

## CHAPTER - 1

# INTRODUCTION

Beedi is a forest product and also called the poor man's smoke or poor man's cigarette. A standard beedi contains about 0.2 grams of rolled tobacco flakes. Tobacco/tendu<sup>1</sup> leaf is also known as kendu or tamburni. The beedi industry is primarily an unorganized sector or informal sector. "Informal sector" was interpreted in the 15<sup>th</sup> International Conference of labor statisticians, to cover an informal enterprise which is unincorporated; owned by a household; produces for a market, and, does not keep a formal set of accounts. In a Sectoral Activities Working Paper (2003)<sup>2</sup> of the International Labour Office (ILO) at Geneva, Madhya Pradesh was amongst the four states analyzed to comprehend the welfare aspects and general work scenario of Indian<sup>3</sup> Beedi Workers. The paper raised serious concerns about the conditions of work in the beedi industry on account of unethical labour practices against the intent of the Declaration on Fundamental Principles and Rights at Work.<sup>4</sup> The aforesaid working paper states that the Declaration calls member states to work towards achieving the following initiatives in the beedi sector :

- (a) To respect and promote freedom of association and collective bargaining.
- (b) To seek the abolition of all forms of forced or compulsory labour.
- (c) To seek the effective abolition of child labour; and
- (d) The elimination of all forms of discrimination in respect of employment.

In view of increasing population, unemployment, poverty and illiteracy, beedi industry appears to be an easy way of earning a wage. Men, women and children can all be observed in the work of beedi making. It is significant to note that majority of

- 
1. Scientific name is diosyros melanoxyton
  2. Titled, "Making Ends Meet; Beedi Workers in India today – A study of four states"
  3. India is a founder member of the ILO. The most important activity of the ILO is to set international labour standards in the forms of Conventions and Recommendations. Relevant Conventions ratified by India cover the areas of forced labour and women labour.
  4. Declaration adopted by the International Labour Conference in June 1998

the workers – in some places as high as 80%, are women. In Ahmedabad, 90% of beedi workers are reportedly women. And since it is primarily home based industry, economic security that it provides to women workers, is however, coupled with exploitation and innumerable health hazards.<sup>5</sup>

The four main steps involved in the production of a beedi are (i) rewinding the thread (ii) cutting the beedi leaves (iii) rolling the beedi, and (iv) folding the beedi head. Since the first step involves no expertise or training even children of very tender age<sup>6</sup> or the old can be involved. All that is required to be done is the re-rolling of the thread from a small bundle onto an object, usually, an empty match box or a pulley –type object. It takes about 30 minutes to an hour to rewind a bundle of thread. Cutting the beedi leaves, which is the next step, requires some skill because the maximum number of pieces cut from the leaf depends on the skill of the worker. Rolling the beedi leaf with tobacco is the main job in the process-tobacco is to be rolled in the leaf and tied with the thread; the pinch of tobacco must be accurate. The folding of the beedi head, which is the final step, can be done by assistants also; the complete beedis are then bundled and sent to the employer/contractor.

Since most of the production is undertaken in homes, production is widely dispersed and it is difficult to plot a clear cut employer-employee relationship. The maze of contractors and sub-contractors effectively serve to provide a serpentine chain of production which tantamounts to circumvention of labour laws at several levels. In order to manufacture beedis, the manufacturer has to be registered with a number of government departments and requires authorization from various sources. The laws which directly deal with beedi workers are :

- (i) The Beedi and Cigar Workers  
(Conditions of Employment) Act 1966
- (ii) The Beedi Workers Welfare Cess Act, 1976
- (iii) The Beedi Workers Welfare Fund Act 1976

---

5. Sedentary position throughout, unhygienic working conditions and the constant inhaling of tobacco, are just a few health hazards; there is also a high incidence of other diseases such as TB, mycosis, cancer, skin problem, eye problems etc. While some of these ailments are also caused by the general conditions of the poor, occupational health hazards in beedi making cannot be denied.

6. Even girls (and boys) as young as four years are involved in the work. It is a training ground for them.

Amongst the other laws having a bearing on beedi workers are, the Minimum Wages Act, 1948, and Industrial Employment (Standing Orders) Act 1946, and the Maternity benefits Act, 1961.

The salient features of the Acts are :

**Beedi and Cigar Workers (Conditions of Employment) Act, 1966.** It provides for coverage regarding daily hours of work, weekly rest, leave with wages, maternity leave, benefits and welfare amenities such as drinking water, toilet facilities, canteen, etc. Although the term workers encompasses homeworkers as well, in practice these provisions apply only to the factory/commonshod workers.

The Act prohibits an employer or contractor from arbitrarily rejecting more than 2.5% of the beedis as sub-standard beedis. Rejection of 5% would necessitate making entries in writing, recording the reasons for rejection so that the workers have a record in writing. In practice however, the rate of rejection is higher.

The Act does not apply to the occupier or owner of a private dwelling house involved in the manufacturing process with the help of his family or anybody who is dependent on him, provided the owner or occupier is not an employee of an employer to whom the Act is applicable.

Also prescribed in the statute are measures to promote healthy working conditions of workers at workplace in terms of cleanliness, ventilation, first aid, etc.

**The Beedi Workers Welfare Cess Act, 1976** aims to collect taxes by way of cess or by imposing excise duty on manufactured beedis.

**The Beedis Workers Welfare Fund Act, 1976** was enacted with the objective to promote financial assistance to the workers. The Beedi Workers Welfare Fund Rules, 1978 stipulate that the owner of an establishment or a factory or contractor should maintain a register of works and furnish statistics and other information as required by the government from time to time. Employers are to provide photo identity cards to every worker. The main emphasis of the welfare measures is in the health sector as the beedi workers as a category of workers is involved in health hazardous occupations.

Despite laws which seek to protect the interests of beedi workers, the real benefit does not reach the workers; the law is flouted in various ways and the workers are exploited. Helpless because of poverty and lack of awareness, they succumb to all atrocities. It is with the object of understanding the problems of women beedi workers and find out possible solutions that the NCW decided to hold public hearings at various

places and have a first hand account/report from the workers themselves. Five public hearing were conducted, viz,- Ahmedabad (Gujarat), Nippani (Karnataka), Sagar (Madhya Pradesh), Tirunelveli (Tamil Nadu) and Warrangal<sup>7</sup>.

A brief account of the proceedings and reports with recommendations made at these public hearings follow in the next section.

---

7. The list is alphabetic and not chronological.

## CHAPTER - II

### THE REPORTS

The following is a gist of the various recommendation made in the public hearings on women beedi workers.

#### **Ahmedabad**

A public hearing on beedi workers was organized jointly by the Self Employed Women's Association (SEWA) and the NCW in Ahmedabad on May 5, 2003. The purpose of this hearing was to understand the work situation of the workers and the problems they face in the implementation of the existing laws; and secondly, to draw the attention of the NCW towards the changes required in the existing laws for the beedi rollers so as to make them more women-worker's-friendly and ensure their welfare. It was informed that there are four millions of beedi workers in India of which 1,50,000 are in Gujarat and in Ahmedabad city alone, their number is 15,000, and they are all member of the SEWA. 90% of the beedi workers are women.

The industry is home-based and the work is done mainly through three modalities, viz.

- (i) **Direct system:** i.e. the employers provide the workers with raw materials and the workers deliver back the ready beedi to them next day.
- (ii) **Sale-Purchase System:** i.e. in the books it is shown that the worker buys raw material from 'Company A', while they give the prepared beedis to 'Company B', 'Company C' does the packaging and 'Company D' does the marketing. All these companies are "on paper" only and their owners are all from one family itself. This systems is adopted so that the workers can be defined as "own account " workers and employer-employee relationship cannot be established. This way the employers can evade the labour laws.
- (iii) **Through Contractor:** i.e. raw material is given to the beedi workers through the contractors employed by the employers. The workers roll the beedis and deliver the finished product to the contractor.

