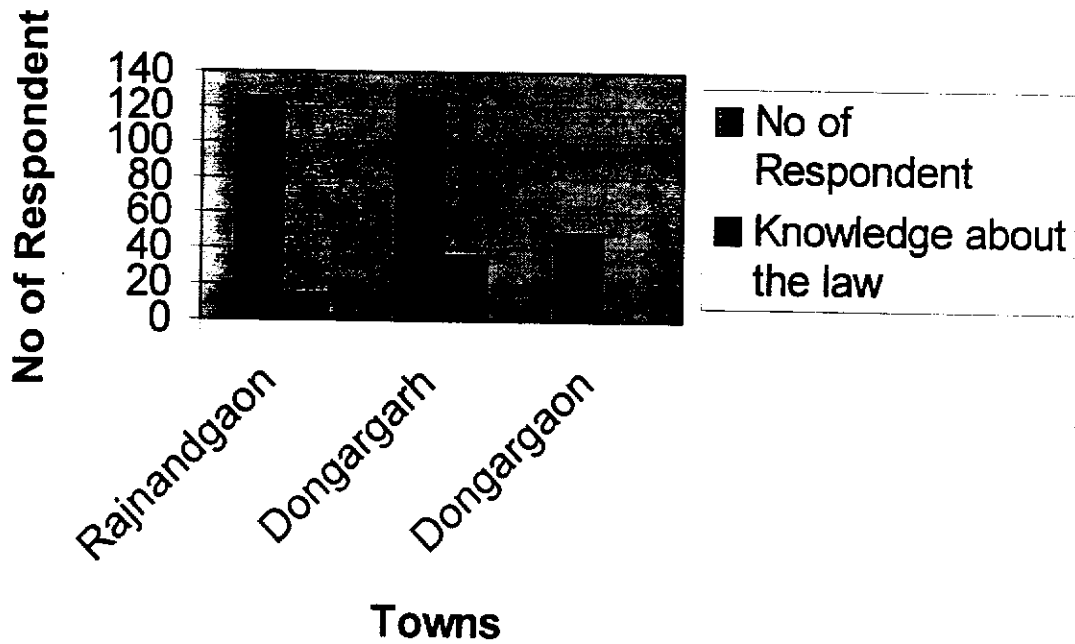
Source: Field survey conducted in March April 200

It is clear from the above table that the benefits are only enjoyed by the workers working in the factory or directly employed by the factory as Ghar Khata workers, but the workers under the contractors are mostly taking benefits of labour welfare schemes (they are entitled provided they have beedi card) such as health, apart from that some women have got the maternity benefits also. Surprisingly the number of workers getting benefits from these schemes is very less. The major reason for this could be the ignorance and lack of leadership amongst them to raise their voice to take up the issues regarding facilities, and to articulate their demand.

Knowledge about the law

The problems of beedi worker's is largely due to the level of their ignorance of the law and their rights and it is also disheartening the trade union and other organization who are said to be the protector of the rights of the workers have not done any thing for building their capacity.

Knowledge about Law and Welfare Schemes



Source: Field survey conducted in March April 2003

Table: 20 Knowledge about the law among Beedi Workers

N O	Area	No of Respo ndent	Knowledge about law	Knowledge about the Min. Wages	Getting Min.wage	Knowledge about Beedi rejection law
1	Rajnandgaon	125	5	1	1	8
2	Dongargarh	125	3	12	10	11
3	Dongargaon	49	0	0	0	0

Source: Field survey conducted in March April 2003

- ❖ The workers have no idea about the law for the beedi welfare as only 8 workers have some knowledge about the Beedi Welfare Act.
- ❖ The workers are ignorant about the minimum wages stipulated by the law and the official notification of the Government of MP (earlier) and Chhattisgarh.

- ❖ Only 11 women could say that they are getting minimum wages as they are working directly in the factory.
- ❖ As per law not more than 5% Beedi can be rejected by the employer but the workers are not aware of this law as only 19 of the total respondent were affirmative about the knowledge of the law which stops exploitation up to some extent

Regarding the wages earned by the beedi workers the survey result the survey result shows that;

Table: 21 Wages Paid to beedi workers in Rajnandgaon

PER 1000 BEEDIES	Rajnandgaon	Dongargarh	Dongargaon
	18.10	22.45	18.15

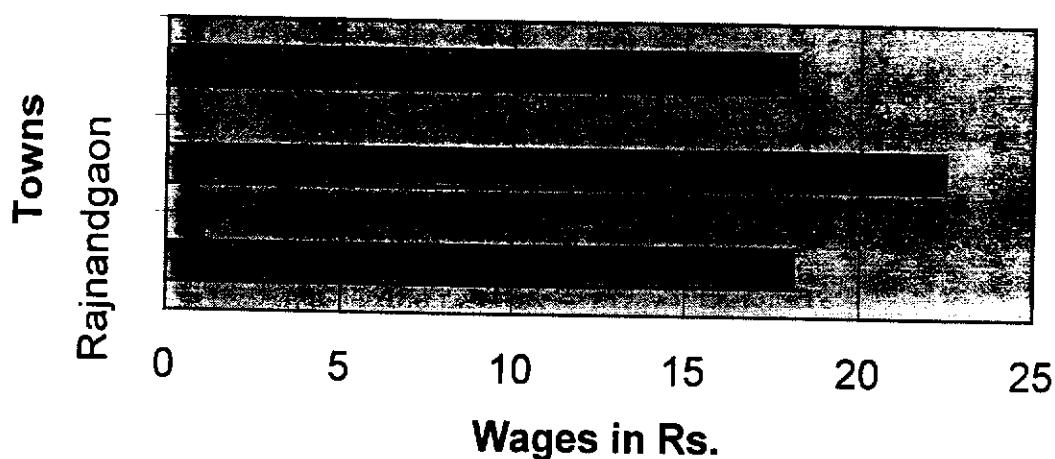
Source: Field survey conducted in March April 2003

The workers in Rajnandgaon district are getting average wages around Rs 18-22 per 1000 beedi, which is less, then the government rate for making 1000 beedi.

The recent rates approved by the government are Rs 36 per 1000 beedies including the D.A.

.A.

Average Wages per 1000 Beedi



Case Study

Name: Durga Thaware
Address: Ward -6, Motipur ward
Age: 48years.
Education: SSC

Like any other beedi worker Durga also was engaged in the beedi making since childhood. She was married in her early years but continued making beedis. During her productive years she supplied around two thousand beedi in a day but as the days went ahead her rate of production decreased. On the other hand her husband, also resigned from his job in Bhilai steel plant. It was then that she realized that she has to step out to earn and become the breadwinner of the family. Before was restricted to the house, forced to stay inside the house, cook for her entire family and was not allowed to leave her house without due permission of her family head i.e. her husband. But she wanted to do something different in her life. It was for the first time she stood out of her home. She volunteered herself in the group of twenty-five RCV volunteers and was elected as their president. In 1997, she was chosen as president of Community Developmental Services. Gradually she became an active participant in the election rallies, seminars and other social events. Through out her journey of struggle her family members provided no support. She was then elected as councilor of her ward in the year 2000. It was then her family members realized that her ongoing struggle is an important asset for the overall development of the family.

Relation With The Municipal Body

The relation between the municipality and the beedi workers is an important issue of concern. It has been found that the ward in which most of the beedi workers are living have been declared as backward ward by the municipality. Yet it is seen there are hardly any facilities available in these wards, ironically in one of these wards i.e. ward no 6 (Motipur). The ward councilor herself is a beedi worker but still the condition of that ward regarding the municipal facilities is not good.

One section of the questionnaire was to assess the level of awareness amongst beedi workers, regarding their local representative in the municipality. The question was asked about the name of their ward member 85% of the respondent know the name of their municipal representatives. The question was asked about the main problems of their wards, the beedi worker have mentioned water and sanitation as the main problems

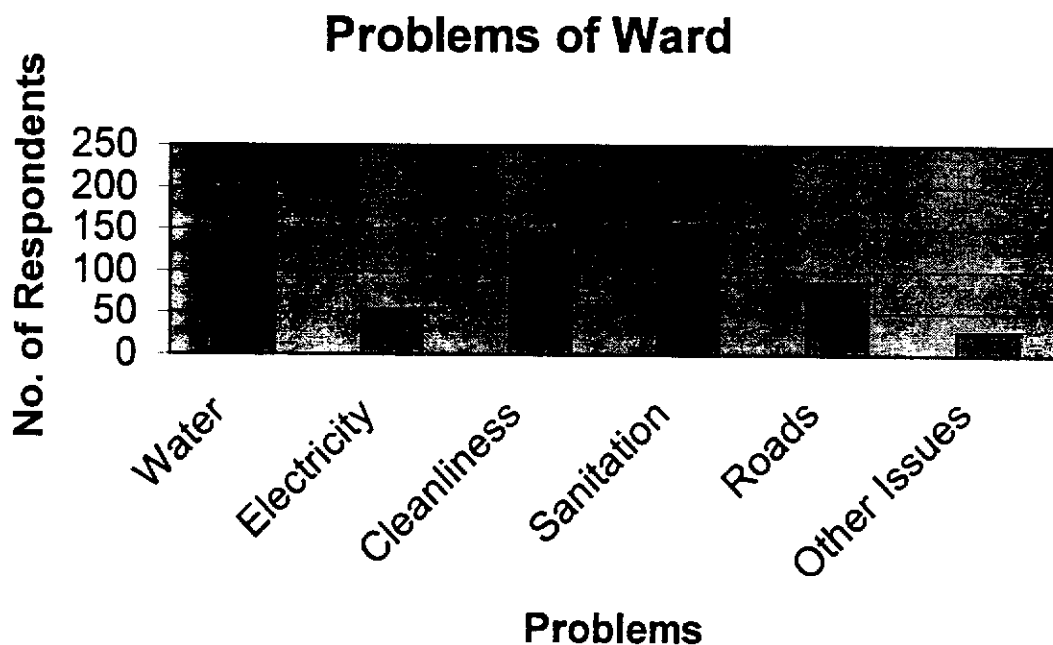


Table: 22 problems of the wards

Main Problems in Beedi Workers wards	Water	Electricity	Cleanliness	Sanitation	Roads	Other Issues
	196	54	145	155	87	27
	65%	18%	48%	51%	29%	9%

Source: Field survey conducted in March April 2003

The table shows that most of the beedi workers are concerned about water (65%), Sanitation (51%) and Cleanliness (48%). Some of them have mentioned other problems (9%) like education in municipal school, day to day problems in municipal functioning, non-availability on information about the schemes for urban poor.