**I am rolling beedis from last 20 years. But today our main problem is the quality of tendu leaves provided to us. The leaves are torn, bad in quality and dry. As a result, from the leaves provided to roll 1,000 beedis we are only able to roll 800 to 850 beedis from it. We have to put our share to buy extra leaves. If we complain to the contractor he says, 'If you want to work, you will get these leaves otherwise sit at home'. Thus though wages have increased in last 20 years, because of the quality of leaves, what we get in hand has actually not improved.**

**Shaheb bibi at  
Ahmedabad public hearing**

Over the past few years, there is a recession in the industry which can be attributed to the following factors:

- The chewing of Gutkha by the people instead of smoking beedi.
- There is a 15% to 20% decrease in the growth of tobacco in the region where, instead of tobacco, bananas and potatoes are grown.
- The policy of prohibition on smoking in public places.
- Cigarette smoking has increased by 10%.
- Small cigarettes have come in the market and their rates being competitive, people prefer to buy them as it is also a status symbol.
- Employers have enough stock of beedis in their godowns.
- New foreign cigarette companies have come to India, which, with their new technology, can produce 6,000 cigarettes per minute.

Apart from recession, there are other kinds of problems also faced by beedi workers in general, and women beedi workers in particular. These, in brief are: poor working conditions and long working hours as a result of which they suffer from various health problems; the rates of minimum wages in Gujarat are highest as a result of which the employers shift the industry to other states where the rates are low; also, the workers are not paid the wages according to prescribed rates; there is no implementation of the provident fund rules; log books and identity cards are not issued by the employers due to the existence of sale and purchase system; no social welfare facilities are given to the workers even though the law provides for the same; medical facilities are inadequate and unsatisfactory; the housing conditions are pitiable and workers stay in kuccha houses

thus exposed to natural and man-made calamities; even though there is a provision for scholarship for beedi workers' children, there are innumerable difficulties in getting the benefit; the amount of maternity benefit is too small<sup>1</sup>.

In view of these problems, the following demands were made by the workers;

- Workers under sale-purchase system should be covered under the Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- Employer-employee relationship should be established to provide visibility to the workers.
- Labour department should ensure availability of good quality and enough quantity of raw material to the workers.
- A national minimum wage at Rs. 50 per thousand beedis should be fixed so as to stop migration of the industry.
- Representatives of workers and employers should be appointed in the advisory committee/Board of Minimum Wages.
- Government should give permission to the Labour Commissioner to become trustee of the tripartite provident fund trust.
- All beedi workers should be covered under the provident fund scheme and identity cards should be issued to them by the Welfare Department.
- Prohibition of guthka should be brought in the state as gutkha has adversely affected the beedi industry.
- Alternative livelihood fund should be formed for the beedi workers who lose their work due to anti-tobacco campaign.
- Beedi welfare fund should be decentralized and there should be worker's participation in decision making.
- Beedis upto 20 lakhs and unbranded beedis are exempted from excise duties. This exemption must be abolished.
- Forms of the welfare schemes should be in Hindi and Gujarati language.
- Beedi advisory committee of the Gujarat state and the national advisory committee should meet at least twice a year.

---

1. It was Rs. 500 at the time of the proceedings of the hearing. However, this has now been raised to Rs. 1,000 by the Labour Ministry vide a newspaper report date June 25, 2004.

- Welfare schemes like housing, medical and education should be effectively implemented. Medical officers should be appointed in every dispensary run by the welfare department and mobile dispensary vans should be provided to reach scattered beedi workers.
- Creches and child care centers should be included in the welfare schemes.
- Beedi workers who have obtained identity cards after March 1992, should be included in the Group Insurance Schemes.
- Beedi workers union should be encouraged and strengthened.

### **Nippani (Karnataka)**

A public hearing of women beedi workers was held at Nippani on July 20, 2004 with a member of the NCW, various officers/inspectors of the labour department and other departments, and about 177 women beedi workers from various beedi factories. The women beedi workers and union office bearers had lengthy deliberations and discussions with the NCW member, on the problems and grievances of the workers. These in short are as follows;

- **Housing Facility:** Most of the women beedi workers are houseless.
- **Financial Assistance** for repair of their houses; Some of the women beedi workers who possess the house but it is not in good condition have sought financial assistance to repair their existing houses.
- **Inadequate arrangement** for children's education.
- **Improper medical facility.**
- Two women beedi workers complained about non-payment of minimum wages. While one of the women beedi workers complained of non-payment of minimum wages, the other one complained and insisted for payment of wages as per the entries made in the wage register. The labour department officers have been directed to make suitable enquiry and if need be, action against the employer.
- Few women workers have complained that their employer has not issued log books. Some of the women beedi workers also brought to the notice of the commission that the log books were withdrawn by the beedi employers once in a year and fresh log books were being reissued. The Labour Department officers have been instructed to make suitable enquiry and if need be suitable action against such employers.

- Majority of the women beedi workers who were present before the commission for public enquiry on 20-07-2004 have expressed that they have no problem with their employers. Only two women beedi workers expressed that they are not getting the minimum wages. In general majority of the women workers are facing financial problem due to high cost of living and other reasons.

General Secretary of the Chikkodi Taluk Kamagar Maha Sangh Nippani Union representing the workers stated that various labour enactments like Beedi and Cigar Workers Act, Minimum Wages Act 1948, Payment of Gratuity Act 1972. The Maternity Benefit Act, Equal Remuneration Act 1976, Payment of Bonus Act, 1965, etc., are applicable to beedi workers. But the Govt. has notified various officers of labour department as Authorities under the above Acts. All the officers (Except Labour Inspector at Nippani) are stationed at Belgaum. Due to poverty and many other constraints the beedi workers cannot approach labour department officers stationed at Belgaum, to file complaints against the employer or to seek remedy for their grievances. Therefore he requested the commission that all powers under various labour enactments should be vested with one authority so that the grievances of the women beedi workers can be redressed without any difficulty and unnecessary financial burden.

### **Sagar (Madhya Pradesh)**

A public hearing on women beedi workers was organized by Deepshikha Nari Niketan under the sponsorship of NCW, at Sagar, on June 24, 2003. The report gives a comprehensive view of the working of home-based women beedi workers in Sagar and a corresponding reflection of other beedi industry areas of India. The report depicts a discomfitting picture of large number of women (and children) working in inhospitable and exploitative conditions.

Beedi making is the biggest industry after agriculture where men, women and children can get employment and today with so much of unemployment in the country, this is considered to be the easiest way to earn livelihood. The foundation of beedi industry was laid down in Madhya Pradesh by the Gujarati society about a century ago. To begin with they started making beedis at home and sold them in carts as vendors; gradually beedis started to be sold in shops and in due course it developed into flourishing industry. The factor responsible for fast growth of this industry in Sagar is the easy availability of raw material around the place. Over 50% of the beedi workers are women because beedi rolling is an art most suited to deft fingers of females. While this industry is providing livelihood to lakhs of families yet, the economic condition of the

workers is far from satisfactory and the main reason for this is their exploitation by the employers and unsatisfactory policies of the government. The sattedar or middleman plays an important role. While he facilitates contact between the principle employer and the workers, there is a lot of exploitation also on his account.

The problems stated by the women workers, briefly stated, were as follows:

- They are given inadequate amount of raw material for meeting the target.
- They are paid less than what is their due. They are given Rs. 22-25 per 1000 beedis as against Rs38-40. The sattedar gets the signatures for Rs 38 and the workers are given Rs 22-25.
- The rate of rejection is high, viz. 150 to 200 beedis per 1000 and not only are they not paid the labour for the rejected beedis but money for the raw material is deducted too. And secondly, if there is even one beedi less or defective in a pack of 25 the entire pack is rejected. Due to nationalization of tendu leaves, which was done by the M.P. Govt. in 1989, the leaves are sold by the government to the industrialists. While the cost of the raw material has gone up, its quality has come down. With poorer quality of leaves, there is more rejection of rolled beedis and thus the workers suffer.
- The occupational health risks and medical problems are many and medical facilities are very inadequate. Also, unlike as in other areas of diseases, specially occupational health hazards, there is no research done on diseases caused by exposure to tobacco.
- Eighty percent of the women are uneducated and know nothing apart from beedi making. There are no facilities for education of children as a result most of the children of these workers are also uneducated.
- The quantity of raw material – specially tendu leaves – supplied is inadequate so in order to meet their target these women go to the forests themselves to pluck these leaves which is a very difficult task, or borrow beedis from professional beedi lenders at high rates.
- Women work during advanced stage of pregnancy also which effects the unborn child and birth of unhealthy child. There is hardly any facility of maternity leave though law does provide for it.

- The living conditions are pathetic; they live in rented small rooms and find it difficult to pay even the rent; in 80% houses there is no electricity, no water and women have to stand in queue to fetch water.
- Beedi production has declined since last few years because of government's anti-tobacco policies, but the number of workers has increased. This has adversely affected their income.
- They tolerate all sorts of atrocities in the hands of sattedars because if they argue, they may lose their work.
- There is no awareness or education on family planning as a result of which they have large families and consequently, heavy burden of bringing them up.
- Even though according to the provident fund department's records, provident fund of 25,000 workers are deducted but the workers are not given anything. They are not aware of the law and their legal rights.
- The burden of the entire family rests on the women since men, who are generally daily laborers, need not get work every day. Besides, even handicapped women make beedis to sustain their families but have no additional facilities.

In view of the above mentioned problems of the female beedi workers, the following recommendations were made;

- Adequate raw material should be provided to the workers to make the requisite number of beedis. Also, the quality of the material should be good so as to reduce chances of rejection.
- Connected with this, the workers should be given proper training to enhance the quality of the product.
- Proper wages should be given; there should be registration of the workers so that they can get the benefits and identity cards should be issued so that the workers know which company they are working for.
- Awareness of the laws and the facilities available to them under the law should be spread.
- Family planning awareness should be spread, men should be persuaded to adopt measures and given incentives and disincentives.
- Arrangements for free education of children should be made. Primary education should be imparted to women as well.

- Home loan facilities should be given and for this purpose there should be Beedi Welfare Housing Fund, and the procedure for loan should be simplified.
- Proper provision for water and electricity should be made.
- There should be direct relation between the employer and employee and the middlemen or Sattedar should be removed.
- Women beedi workers should be given old age pension. Several old workers expressed that even after having worked in the industry for several decades, they are destitute in old age.

### **Tirunelveli (Tamil Nadu)**

A public hearing on women beedi workers<sup>2</sup> in Tamil Nadu was held by the NCW at Tirunelveli on May 19, 2003. Various officers from the Labour Department, NCW and women beedi workers participated in the one day public hearing. The workers expressed their grievances and pointed out the day-to-day as well as the long term problems they were facing because of the violations of the various statutory provisions by the employers. Ms Mary Vimala Rani, NAWO, at her inaugural address pointed out how workers were being befooled by “farcical packets of Horlicks and a few dolls in lieu of maternity benefits”. According to one participant<sup>3</sup>:

**Words cannot describe the plunder, looting and fraud indulged by the owners these days.... When these are brought to the notice of the labour department, investigation is taken up after 3 months. If case is filed after that, it takes another 6 months for it to be finalized. Then a fine of Rs. 50 per violation may be imposed. For 10 violations this is just Rs. 500. After paying that there won't be any inspection for the next 2 years. Previously the inspections were being carried out once in 3 to 6 months. Now the government has said that it is sufficient if it is done once in 2 years. They say that this is because the workload is too much. The result is that no law will be enforced, not only in beedi industry, but everywhere.**

---

2. There are 6 lakhs women and one lakh men employed in this industry in Tamil Nadu (Sh. S. Rajangam, CITU representative).

3. Sh. S. Rajangam, Ibid

**When basic rights are demanded, there is threat of removal from work and the right to form association is denied. This is the basis for non-payment of minimum wages by all establishments to day. In such a situation when the basic right to form the union is denied only if the labour department takes a proactive approach, slavery and exploitation can be brought to a close.**

**Mrs. R.Geetha of  
Women's Struggle Committee,  
at Tirunelveli Public Hearing**

It was expressed by many women beedi workers that they suffer atrocities and injustice because they fear that employers would stop giving work to them if they raised their voices.

An experience narrated by Mr. Liakat Alikhan, deputy labour commissioner may be quoted here:

**My colleagues and I went to a village for inspection one day. We were examining the registers of a beedi unit there. A group of 10 to 15 ladies came to us. They said to us, 'Sir, please don't say this is not O.K, that is not O.K. If you say so they will close the unit and go elsewhere or reduce the beedi they are giving now. Please go back. You need not say anything. The work that keeps our kitchen fire burning is only this beedi work, not agriculture. All the menfolk are now in our houses without work. Our families and we are surviving on this beedi work only. Now if you come and say that this form is incorrect or that form is incorrect, they will close down the whole unit.**

According to one worker<sup>4</sup>, the employer wanted signature on blank paper to use it for accounting as leave wages and show it as paid. When they (workers) refused, their pass books were taken away and they were sent out. A complaint had to be made with the Valluvar Police Station. Until the date of public hearing, no relief was granted.

Amongst the problems faced by the workers, there was a near unanimity on the following issues.

- (i) The quality of raw material supplied is not good.

---

4. Ms. M. Krishnaveni

- (ii) Employers ask for 100 extra beedis for every 1000 beedis supplied.
- (iii) No logbooks, service book or identity card is issued and in the absence of these no employer employee relationship is established, hence no benefits under the legislations.
- (iv) Signatures are taken on a higher amount than the amount actually paid.
- (v) Bonus, leave wages, scholarship for education of children, housing loan, etc. is not given.
- (vi) No provident fund or old age pension scheme, though the Act provides for provident fund.
- (vii) Medical facilities are lacking and medical aid is negligible.

There were extensive deliberations and what emerged out of the meeting were the following recommendations.

**1. Enforcement:**

- (i) It must be ensured that the workers be provided with the basic documents such as service card, logbook, identity card, leave card and pass books through the department of labour.
- (ii) The correct quantity of raw material for rolling beedis must be ensured.
- (iii) Maternity benefit and maternity leave must be provided to all the eligible workers by the employer.
- (iv) Illegal collection of one hundred extra beedis for one thousand beedis without giving raw material, wage and other benefits, must be stopped.
- (v) The provision of log book and PF in women's names must be ensured in all districts.
- (vi) The responsibilities and accountability of implementation of labour laws, welfare measures and payment of contribution of provident fund scheme by the labour inspectors appointed by the direction of the Supreme Court Judgement in the year 1993, must be ensured.

**2. Minimum wages:**

- (i) Minimum wages for beedi workers must be fixed as per the Minimum Wages Act, 1948 instead of the present wage of Rs. 34.40 per G.O (2D) No. 46 labour & employment dept. dated 16.9.2002.

- (ii) D.A. in the minimum wages of beedi workers must be at par with construction workers in Tamil Nadu.
- (iii) The signature of workers in the register of the employers must be attested by the respective trade unions representative of the workers in respect of payment of money and entrustment of leaves and tobacco receipt of rolled beedis.

**3. Provident Fund:**

- (i) The enrolment of all the beedi rolling women in provident fund scheme from the original date of employment, must be ensured.

**4. Welfare:**

- (i) Education scholarship must be ensured to all the children of beedi workers so that all children go to school and refrain from working.
- (ii) The State Government should promote Housing/Cooperative housing scheme for beedi workers and also facilitate credit.
- (iii) Group Insurance scheme must be provided for all beedi workers with the minimum insured amount of Rs. one lakh per women beedi workers.
- (iv) Adequate medical facilities must be provided to all the beedi workers.