When it is asked whether the municipal officers or the Ward councilor try to solve your problems or do they take any measures? Do they listen you? ,80% workers are of the view that municipal officials do not pay attention to their problems.

Other important information was that about 85% of the beedi workers interviewed have said that their problems regarding wages are known to all

officials of the municipalities and the councilors and the municipal officers know other occupational problems also, but they did not do anything about it.

Case Study

Name: Asha Bai Jagne (Citizen Leader);

Age: 38 years

Ward No: 5 Ramnagar

A middle-aged housewife, from Ramnagar in Rajnandgaon town earns a paltry Rs. 15 per day making beedis. For this meager sum, she makes 1000 beedis and spends about 8 hours in a day. Added to this is her responsibility towards the upbringing of four children. Asha's husband Jhadura is a cobbler and earns about Rs. 30 in a day. Their meager earnings, along with the demands of four growing children, have crippled the family financially. Added to this is the adverse impact of beedi making on the health of Asha. Asha Bai is among those women who are actively working to mobilize women beedi workers to earn their rights, she is also associated with Maa Bamleshwari SHG presently she is leading a group of women in Ramnagar area.

Relations with Organizations

80% women workers do not have any organization or union for the protection of the worker's rights. Some of the workers were associated with the trade unions but they left the union because they say the voice of the beedi workers are not heard and their issues are not taken up for the worker's struggle against injustice. 65 % beedi worker feel that they need an organization to take up their issues of occupation. Only 25% workers are willing to associate themselves with the existing groups/organizations/Trade unions.

Case Study

Name: Prema Shande (Citizen Leader)

Age: 38 years

Address: SewtaPara Dongargaon

Prema Shande is a beedi roller who also runs a small shop in Dongargaon. Prema Shande starts her work early morning 5.00 am and she works tirelessly till she go to bed around 11.00 pm. This has been her routine for last 19 years. At the age of 19 she was married in Rajnandgaon only to get beating from her drunken husband finally her husband abandoned her and she came to her father's house. The economic condition of her father was not healthy to support her so she started

beedi rolling. She supported herself and slowly she established her small shop and started her independent livelihood. In 1996 she adopted her sister's son. Prema had participated in Chintan Sammelan for beedi rollers organized in Rajnandgaon. Now she is working towards formation of women SHG in Dongargaon. She is mobilizing women beedi worker for their rights. The example of her level of awareness and leadership skill was seen recently when a RCV worker (SJSRY Scheme Swarna Jayanti Shahri Rozgar Yojana) provided lone of Rs. 1000/- to some women in Dongargaon and for that she asked her commission Rs. 100/-. When the matter came to her notice Prema had gone to meet Community organizer in Rajnandgaon and told her the situation, finally the commission was returned back by RCV to the women workers. She is leading the group of women beedi workers to get their rights and stop exploitation by contractors

The Contractor

Production of beedi is organized through a contract system, with manufacturers employing contractors to distribute the raw materials to the beedi rollers and collect the rolled beedis from them. Despite the minimum wage, most contractors set their own lower wage rate when contracting women to work

These are some important points that emerged from the question asked to the contractors:

- The average age of a beedi Contractors is 42 years
- The contractor's claimed that their family income is anything between Rs 2500-4000 per month and some say they only earn Rs 1500-2000. through beedi contractor ship.
- 80% contractor lives in his or her own house. 50% of them have pukka house only 30% contractors are living in Kuccha houses.
- Only 30% contractors have said that they are living a comfortable life or they are having TV, Telephone, and Motor vehicle etc.
- Only 30% contractors have admitted that they are making beedi for the factory rest have said that they are in to sell and purchase of beedi.