**5. Job security:**

- (i) The illegal termination of workers by the employer must be put to an end by stipulating that workers cannot be terminated without approval of the labour officer.
- (ii) Full employment (six days) instead of three days employment in a week be ensured to all beedi workers.
- (iii) The representatives of trade union leaders and trade union members of the beedi workers must be protected from the harassment by the employers.
- (iv) Alternative livelihood fund should be formed for the beedi workers who lose their work due to anti-tobacco campaign.

**6. Systemic changes:**

- (i) The Central Excise Department exemption for rolling upto 20 lakhs beedi must be withdrawn since it is misused by the beedi manufacturers in the name of introducing workers as self employers and evading the implementation of all labour laws by the beedi manufacturers.

- (ii) The contract system must be abolished and factory systems of protection restored to beedi industry.
- (iii) Tripartite board should oversee recruitment and payment of minimum wages.

## **7. Labour Law Amendments:**

Labour law amendments to be brought in by Government of India in Industrial Disputes Act or other laws must not deprive the workers of existing rights and protection.

### **Warrangal**

'Tharuni', a voluntary organization working for health of women, organized a public hearings on Health of women Beedi workers on August 22, 2004 at Warangal. This public hearing was sponsored by the NCW and participants included a member officials, labour commissioner, and 200 women beedi workers with over 50 years of experience in beedi making. Amongst the facts and problems pointed by the workers were:

- Only 10% of the female workers have identity cards of recognized beedi factories;
- They receive a daily payment of Rs. 52 for 1000 beedis, out of which they have to pay Rs. 12 for the cost of raw material in recognized industries and the unrecognized industries pay them only Rs. 33 out of which Rs. 9 are deducted for the raw material;
- There is a high rate of rejection of the beedi by the employers;
- There is lack of proper ventilation, toilets, and crèches for their children in the factories;
- The health hazards are too many with diseases like back-pain, rheumatic pains, respiratory diseases like asthma etc. and there are no proper medical facilities, As each worker prepares lakhs of beedis in a month, over years their fingers get worn out into thin shapeless bones as a result of which they cannot perform heavy work.
- The children sleep amidst tobacco leaves and hence they are also exposed to various health risks.

**When a 40 years old beedi worker was being interviewed, the baby in her lap started crying for no apparent reason; the mother tried to put the baby to her breast thinking that it was hungry; the baby still continued crying with no interest in breast milk. The mother beat the child to stop its crying but it did not desist. After pausing for a few moments and watching the face of the crying child, the mother realized that there must be something in the baby's mouth; she put a finger into its mouth and took out two small pieces of tobacco.**

**A Dharmalingam  
"Female Beedi Workers  
in a South Indian Village"  
in Economic and Political Weekly  
July 3-10 (1993) at 1467.**

Prof. Shobha, a woman activist and ex-chairman of women studies centre of Kalatiya University, who has done a study in Nizamabad and Warangal District on the women beedi workers pointed out that the problems are more in un-organised sector and requested the labour department to implement the Minimum Wages Act for all workers to avoid commission agents who exploit the workers. She observed that there were cases of sexual assault on women workers by the commission agents and middle men. Horrid instances of cutting off the tongues of the women who were raped so that they cannot complain against the atrocities committed on them, were also known, according to her.

The recommendations and suggestions that came out during the public hearing, in a nutshell, are as follows:

- The government should initiate suitable action to protect the benefits and provide healthy service conditions for the women beedi workers.
- The system of middlemen should be abolished as it leads to exploitation of the workers.
- All the companies must be registered and identity cards must be issued to all the workers working both in organized and un-organised sector.
- The triple benefit scheme of provident fund, pension and gratuity must be implemented.
- The health department should initiate measures to start special dispensaries to treat problems arising out of hazards in the industry.

- Regular health check-ups should be conducted by the government doctors.
- The labour department should take special measures to protect the interests of women beedi workers.
- The women's welfare department should provide the women workers with iron tablets as the doctors identified severe anaemic conditions, in addition to other health problems, in these workers.
- There should be awareness camps to improve their working conditions.
- Creches and child care centers should be established to look after female workers' children so that the children are not exposed to the hazards.
- Minimum wages should be paid to all workers working both in registered as well in non-registered establishments.

## **CHAPTER - III**

### **AN OVERVIEW**

Beedi rolling is one of the most popular amongst unorganized industries specially, in some parts of the country. Women constitute a very high percentage of labour force in the industry. The reason for this is, firstly, the work is done generally from home and women can do it while at the same time attending to their children and other household chores; secondly, their deft fingers are more suited to the work of beedi rolling, Besides, women are considered to be more sincere and hardworking.

The home based system is very convenient to the employer too since, a factory system would mean regularization of the conditions of work and payment of minimum wages and other benefits as per the law; it also involves substantial expenditure on premises for the work. Apart from that, at the factory sites chances of workers collecting and interacting are much more which could mean demands and collective action by the workers. This could cause problems to the employers. In the home based systems the employer could reduce the production cost, deny proper wages and benefits to the workers and also keep away from the possibility of any collective action by the workers.

The working conditions under which the beedi rollers worked was unsatisfactory. Though the provisions of the Factories Act, 1948 were applicable but they were flouted by the employers by splitting their establishments into smaller units. A special feature of the beedi industry is that work is done through contractors and by distributing work in private dwelling houses where the workers take the raw material given by the contractor and handover the finished product to him. Employer-employee relationship not being well defined, the Factories Act could not be effective. One or two state governments passed special Acts to regulate the conditions of work of these workers but they too were not effective since the industry is highly mobile and tended to move to an area where no such restrictive laws prevailed. Consequently the Beedi and Cigar Workers (Conditions of Employment) Act, 1966 was passed. This Act provides for the welfare of the workers in the beedi and cigar establishments and seeks to regulate the conditions of their work. The Act, however has a limited coverage as it does not provide

for medical, educational, recreational facilities, etc. Hence, the Beedi Workers Welfare Cess Act, 1976 was passed providing for levy and collection by way of cess, a duty of excise on manufactured beedis. The Beedi Workers Welfare Fund Act, was passed in 1976 to provide of the constitution of the Beedi Workers Welfare Fund from out of the cess collected by way of excise duty on manufactured beedis. It further provides for the financing of measures to promote the welfare of persons engaged in beedi establishments<sup>1</sup>. Apart from these laws, there are other labour law legislations also which cover the welfare of beedi workers. In practice however, conditions continue to be far from satisfactory. In a nutshell:

- Labour laws are evaded by resorting to various tactics.
- In view of the operation of middle men, no employer-employee relation is established.
- The conditions under which the women beedi rollers work is very poor and unhygienic.
- Most of them live in one small room where they do the beedi work as also cook, and sleep.
- Children are exposed to all the hazards of tobacco.
- The quantity and quality of raw material supplied is inadequate and low, respectively. When the workers cannot meet the target they approach the professional beedi lenders. Professional beedi lenders are usually old women, mostly widows, who do not know how to make beedi. They get some bundles of beedi made either by their daughters or by paying a professional beedi worker. The beedi bundles are lent on interest. For every ten bundles (each bundle containing 16 beedis) lent they get one bundle by way of interest every day. Some workers have to go to the professional beedi lenders despite the high interest; in the process, some are trapped and never able to come out.
- Apart from borrowing, alternatively women go to the forests themselves to pluck the tendu leaves which is a tough and time consuming job.

---

1. To access benefits under the Fund, the worker needs to have an identity card which the employers rarely give.

2. A Dharmalingam, "Female Beedi Workers in a South Indian Village" in **Economic and Political Weekly**, July 3-10 (1993) 1461-1468 at 1465.