- A Contractor gets Rs 2 to Rs 2.50 per 1000 beedi as commission from the factory this means everyday he gets Rs 75 to Rs 100 as commission, apart from that he keeps all the rejected beedies which he sell in the market.
- Contractors claim that they get only Rs 22-25 per 1000 beedi from the factory but they give only Rs 18-20 per 1000 beedi.
- None of the contractor was able to tell where they sell their beedi as they claim that they are in to the sell purchase of the beedi and not contractor ship
- It is also important to note that government gives revenue exemption from excise duty up to the production of 20-lakh beedi per year. But it has been found that each contractor collects more then 20-lakh beedi per year from the workers. This is an violation of the act and a revenue loss to the government. The other implication is that beedi factory owners in order to take advantage of the exemption started closing their factories; this has been affecting the employment in the beedi industry. (Source: Field survey conducted in May 2003
- 85% Beedi contractor admitted that they are not giving any facilities to the beedi workers, exactly 85% contractor are also ignorant about the law regulating the beedi industry and the condition of working.
- Only 30 %Contractor's confessed that they know that they are rejecting beedies more then what the law permits. Average beedi rejection is 150 beedi per 1000 by the contractor
- It has been also found in course of the study and the interview that a contractor collects on an average 35,000 beedi per day and 2-lakh beedi per week. This it self shows that a contractor breaks the barrier of 20 lakh beedi in just 4 months As a result..... (Some times even less then that) (Source: Field survey conducted in May 2003)
- Contractor who admitted that they are working for a factory, 75% of them have said that they do not have any license of contractorship, neither the

Beedi Factory Owners

Beedi making is primarily a home-based industry, mainly on a piece-rate basis. However, in some cases beedis are being made in factories, where the workers can identify themselves as working for a certain company. But in this case too, the beedis are primarily made at home. For example, in Dongargarh there are three beedi factories employing a total of 466 workers. There are Gola beedi, which has 315 workers; Tulsi beedi has 36 employees, whereas Chetna has about 145 employees. Earlier there used to be other beedi making companies. However, with the enactment of the beedi and cigar Act, 1966, and other labour welfare acts, the owners lessened work in the factories and started the contractor system. The beedi manufacturers, who were not willing to take all these responsibilities, opted for the agent/contract system. During our interaction with the factory owners they have rejected the fact so many contractors are working for the factory. We had gone with the list of contractors with us who claims that they are manufacturing beedi for the factory. Beedi factory owner gets Rs.80 to 120 per 1000 beedi depending on the size and quality of beedi while manufacturing cost for the production of 1000 beedi is Rs.50 including the wages and commission given to contractor in case of contractor system. The manufacturers also shown their concerns about the increasing impact of liberalization to beedi industry in form of change in taste and preferences that lad to decrease in sell of beedi. The other point raised by the manufacturers was reduction of excise duty on small cigarettes, which has badly affected the beedi industry.

Conclusion and Suggestions

On the basis of the field survey conducted in March -April 2003 and interaction and discussions with various stakeholders including government, Beedi Workers, Trade unions, Contractors and the factory owners in the

factory owners have provided it to them. (Source: Field survey conducted in May 2003)

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Conclusion and Suggestions

On the basis of the field survey conducted in March -April 2003 and interaction and discussions with various stakeholders including government, Beedi Workers, Trade unions, Contractors and the factory owners in the

Rajnandgaon district, we have come up with a reality chart. Reality chart shows that what the act says and what is in practice:

What The Act Says	The Reality
There should be license taken by a contractor to hire workers for a factory	None of Contractors have license for hiring workers in beedi Industry
Minimum Wages under minimum wages act 1948 for the worker as the government suggests is liable to every employer, including contractor, In case of beedi industry it is Rs 36 per 1000 beedies in Chhattisgarh.	Most of the workers under contractor system are not given minimum wages that is Rs. 36 per 1000 Beedies. The workers get Rs 18-20 per 1000 beedies.
The maximum Rejection can be of 5% per 1000 beedi that is 50 beedi per 1000 beedi, and if the rejection is due to the negligence or any other reason, the employer should give the half wages as stipulated for the non rejected beedi	The field survey result shows that anything between 100 to 200 beedi get rejected. No wages are paid for the rejected beedies neither they are returned to the beedi worker
According to the contract labour regulation and abolition act 1970 which is applicable to the beedi industry EPF should be given to the workers	No contractor gives EPF to their employees
The factory owner should take licenses for the contractor whom he is hiring for beedi making in the household.	No contractor was found to have license.
Contractors deny that they are working for a factory, they are only doing Sale Purchase of beedi under the act which	The reality is that every contractor interviewed is making more then 20-lakh beedi per year but they do not pay

says there will be no excise duty on production of 20 lakh beedi per year	excise duty neither are they able to tell where they sell their product.
There is a compulsory provision of 1day off with pay per week and leave with pay on national Holidays	No contractor is providing this facility and it is not followed in the factories
There is a provision of giving rent if worker is using his premises for work	This facility is not given in Rajnandgaon District

Workers engaged in beedi industry in Rajnandgaon are facing lot of problems, since the industry is agro/forest home based industry and having many stakeholders. There is no mechanism to have check and control on them so that stakeholders especially the more vulnerable (beedi workers) can get their due reward. Government, which is supposed to play supportive as well as regulatory role, is not able to perform up to the mark. During the study many issues have come up and we are giving some important points, they are:

- ❖ Beedi workers mostly women and their families are living in extremely difficult conditions, as it is very clear from our field survey that many of them are living in slum areas having *kuccha* houses.
- ❖ This is also found that violation of law regulating the beedi industry and the welfare of the labourers is very common in Rajnandgaon and government is almost ignorant about it.
- ❖ Our Study clearly shows that the women workers are not in beedi making out of choice, but are glad it is available. In this complex situation no single action can be effective.
- ❖ Study reveals that the education level of beedi workers is very low and they are not aware about their rights. Education and awareness is most important, that will trigger demands for better conditions of work.
- ❖ There are many health schemes but due to ignorance and the lengthy administrative procedures majority of the workers are not able to take the

benefits. So there is a need for time saving, organized health care facilities.