**A 12 years old girl who was a main beedi worker had been borrowing from professional beedi lenders for sometime. She had to do that because it was her parents' (particularly mother's) order to submit a fixed amount of beedis every week, failing which she would be beaten. Whenever there was a shortfall she borrowed from a professional beedi lender; her debt, along with the interest gradually increased to about 100 bundles of beedis. Realising that the girl would not pay the beedi back, the lenders informed the girl's parents. Fearing that her mother would beat her, the girl went to the forest and committed suicide by eating the seeds of a wild plant.**

**Case cited by  
A. Dharmalingam  
"Female Beedi Workers in a South Indian"  
Village in Economic and Political Weekly,  
July 3-10 (1993) at 1465.**

- If the quality of material supplied by the employer is not good then, naturally, the beedis rolled also cannot be expected to be of standard quality. The employers then reject these beedi. Even if one beedi is not upto their expectation, the entire bundle is rejected. As a result, not only are the wages for the rejected beedis not given but also the cost of the tobacco is recovered from the worker. Also, it has become almost customary for the employer to demand hundred extra beedi for every 1,000 beedis supplied.
- The wages are not only not paid on time but not fully paid. The signatures are obtained on an amount higher than the amount paid. Should any worker dare to challenge this, they are threatened and may lose work and hence whatever little they earn.
- Even very small girls- as young as 4, are engaged in the trade. They begin with unwinding of the thread which needs no expertise.
- Most of the workers are not given identity cards or other documents which are required for obtaining benefits under the law.

**Sexual assault on the women workers by the commission agents and middlemen is more and cases had been reported previously. There were certain cases like cutting off the tongues of women who were raped so that they cannot complain against the atrocities committed on them.**

**Prof. Shobha  
Women activist and ex-chairperson  
of women studies centre of Kakatiya  
University (Warrangal public learning)**

Even though the over all conditions of the women beedi workers are pathetic and there is a lot of exploitation in various ways, they still tolerate everything for fear of losing livelihood. Coupled with that is the fact of recession in the industry because of government's tax policies, prohibition on smoking and coming into the market of mini cigarettes. The latter is a status symbol and the price is competitive so people prefer smoking mini cigarette to beedis. Employers often use this as a pretext and threat to withdraw work and thereby harass and compel women to accept whatever wages are offered. The insecure workers thus, succumb to these pressures.

There is an utter lack of awareness of the laws as well. However, even if some awareness is there, the industry being home based, the workers are scattered and collective action is difficult. The worst part however is that helplessness and poverty- with no alternative work prospects- impels them to suffer in silence.

**The following conclusions emerge from the questionnaires received from 51 respondents from Vellore and 17 from Tirunelveli**

- The work is done at home and there is no separate area for work.
- Beedi rolling is the main source of income though in some cases the income is supplemented by working as coolie or mason.
- Average daily income is anywhere between Rs. 20 to 50; some however earn upto Rs. 80.
- The average number of hours that they work for is between 8 to 10.
- Families are large with number of children varying from 3 to 7. Very few have 1 or 2 children.
- Most of the respondents replied that their children go to school.
- Complaints about beedi rejection are few but in case of rejection no wages are paid for that.
- Women beedi workers suffer from several health problems; however, they say, children's health is not affected by their work.
- There are no medical facilities given by the employer.
- None of the workers have ESI.
- There are no leave facilities and there is hardly any time for any other activity.
- There are no loan facilities from Bank; there is no Provident Fund.
- Most of the workers are not aware of their legal rights; many chose not to answer this query.
- All the workers have established Trade Unions in their respective areas.
- None of them have a worker's co-operative.
- There is hardly any support from Panchayat.

# **WOMEN BEEDI WORKERS**

## **A REPORT**

by

**KUSUM**

M.A., LL.M., Former Research Professor  
Indian Law Institute



**NATIONAL COMMISSION FOR WOMEN**

New Delhi

## CONTENTS

Foreword	(i)
Chapter-I : Introduction	1
Chapter-II : The Reports	5
● Ahmedabad	5
● Nippani	8
● Sagar	9
● Tirunelveli	12
● Warrangal	16
Chapter-III : An Overview	19
Appendix : Tabular analysis of questionnaires received from Vellore and Tirunelveli	23

## FOREWORD

As part of its mandate to review laws affecting women, the National Commission for Women recently focused on Beedi & Cigar Workers Act, 1966, which suffers from gender discrimination. For this purpose public hearings/consultation meetings were held in Gujarat, Karnataka, Madhya Pradesh, Tamil Nadu and Andhra Pradesh.

Beedi rolling is one of the most popular amongst unorganized industries where women constitute a very high percentage of the labour force. The reason for this is, firstly, the work is done generally from home and women can do it while at the same time attending to their children and other household chores and secondly, their deft fingers are more suited to the work of beedi rolling.

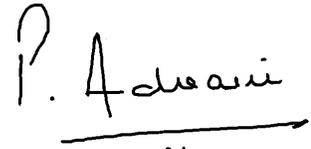
The working conditions under which the beedi rollers operate are very unsatisfactory. Though the provision of the Factories Act, 1948 are applicable they are flouted by the employers by splitting their establishments into smaller units. A special feature of the beedi industry is that the work is done through contractors and distributing work in private dwelling houses where the workers take the raw material given by the contractor and hand over the finished product to him. Employer-employee relationship not being well defined, the Factories Act has not been effective. Although some state governments have passed special acts to regulate the conditions of work of these workers, they have not been effective since the industry is highly foot loose and tends to move to an area where no such restrictive laws prevail.

Consequently, the Beedi and Cigar Workers (Conditions of Employment) Act, 1966 was passed. This Act provides for the welfare of workers in the beedi and cigar establishments and seeks to regulate the conditions of their work. As a welfare supplement, the Beedi Workers Welfare Cess Act and the Beedi Workers Welfare Fund Act were passed in 1976 for the financing of measures to promote the welfare of persons engaged in beedi establishments. Apart from these laws,



there are other labour law legislations also which cover the welfare of beedi workers. In practice, however, conditions continue to be far from satisfactory. Taking into account these failings, efforts have been made to suggest amendments in the existing laws.

I hope that the Report on 'Women Beedi Workers' will generate interest and awareness among the authorities and law-makers and the suggested recommendations will be implemented soon.

A handwritten signature in black ink that reads "P. Advani". The signature is written in a cursive style with a long horizontal line extending to the right from the end of the name.

**POORNIMA ADVANI**

Chairperson

National Commission for Women

Place : New Delhi

Date : January, 2005

## APPENDIX

Responses to Questionnaire from women beedi workers in Vellore and Tirunelveli : Tabular Analysis

### VELLORE DISTRICT

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
(a) Name; (b) Members of family; (c) Children; (d) Whether works during pregnancy	(a) No. of earning members; (b) Per day income; (c) Hours of work; (d) Assistance if any inworks; (e) Whether Children go school		(All the beedi workers herein below have established Trade Unions in their respective areas; None of them have a workers' cooperative)	(None of the beedi workers have ESI)
(1) (a) S. Faritha (b) 5 members; (c) 3 children; (d) Yes	(a) 2 (b) Rs. 80/- (c) 8 hours (d) No (e) Yes	No support from Panchayat; No EPP; No loan facilities; Not aware of the B&CW Act; Not aware of appointment of inspectors; Not aware of inspectors appointed in her area; No visits by inspectors to her work premises	Source of income is beedi works; Works from home; No separate place at home for work; No extra wages with help of children; No rejection of beedis by employer; No wages if any beedis rejected; No leave facilities; Dispute resolution with workers support; Trade Union Support best way to ensure full wages without rejection; Cooperative system suggested to improve condition of workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity; No Recreational facilities

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(2) (a) S. Shamimi (b) 9 members (c) 7 children; (d) Yes	(a) 4; (b) Rs. 100/-; (c) 8 hours; (d) Children; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Beedi and small business is source of income; Work from home; No separate work area at home; Rs. 50/- per day as extra income from help of children; No rejection of beedis by employer; No wages for rejected beedis, if any; No leave facilities; No dispute resolution system; Worker's support to ensure full wages without rejection suggested; Separate women working system suggested for improvement of Beedis/ Cigar workers	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time available for other activity; No recreational facilities
(3) (a) S. Noorinsha (b) 3 members (c) one child (d) Yes	(a) Two; (b) Rs. 100/- (c) 10 hours; (d) son	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi works; Works from home; No separate place at home for work; No extra wages with help of children; No rejection of beedis by employer; No wages if any beedis rejected; No leave facilities; Dispute resolution with workers support; Trade Union Support best way to ensure full wages without rejection; Cooperative	Impact of work on health includes physical pain; No impact of work on childrens' health; Employer does not provide any health facilities; No free time for any other activity

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(4) (a) R. Zeenath (b) 5 members (c) 3 children (d) Yes</p>	<p>(a) 3/-; (b) Rs. 70/-; (c) 10 hours; (d) Daughter; (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>system suggested to improve condition of workers. Source of income is beedi works; Works from home; No separate place at home for work; Rs. 10/- per day extra wages with help of children; Employer does not reject beedis made by employer; No wages if any beedis rejected; No leave facilities; Does not approach company for dispute resolution; No suggestion for ensuring full wages without rejection of beedis; Government implementation of welfare programme for workers suggested way to improve condition of workers.</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity.</p>
<p>(5) (a) W. Akhitha (b) 9 members (c) 4 children (d) Yes</p>	<p>(a) 3; (b) Rs. 100/-; (c) 10 hours; (d) Daughters; (e) Children are not sent to school</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>Source of income is beedi works; Works from home; No separate place at home for work; Rs. 20/- per day extra wages with help of children; Employer does not reject beedis made by</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity.</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(6) (a) T. Sharboon isha (b) 8 members (c) 6 children (d) Yes</p>	<p>(a) 3; (b) Rs. 80/-; (c) 8 hours; (d) Sons; (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>employer; No wages if any beedis rejected; No leave facilities; Dispute resolution with workers support; Trade Union Support best way to ensure full wages without rejection; Cooperative system suggested to improve condition of workers.</p>	<p>Impacts of work on health include head ache, back pain; Impact of work on childrens' health; No provision of health facilities by Employer; Free time for any other activity.</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(7) (a) A. Tasunisha (b) 4 members (c) 3 children (d) Yes	(a) 2; (b) Rs. 100/-; (c) 8 hours; (d) Sons; (e) Children are not sent to school	(a) Support from Panchayat is availed in the form of Widow's Pension; (b) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 50/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; No dispute arises with employer, hence no dispute resolution system; No suggestion for ensuring full wages without rejection of beedis; Women workers Programme suggested way to improve condition of workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity.
(8) (a) B. Saabira (b) 7 members (c) 5 members (d) Yes	(a) 3; (b) Rs. 75/-; (c) 10 hours; (d) Children; (e) Yes	(a) Support from Panchayat is availed in the form of Group Housing programme; (b) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 20/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; No dispute arises with employer, hence no dispute resolution system; No suggestion for ensuring	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(9) (a) A. Mehroon (b) 6 members (c) 4 children (d) Yes</p>	<p>(a) 2; (b) Rs. 50/-; (c) 8 hours; (d) Daughter;</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>full wages without rejection of beedis; No suggestion to improve condition of workers.</p> <p>Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 30/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; Does not approach the company in case dispute arises with employer, hence no dispute resolution system; Workers movement suggested for ensuring full wages without rejection of beedis; Separate Women Workers' support suggested to improve condition of workers.</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;</p>
<p>(10) (a) L. Visiya (b) 4 members (c) 2 children (d) Yes</p>	<p>(a) 2; (b) Rs. 100/-; (c) 10 hours; (d) No; (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>Source of income is beedi work and coolie work; Work from home; No separate work area at home ; No extra income with help of</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(11) (a) S. Vijayalakshmi  (b) 4 members  (c) 2 children</p>	<p>(a) 3;  (b) Rs. 100/-;  (c) 8 hours;  (d) Daughter;  (e) Children are not sent to school</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>children; Employer does not reject beedis if any; No leave facilities; No dispute arises with employer, hence no dispute resolution system; Workers movement suggested for ensuring full wages without rejection of beedis; Cooperative system suggested to improve condition of workers.</p>	<p>by Employer; No Free time for other activity;</p>
			<p>Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 20/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; Resolves dispute with employer with good support of all workers; Trade Union support suggested for ensuring full wages without rejection of beedis; Helpful Workers' Welfare Programme by Government suggested to improve condition of workers.</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(12) (a) J. Chitra (b) 2 members (c) 1 child (d) Yes	(a) 1; (b) Rs. 100/-; (c) 6 hours; (d) No; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; No extra income with help of children; Employer does not reject beedis if any; No leave facilities; No dispute arises with employer, Increase of workers' right suggested for ensuring full wages without rejection of beedis; Workers unity suggested to improve condition fo workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
(13) (a) R. Kasthur (b) 5 members (c) 3 children (d) Yes	(a) 3; (b) Rs. 80/-; (c) 8 hours; (d) No; (e) Children not sent to school	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; No extra income with help of children; Employer does not reject beedis if any; No wages for leave facilities; Workers Unione established ; No workers' cooperative; No direct link with contractor and for dispute resolution; Workers movement suggested for ensuring full	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(14) (a) R. Mala (b) 4 members (c) 3 children (d) Yes</p>	<p>(a) 2; (b) Rs. 50/-; (c) 5 hours; (d) Sons; (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>wages without rejection of beedis; Cooperation of workers suggested to improve condition of workers.</p> <p>Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 20/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; Resolves dispute with employer with good support of all workers; Trade Union support suggested for ensuring full wages without rejection of beedis; Helpful Workers' Welfare Programme by Government suggested to improve condition of workers.</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;</p>
<p>(15) (a) A. Magalakshmi (b) 4 members (c) 2 children (d) Yes</p>	<p>(a) 1; (b) Rs. 35/-; (c) 4 hours; (d) No; (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>Source of income is beedi work and coolie work; Work from home; No separate work area at home ; No extra income with help of children;</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
(16) (a) L. Vasugi (b) 3 members (c) 1 child (d) Yes	(a) 2; (b) Rs. 50/-; (c) 6 hours; (d) No; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Employer does not reject beedis if any; No leave facilities; No dispute arises with employer, hence no dispute resolution system; No suggestion to improve condition of workers.	by Employer; No Free time for other activity;
(17) (a) P. Amutha (b) 6 members (c) 4 children (d) Yes	(a) 2; (b) Rs. 35/-; (c) 8 hours; (d) No; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; No extra income with help of children; Employer does not reject beedis if any; No leave facilities; No dispute arises with employer, workers support suggested for ensuring full wages without rejection of beedis; Cooperation of Government suggested to improve condition of workers.	No Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
			Source of income is beedi work and coolie work; Work from home; No separate work area at home ;No extra income with help of children; Employer does not reject	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(18) (a) R. Valarmathi</p> <p>(b) 5 members</p> <p>(c) 3 children</p> <p>(d) Yes</p>	<p>(a) 3;</p> <p>(b) Rs. 80/-;</p> <p>(c) 8 hours;</p> <p>(d) Children;</p> <p>(e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>beedis if any; No leave facilities; No dispute arises with employer, workers support suggested for ensuring full wages without rejection of beedis; Separate women workers' system suggested to improve condition of workers.</p>	<p>for other activity;</p>
			<p>Source of income is beedi work; Works from home; No separate work area at home; Rs. 30/- per day extra income with help of children; Employer does reject beedis made by her ; Average rate of rejected beedis is Rs. 15/-; No wages given for rejected beedis; No leave facilities; No opinion on dispute resolution with employer; Requirement of awareness suggested for ensuring full wages without rejection of beedis; help of government suggested to improve condition of workers.</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(19) (a) D. Gowri (b) 2 members (c) 1 child (d) Yes	(a) 1; (b) Rs. 20/-; (c) 8 hours of work daily; (d) Daughter; (e) Child not sent to school	(a) To (g) are identical answers as the case of "(1) S. Faritha"	(a) Source of income is beedi work; (b) Works from home; (c) No separate work area at home; (d) No extra income with help of child; (e) Employer does not reject beedis made by her; (f) No wages given for rejected beedis if any; (g) No leave facilities; (h) Resolve dispute with employer with workers' support; (i) Trade Union support suggested for ensuring full wages without rejection of beedis; (j) Requirement of women beedi workers wing suggested for improving condition of workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