It is also necessary that there should be less bureaucratic procedures.

- ❖ 80% women workers are not having any organization or union for the protection of the worker's rights
- ❖ 75% contractors have admitted that they do not have any license of contractor ship.
- ❖ The effect of Globalization is quite evident on beedi industry as almost every manufacturer and contractor we met showed concerns about the decreasing demand of beedi in market.

Suggestions

- ❖ Systematic assessment of women workers health conditions.
- ❖ Alternative methods of handling tobacco to minimize the risk.
- ❖ Compulsory use of nose masks and goggles.
- ❖ Increase in wages and proper check on the contractor system as well as on factory owners.
- ❖ Rationalisation of some beedi welfare schemes like facility of mobile van only within 25 Km from Beedi Hospital.
- ❖ Government need to intervene for the implementation of the act to insure the welfare of beedi workers
- ❖ Review of the excise duty exemption to understand whether this is benefiting the beedi workers or not.
- ❖ Public awareness to be created at the level of people working in the beedi industry and the general public.
- ❖ Education and awareness about the various schemes provided by the government like health schemes, education schemes, housing schemes etc.
- ❖ It is important to provide space for them to discuss issues and problems – as part of collective bargaining process

- ❖ There is need to promote social dialogue between employers, trade unions and the government to improve the working conditions of Beedi workers.
- ❖ A systematic campaign to promote access of Beedi workers to the Beedi Welfare Fund for social security.

A need to further investigate, analyze, expose, disseminate and mobilize various stakeholders by building pressure groups to take actions. This would go a long way in the elimination of exploitation of workers in Beedi Industry.

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PRIA CHHATTISGARH/Beedi Study

S.NO.

DATE

RESEARCHER

ARIA

**बीडी कामगारों के लिये प्रश्नावली
सामान्य जानकारी**

1.1. पुरुष/स्त्री

1.2. नाम-..... 1.3. पिता/पति का नाम.....

1.4. उम्र..... 1.5. निवास स्थान.....
.....
.....

1.6. जाति- अनुसूचित जाति/जन जाति /पिछड़ा वर्ग/अन्य(जाति नोट करें).....

1.7. शिक्षा शिक्षित/अशिक्षित.....

1.8. परिवारिक आय के स्रोत

क्रमांक	मासिक आय	स्रोत

1.9. आपके पास निम्न सुविधाओं में से क्या है ✓सही का निशान लगाएं

रेडियो/टैप	टी.वी.	साईकिल	सिलाई मशीन	गैस	प्रेस

1.10. निवास स्थान

स्वयं का/किराये का

2 पारिवारिक जानकारी

- 2.1 कितने बच्चे हैं.....
- 2.2 पति की उम्र.....
- 2.3 पति का व्यवसाय- नौकरी/मजदूरी/अन्य कोई व्यवसाय
-
-
- 2.4 क्या पति बेकार है/दिहाड़ी मजदूर है हाँ/नहीं
- 2.5 क्या पति स्थाई नौकरी पर है/थे हाँ/नहीं
- 2.6 किस नौकरी पर है /नौकरी क्यों छोड़ी
- 2.7 जब पति स्थाई नौकरी पर था तो क्या बीड़ी बनाती थी हाँ/नहीं
- 2.8 क्या पति बीड़ी पीते हैं हाँ/नहीं
- 2.9 क्या पति शराब पीते हैं हाँ/नहीं
- 2.10 क्या पति बीड़ी बनाने में सहयोग करते हैं हाँ/नहीं

3. बीड़ी से संबंधित

- 3.1. आप कितने सालों से बीड़ी बना रही हैं
- 3.2. आपने बीड़ी बनाना क्यों शुरू किया
अतिरिक्त आय के लिये /पति के बेरोजगारी के चलते / अन्य कोई कारण
कारण नोट कीजिये
- 3.3. आप शादी के पहले बीड़ी बनाती थी या शादी के बाद शुरू किया
शादी के बाद/शादी से पहले
- 3.4. आपने बीड़ी बनाना कैसे/किससे सीखा.....
- 3.5. अच्छी तरह बीड़ी बनाने के लिये कितने समय लगा.....

3.20 स्कूल/कालेज जाता था लेकिन अब छोड़ दिया हाँ/नहीं
क्यों छोड़ दिया

3.21 क्या पति बीड़ी बनाने में सहयोग करते हैं हाँ/नहीं

4 बीड़ी बनाने की कार्य प्रणाली

4.1 क्या पत्ता/तम्बाकू स्वयं लेकर आती हैं हाँ/नहीं
अगर हाँ

4.2 आने जाने में कितना चलना पड़ता है कि.मी.ओर समय

4.3 1000 बीड़ी के लिये कितना तन्दू पत्ता व तम्बाकू मिलता है
तन्दू पत्ता.....
तम्बाकू.....

4.4 क्या पत्ता एवं तम्बाकू पैसे देकर मिलता है या बीड़ी के विरुद्ध समायोजित होता है
.....

4.5 क्या तन्दू पत्ता व तम्बाकू तौल कर मिलता है हाँ/नहीं

4.6 क्या 1000 बीड़ी बनाने के लिये पत्ता/तम्बाकू या दोनों कम पड़ते हैं हाँ/नहीं
अगर हाँ तो कितना

4.7 तम्बाकू पत्ता कम पड़ने पर कहीं से लेते हैं कारखाने/ठेकेदार/बाजार से
किस भाव से मिलता है
तम्बाकू.....
पत्ता.....

4.8 महीने में तम्बाकू व पत्ते पर कुल कितना पैसा खर्च होता है

5 कानून से संबंधित जानकारी

5.1 क्या आप जानती है कि बीड़ी कामगारों के लिये पृथक कानून है हाँ/नहीं

5.2 क्या आप जानती है कि सरकार द्वारा कितना न्यूनतम वेतन रखा गया है हाँ/नहीं
अगर हाँ तो बताइये.....

- 5.3 क्या आपको न्यूनतम वेतन मिलता है हाँ/नहीं
- 5.4 आपको 1000 बीड़ी पर कितनी मजदूरी मिलती है
- 5.5 क्या आपको सवैतनिक साप्ताहिक अवकाश मिलता है हाँ/नहीं
- 5.5 क्या आपको बीड़ी वेलफेयर फंड के अंतर्गत मिलने वाली सुविधाओं की जानकारी है हाँ/नहीं
अगर हाँ तो
- 5.7 आपको निम्नलिखित में से कौन सी सुविधाएँ मिल रही हैं ✓ सही का निशान लगाएँ

ई.पी.एफ.	बोनस	मंहगाई भत्ता	घर में काम का किराया
चिकित्सा सुविधा	मातृत्व भत्ता	सवैतनिक साप्ता. अवकाश	अन्य कोई सुविधा

- 5.8 क्या आप जानती हैं कि नियमानुसार 5 प्रतिशत से ज्यादा बीड़ी की छटाई नहीं की जा सकती हाँ/नहीं
- 5.9 आपका नियोजक 1000 बीड़ी पर कितनी बीड़ी छोटकर निकालता है
- 5.10 क्या वह इन बीड़ियों के लिये आपको पैसे देता है या बीड़ी वापस करता है हाँ/नहीं

6 व्यवसाय से संबंधित परेशानियाँ

- 6.1 तेन्दू पत्ता सही क्वालिटी का मिलता है हाँ/नहीं
- 6.2 क्या कारखाने मालिक/ठेकेदार से ब्याज पर पैसा मिलता है हाँ/नहीं
अगर हाँ तो कितना ब्याज देना पड़ता है।
- 6.3 बीड़ी कार्ड बनाने में परेशानी होती है हाँ/नहीं
अगर हाँ तो
किस तरह कि परेशानी
- 6.4 क्या सरकारी कर्मचारी आपके क्षेत्र में आते हैं हाँ/नहीं
- 6.5 आपकी समस्याएँ सुनते हैं हाँ/नहीं
- 6.5 क्या वे आपकी समस्याओं का समाधान करते हैं हाँ/नहीं

7 बीड़ी श्रमिक कल्याण योजनाओं से संबंधित

- 7.1 आपको सरकार द्वारा लागू की गयी कल्याणकारी योजनाओं की जानकारी है हॉ/नहीं
अगर हॉ
क्या आप योजनाओं के बारे में बता सकते हैं
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A स्वास्थ्य संबंधी योजनाएँ

- 7.2 बीड़ी से संबंधित दवाखाना कहाँ है
- 7.3 आपके क्षेत्र से कितनी दूर पड़ता है (कि.मी.).....
- 7.4 क्या आपके क्षेत्र में हॉस्पिटल की गाड़ी आती है हॉ/नहीं
अगर हॉ
महीने में कितनी बार आती है
- 7.5 आप पिछले एक साल में कितने बार दवाखाने गयी.....
- 7.6 किस बीमारी के इलाज के लिए गयी
- 7.7 क्या डाक्टर उपलब्ध थे
- 7.8 ईलाज हुआ
- 7.9 क्या दवाई अस्पताल में मिली या खरीदनी पड़ी.....
- 7.10 सामान्यतः कौन सी बीमारी से ग्रस्त होते हैं।
1. टी. बी./दमा/सांस फुलना/छाती में दर्द
 2. हड्डियों व जोड़ों में दर्द/ कमर दर्द/आँखों में कमजोरी
 3. हाथ की उंगलियों में दर्द
 4. तम्बाकू से चक्कर आना /दिमाग सुन्न होता है
 5. उंगलियों पर धागे चाकू के निशान
 6. अन्य कोई बीमारी (नोट कीजिये).....