(20) (a) A. Kannagi (b) 4 members (c) 2 children (d) Yes	(a) 2; (b) Rs. 50/-; (c) 8 hours; (d) Mother;	(a) To (g) are identical answers as the case of "(1) S. Faritha"	(a) Source of income is beedi work; (b) Works from home; (c) No separate work area	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
	(e) Yes		at home; (d) No extra income with help of child; (e) Employer does reject beedis made by her; (f) Rate of rejection of beedis is Rs. 10/-; (g) No wages given for rejected beedis if any; (h) No leave facilities; (i) Resolve dispute with employer with workers' support; (j) Requirement of women beedi manufacture system suggested for ensuring full wages without rejection of beedis; (k) Women's cooperative working system suggested to improve the condition of workers.	provision of health facilities by Employer; No Free time for other activity;
(21) (a) J. Cinnapponu (b) 5 members (c) 4 children	(a) 1; (b) Rs. 30/-; (c) 8 hours; (d) Children; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	(a) Source of income is beedi work; (b) Works from home; (c) No separate work area at home;	(a) Impacts of work on health include head ache, back pain; (b) No impact of work on childrens' health;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
			<p>(d) No extra income with help of child;</p> <p>(e) Employer does not reject beedis made by her;</p> <p>(f) No wages given for rejected beedis if any;</p> <p>(g) No leave facilities;</p> <p>(h) Resolve dispute with employer with workers' support;</p> <p>(i) No suggestion for ensuring full wages without rejection of beedis;</p> <p>(j) No suggestion to improve the condition of workers.</p>	<p>(c) Employer does not provide any health facilities by Employer;</p> <p>(d) No free time for other activity;</p>
<p>(22) (a) S. Malar</p> <p>(b) 2 members</p> <p>(c) 1 child</p>	<p>(a) 1;</p> <p>(b) Rs. 30/-;</p> <p>(c) 8 hours;</p> <p>(d) No;</p> <p>(e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(a) Source of income is beedi work;</p> <p>(b) Works from home;</p> <p>(c) No separate work area at home;</p> <p>(d) No extra income with help of child;</p> <p>(e) Employer does not reject beedis made by her;</p>	<p>(a) Impacts of work on health include headache, back pain;</p> <p>(b) No impact of work on children's health;</p> <p>(c) Employer does not provide any health facilities by Employer;</p> <p>(d) No free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
			<p>(f) No wages given for rejected beedis if any;</p> <p>(g) No leave facilities;</p> <p>(h) No opinion on dispute resolution with employer;</p> <p>(i) Awareness of exploitation of workers suggested for ensuring full wages without rejection of beedis;</p> <p>(j) Separate women working system suggested to improve the condition of workers</p>	
<p>(23) (a) K. Amsa;</p> <p>(b) 3 members</p> <p>(c) 1 child</p>	<p>(a) 1;</p> <p>(b) Rs. 30/-;</p> <p>(c) 8 hours;</p> <p>(d) No;</p> <p>(e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(a) Source of income is beedi work;</p> <p>(b) Works from home;</p> <p>(c) No separate work area at home;</p> <p>(d) No extra income with help of child;</p> <p>(e) Employer does not reject beedis made by her;</p> <p>(f) No wages given for rejected beedis if any;</p>	<p>(a) Impacts of work on health include head ache, back pain;</p> <p>(b) No impact of work on children's health;</p> <p>(c) Employer does not provide any health facilities by Employer;</p> <p>(d) No free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(24) (a) S. Punitha;            (b) 5 members;            (c) 2 children</p>	<p>(a) 2;            (b) Rs. 50/-;            (c) 8 hours;            (d) Mother;            (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(g) No leave facilities;            (h) Disputes with employer are resolved with workers' support;            (i) Government action against exploitation of workers suggested for ensuring full wages without rejection of beedis;            (j) Helpful government programmes suggested to improve the conditions of workers;</p>	<p>(a) Impacts of work on health include head ache, back pain;            (b) No impact of work on childrens' health;            (c) Employer does not provide any health facilities by Employer;            (d) No Free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(25) (a) S. Rani;            (b) 4 members            (c) 3 children</p>	<p>(a) 1;            (b) Rs. 20/-;            (c) 8 hours;            (d) No;            (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>are resolved with workers' support;            (i) Women workers' wage suggested for ensuring full wages without rejection of beedis;            (j) Women beedi manufacture by women cooperative system suggested to improve the condition workers.</p>	<p>(a) Impacts of work on health include headache, back pain;            (b) No impact of work on childrens' health;            (c) Employer does not provide any health facilities by Employer;            (d) No free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(26) (a) S. Menaga; (b) 7 members (c) 3 children</p>	<p>(a) 2 earning members of the family; (b) Rs. 60/- per day income; (c) hours of work daily; (d) Children do not assist in work; (e) Children are not sent to school</p>	<p>Identical answers as that of "(1) S. Faritha", though aware of provision for appointment of Inspectors under the Act</p>	<p>(i) Workers' movement suggested for ensuring full wages without rejection of beedis; (j) Co-operative system suggested to improve the condition of the workers.</p>	
			<p>(a) Source of income is beedi work; (b) Works from home; (c) No separate work area at home; (d) No extra income with help of child; (e) Employer does not reject beedis made by her; (f) No wages given for rejected beedis if any; (g) No leave facilities; (h) Resolve disputes with employer are resolved with workers' support; (i) Trade Union struggle suggested for ensuring full wages without rejection of beedis;</p>	<p>(a) Impacts of work on health include head ache, back pain; (b) No impact of work on childrens' health; (c) Employer does not provide any health facilities by Employer; (d) No Free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(27) (a) P. Rajeshwari;  (b) 5 members  (c) 2 children</p>	<p>(a) 2 earning members of the family;  (b) Rs. 60/- per day income;  (c) 9 hours of work daily;  (d) Mother-in-law assist in work;  (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(j) Cooperative system suggested to improve the condition of workers;</p> <p>(a) Source of income is beedi work;  (b) Works from home;  (c) No separate work area at home;  (d) No extra income with help of child;  (e) Employer does not reject beedis made by her;  (f) No wages given for rejected beedis if any;  (g) No leave facilities;  (h) Resolves disputes with employer are resolved with workers' support;  (i) Workers' movement suggested for ensuring full wages without rejection of beedis;  (j) Hard work of workers suggested to improve the condition of workers.</p>	<p>(a) Impacts of work on health include head ache, back pain;  (b) No impact of work on children's health;  (c) Employer does not provide any health facilities by Employer;  (d) No free time for other activity;</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(28) (a) K. Sulochana; (b) 6 members (c) 2 children	(a) 2 earning members of the family; (b) Rs. 60/- per day income; (c) 8 hours of work daily; (d) Children assist in work; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	(a) Source of income is beedi work; (b) Works from home; (c) No separate work area at home; (d) Rs. 10/- per day extra income with help of child; (e) Employer does not reject beedis made by her; (f) No wages given for rejected beedis if any; (g) No leave facilities; (h) Does not visit employers' place, hence no dispute resolution system; (i) No suggestion for ensuring full wages without rejection of beedis; (j) workers support suggested to improve the condition of workers.	(a) Impacts of work on health include head ache, back pain; (b) No impact of work on childrens' health; (c) Employer does not provide any health facilities; (d) No Free time for other activity;
(30) (a) E. Uma; (b) members (c) no children	(a) 2 earning members of the family;	(a) To (g) are identical answers as the case of "(1) S.	(a) Source of income is beedi work; (b) Works from home;	(a) Impacts of work on health include head ache, back pain;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