B शिक्षा संबंधी

- 7.11 क्या आपके बच्चों को बीड़ी छात्रवृत्ति मिलती है हॉ/नहीं
अगर हॉ तो
कितनी मिलती है.....
कितने वर्षों से मिल रही है

C आवास संबंधी योजना

- 7.12 क्या आपको आवास संबंधी योजनाओं की जानकारी है हाँ/नहीं
- 7.13 क्या आप ऐसे किसी आवास योजना के सदस्य हैं हाँ/नहीं
- 7.14 क्या आपने घर बनाने/घर की मरम्मत के लिये सरकारी लोन लिया हाँ/नहीं
- 7.15 क्या लोन मिला हाँ/नहीं
अगर नहीं क्यों नहीं मिला ब्यौरा दीजिये.....

D समाजिक सुरक्षा/मनोरंजन संबंधी योजनाएँ

- 7.16 क्या आपको समूह बीमा योजना की जानकारी है हाँ/नहीं
- 7.17 क्या आप या आपके आस पास के श्रमिकों को समूह बीमा योजना का लाभ मिला है हाँ/नहीं
- 7.18 क्या आपको सरकार द्वारा मिलने वाली एवं श्रम कल्याण संगठनों द्वारा दी जानेवाली मनोरंजन संबंधी सुविधाओं की जानकारी है हाँ/नहीं
- 7.19 क्या आपके मुहल्ले में सरकार द्वारा निशुल्क फिल्में दिखाई जाती हैं हाँ/नहीं
- 7.20 क्या आपके टेलीविजन सेट प्रदान करने वाली योजना का लाभ लिया हाँ/नहीं

8 स्थानीय प्रशासन से संबंधित

- 8.1 आपके वार्ड के पार्श्व का नाम जानते हैं हाँ/नहीं
अगर हाँ तो नाम बताइये
- 8.2 आपके वार्ड की मुख्य समस्याये क्या हैं

पानी	बिजली	साफ-सफाई	शौच व्यवस्था	सड़कें	अन्य कोई

- नाट कीजिये
- 8.3 क्या इन समस्याओं के समाधान के लिये पार्श्व/नगर निगम/पालिका अधिकारियों ने कोई कदम उठाये हैं हाँ/नहीं
अगर हाँ, ब्यौरा दीजिये

भाग 2 बीड़ी से संबंधित

- 2.1. कितने सालों से ठेकेदारी कर रहे हैं
- 2.2. किस कारखाने के लिये ठेकेदारी कर रहे हैं
- 2.3. क्या एक ही कारखाने के लिये बीड़ी बनवाते हैं हाँ/नहीं
अगर नहीं
- 2.4. एक से अधिक कितने कारखानों के लिये बीड़ी बनवाते हैं
.....
.....
- 2.5. क्या इससे पहले किसी और कारखाने के लिये बीड़ी बनवाते थे हाँ/नहीं
अगर हाँ तो
- 2.6. किस कारखाने के लिये
- 2.7. क्या आपके पास ठेकेदारी का लायसेन्स है हाँ/नहीं
- 2.8. आप जिस कारखाने के लिये बीड़ी बनवाते हैं उसको आपने
लाइसेन्स दिलवाया है हाँ/नहीं
- 2.9. आप को कारखाने से मजदूरी के लिए प्रति हजार बीड़ी कितना पैसा मिलता है
.....
- 2.10. आप प्रति दिन कितनी बीड़ी इकठा करते हैं
- 2.11. आपके पास कितने बीड़ी मजदूर काम करते हैं (संख्या)
प्रतिदिन/प्रतिमाह नोट करें
- 2.12. प्रति हजार बीड़ी कितना तंबाकू एवं पत्ता देते हैं
तंबाकू.....
पत्ता.....

भाग 3 कानून से संबंधित

- 3.1. क्या आपको बीड़ी से संबंधित कानूनों की जानकारी है हाँ/नहीं
अगर हाँ तो
कौन से कानून बीड़ी से संबंधित है (सही उत्तर देने पर का निशान लगायें)
- 1 Beedi and Cigar workers (Conditionof Employment) Act 1966
2 Beedi Workers Welfare Cess Act 1976
3 Beedi Workers Welfare Fund 1976
- 3.2. क्या आपने काम करने वाले मजदूरों का पंजीकरण कराया हुआ है हाँ/नहीं
- 3.3. क्या आप मजदूरों को सर्वेत्निक साप्ताहिक अवकाष देते है हाँ/नहीं
- 3.4. क्या आप जानते है कि सरकार द्वारा न्यूनतम बीड़ी मजदूरी प्रतिदिन कितनी है हाँ/नहीं
अगर हाँ तो प्रतिदिन बीड़ी मजदूरी बतायें
- 3.5. क्या आप बीड़ी मजदूरों के लिये उपस्थिती पंजी रखते है हाँ/नहीं
- 3.6. प्रति हजार बीड़ी पर आप कितनी बीड़ी छांटते है.....
- 3.7. क्या आप जानते है नियमों के अनुसार 5% से ज्यादा बीड़ी नहीं छाटी जा सकती हाँ/नहीं
- 3.8. क्या आप बीड़ी मजदूरों के लिये वेतन रजिस्टर रखते है हाँ/नहीं
- 3.9. आपके पास काम करने वाले मजदूरों को कौन सी सुविधाएँ मिलती है सही का निपान लगायें।

ई.पी.एफ	बोनस	मातृत्व अवकाश	मंहगाई भत्ता
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चिकित्सा भत्ता	आवास सुविधा	अन्य कोई सुविधा	
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S.NO.

DATE

RESEARCHER

ARIA

ठेकेदार के लिये प्रश्नावली

भाग एक सामान्य जानकारी

1.1. नाम

1.2. पता

1.3. शिक्षा शिक्षित/अशिक्षित
शिक्षित हों तो नोट करें कहाँ तक

1.4. उम्र..... विवाहित/अविवाहित

1.5. पुरुष/स्त्री.....जाति/अनुजाति/जनजाति/पिछड़ा वर्ग/सामान्य

1.6. पारिवारिक आय से संबंधित

क्रम.	मासिक आय	मंत्र

8. आपके पास निम्न में से कौन सी सुविधाएँ हैं सही का निशान लगाएं

टी.बी.	रेडियो/टेपरिकार्डर	साइकिल	मो. साइकिल/स्कूटर	फ्रीज	रसोईगैस	टेलिफोन

9. निवास स्थान स्वयं का/किराये का

भाग 2 बीड़ी से संबंधित

- 2.1. कितने सालों से ठेकेदारी कर रहे हैं
- 2.2. किस कारखाने के लिये ठेकेदारी कर रहे हैं
- 2.3. क्या एक ही कारखाने के लिये बीड़ी बनवाते हैं हाँ/नहीं
अगर नहीं
- 2.4. एक से अधिक कितने कारखानों के लिये बीड़ी बनवाते हैं
.....
.....
- 2.5. क्या इससे पहले किसी और कारखाने के लिये बीड़ी बनवाते थे हाँ/नहीं
अगर हाँ तो
- 2.6. किस कारखाने के लिये
- 2.7. क्या आपके पास ठेकेदारी का लाइसेन्स है हाँ/नहीं
- 2.8. आप जिस कारखाने के लिये बीड़ी बनवाते हैं उसको आपने
लाइसेन्स दिलवाया है हाँ/नहीं
- 2.9. आप को कारखाने से मजदूरी के लिए प्रति हजार बीड़ी कितना पैसा मिलता है
.....
- 2.10. आप प्रति दिन कितनी बीड़ी इकठा करते हैं
- 2.11. आपके पास कितने बीड़ी मजदूर काम करते हैं (संख्या)
प्रतिदिन/प्रतिमाह नोट करें
- 2.12. प्रति हजार बीड़ी कितना तंबाकू एवं पत्ता देते हैं
तंबाकू.....
पत्ता.....

नाट करें :-.....

3.10. क्या आप बीड़ी मजदूरों को घर पर काम करने का घर किराया भत्ता देते हैं

हाँ/नहीं

3.11. ठेकेदारी से संबंधित आपकी क्या परेशानियाँ हैं

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.....
कोई अन्य सुझाव
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हस्ताक्षर

भाग 3 कानून से संबंधित

3.1. क्या आपको बीड़ी से संबंधित कानूनों की जानकारी है हाँ/नहीं
अगर हाँ तो
कौन से कानून बीड़ी से संबंधित है (सही उत्तर देने पर का निशान लगाये)

- 1 Beedi and Cigar workers (Conditionof Employment) Act 1966
- 2 Beedi Workers Welfare Cess Act 1976
- 3 Beedi Workers Welfare Fund 1976

3.2. क्या आपने काम करने वाले मजदूरों का पंजीकरण कराया हुआ है हाँ/नहीं

3.3. क्या आप मजदूरों को सर्वतनिक साप्ताहिक अवकाश देते हैं हाँ/नहीं

3.4. क्या आप जानते हैं कि सरकार द्वारा न्यूनतम बीड़ी मजदूरी
प्रतिदिन कितनी है हाँ/नहीं
अगर हाँ तो प्रतिदिन बीड़ी मजदूरी बतायें

3.5. क्या आप बीड़ी मजदूरों के लिये उपस्थिति पंजी रखते हैं हाँ/नहीं

3.6. प्रति हजार बीड़ी पर आप कितनी बीड़ी छांटते हैं.....

3.7. क्या आप जानते हैं नियमों के अनुसार 5% से ज्यादा
बीड़ी नहीं छाटी जा सकती हाँ/नहीं

3.8. क्या आप बीड़ी मजदूरों के लिये वेतन रजिस्टर रखते हैं हाँ/नहीं

3.9. आपके पास काम करने वाले मजदूरों को कौन सी
सुविधाएँ मिलती हैं सही का निशान लगायें।

ई.पी.एफ	बोनस	मातृत्व अवकाश	मंहगाई भत्ता
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चिकित्सा भत्ता	आवास सुविधा	अन्य कोई सुविधा	
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