	<p>(b) Rs. 50/- per day income;</p> <p>(c) 10 hours of work daily;</p>	<p>Faritha"</p>	<p>(c) No separate work area at home;</p> <p>(d) Employer does not reject beedis made by her;</p> <p>(e) No wages given for rejected beedis if any;</p> <p>(f) No leave facilities;</p> <p>(g) No opinion for dispute resolution with employer;</p> <p>(h) No suggestion for ensuring full wages without rejection of beedis;</p> <p>(i) Cooperative working system suggested to improve the condition of workers.</p>	<p>(b) No impact of work on childrens' health;</p> <p>(c) Employer does not provide any health facilities by Employer;</p> <p>(d) No free time for other activity;</p>
<p>(31) (a) S. Puspa;</p> <p>(b) 6 members</p> <p>(c) 3 children</p>	<p>(a) 2 earning members of the family;</p> <p>(b) Rs. 80/- per day income;</p> <p>(c) 10 hours of work daily;</p> <p>(d) Children do not assist in work;</p> <p>(e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(a) Source of income is beedi work;</p> <p>(b) Works from home;</p> <p>(c) No separate work area at home;</p> <p>(d) No extra income with help of child;</p> <p>(e) Employer does not reject beedis made by her;</p>	<p>(a) Impacts of work on health include headache, back pain;</p> <p>(b) No impact of work on childrens' health;</p> <p>(c) Employer does not provide any health facilities by Employer;</p> <p>(d) No free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(32) (a) M. Mohana;  (b) 6 members;  (c) 3 children;  (d) Yes</p>	<p>(a) 2 earning members of the family;  (b) Rs. 50/- per day income;  (c) 10 hours of work daily;  (d) Children do not assist in work;  (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(f) No wages given for rejected beedis if any;  (g) No leave facilities;  (h) Does not go to employers' place; hence no dispute resolution system;  (i) Union Programme against exploitation suggested for ensuring full wages without rejection of beedis;  (j) Cooperative system and women contractors' facility suggested to improve the condition of workers;</p>	
			<p>(a) Source of income is beedi work;  (b) Works from home;  (c) No separate work area at home;  (d) No extra income with help of child;  (e) Employer does not reject beedis made by her;  (f) No wages given for rejected beedis if any;</p>	<p>(a) Impacts of work on health include headache, back pain;  (b) No impact of work on children's health;  (c) Employer does not provide any health facilities by Employer;  (d) No free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(33) (a) G. Lakshmi;  (b) 5 members;  (c) 3 children;  (d) Yes</p>	<p>(a) 2 earning members of the family;  (b) Rs. 50/- per day income;  (c) hours of work daily;  (d) Children do not assist in work;  (e) Children are not sent to school</p>		<p>(g) No leave facilities;  (h) No dispute arises with employer;  (i) Worker unity against trade owners suggested for ensuring full wages without rejection of beedis;  (j) Cooperative system suggested to improve the condition of workers.</p>	<p>(a) Impacts of work on health include head ache, back pain;  (b) No impact of work on childrens' health;  (c) Employer does not provide any health facilities by Employer;  (d) No Free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(34) (a) M. Shanthi;  (b) 3 members;  (c) 3 children;  (d) Yes</p>	<p>(a) 2 earning members of the family;  (b) Rs. 50/- per day income;  (c) 8 hours of work daily;  (d) Not assistance in work;  (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(i) Cooperative system suggested for ensuring full wages without rejection of beedis;  (j) Cooperative system suggested to improve the condition of workers;</p>	
			<p>(a) Source of income is beedi work;  (b) Works from home;  (c) No separate work area at home;  (d) No extra income with help of child;  (e) Employer does not reject beedis made by her;  (f) Rate of reject beedis is Rs. 10/-;  (g) No wages are paid for rejected beedis;  (h) No leave facilities;  (i) Disputes with employer are resolved with support of workers;  (j) Workers' Trade Union suggested for ensuring full wages without</p>	<p>(a) Impacts of work on health include head ache, back pain;  (b) No impact of work on childrens' health;  (c) Employer does not provide any health facilities by Employer;  (d) No Free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(35) (a) R. Valli;            (b) 7 members;            (c) 4 children;            (d) Yes</p>	<p>(a) 3 earning members of the family;            (b) Rs. 100/- per day income;            (c) 10 hours of work daily;            (d) Children assist in work;            (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(k) rejection of beedis; Separate working system for women suggested to improve the condition of workers;</p> <p>(a) Source of income is beedi work;            (b) Works from home;            (c) No separate work area at home;            (d) No extra income with help of child;            (e) Employer does not reject beedis made by her;            (f) No wages are paid for rejected beedis;            (g) No leave facilities;            (h) Does not visit the employers place;            (i) No suggestion for ensuring full wages without rejection of beedis;            (j) No suggestion to improve the condition of workers;</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(36) (a) M. Selvi; (b) 6 members; (c) 4 children;	(a) 3 earning members of the family; (b) Rs. 50/- per day income; (c) 8 hours of work daily; (d) Children assist in work; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 10/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; Does not approach the company in case dispute arises with employer, hence no dispute resolution system; Workers support suggested for ensuring full wages without rejection of beedis; Cooperative system suggested to improve condition of workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
(37) (a) S. Savithri; (b) 6 members; (c) 4 children (d) Yes	(a) 3 earning members of the family; (b) Rs. 100/- per day income; (c) 8 hours of work daily; (d) Children assist in work; (e) Yes	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 25/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; Dispute with employer are resolved with workers support; Workers	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(38) (a) V. Cinnaponnu; (b) 4 members; (c) 3 children; (d) Yes</p>	<p>(a) 2 earning members of the family; (b) Rs. 50/- per day income; (c) 8 hours of work daily; (d) Children assist in work; (e) Yes</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>support suggested for ensuring full wages without rejection of beedis; Welfare programmes to be availed by Workers' suggested way to improve condition of workers.  Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 20/- per day extra income with help of children; Employer does not reject beedis if any; No leave facilities; Disputes with employer are resolved with workers' support; Trade Union Programmes suggested for ensuring full wages without rejection of beedis; Co-operative wing to women to be availed by Workers' suggested way to improve condition of workers.</p>	<p>Impacts of work on health include heart pain, fever, T.B.; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;</p>
<p>(39) (a) K. Killiyamal;</p>	<p>(a) 2 earning members of the</p>	<p>(a) To (g) are identical answers as the</p>	<p>Source of income is beedi work and coolie work; Work</p>	<p>Impacts of work on health include head ache, knee</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(b) 6 members (c) 4 children (d) Yes	family; (b) Rs. 60/- per day income; (c) 5 hours of work daily; (d) No assistance in work; (e) Yes	case of "(1) S. Faritha"	from home; No separate work area at home ; No extra income with help of children; Employer does not reject beedis if any; Would not prefer to retain rejected beedis after paying the price for raw material provided by the employer; No leave facilities; Disputes with employer are resolved through dialogue; Workers support suggested for ensuring full wages without rejection of beedis; Cooperative system suggested way to improve condition of workers.	pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
(40) (a) S. Jayabharath (b) 5 members (c) 3 children (d) Yes	(a) 2 earning members of the family; (b) Rs. 100/- per day income; (c) 10 hours of work daily; (d) No assistance in work; (e) Yes	Support from Panchay in the form of Maternity Fund; (d) To (g) are identical answers as the case of "(1) S. Faritha"	(a) Source of income is beedi work; (b) Work from home; (c) No separate work area at home ; (d) No extra income with help of children; (e) Employer does not reject beedis made by her;	(a) Impacts of work on health include head ache, back pain; (b) No impact of work on childrens' health; (c) Employer does not provide any health facilities by Employer; (d) No Free time for other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(41) (a) K. Punitha; (b) 4 members (c) 2 children</p>	<p>(a) 3 earning members of the family; (b) Rs. 100/- per day income; (c) 8 hours of work daily; (d) Daughters in work; (e) Yes</p>		<p>(f) No wages are paid for rejected beedis, if any; (g) Would not prefer to retain rejected beedis after paying the price for raw material provided by the employer; (h) No leave facilities; (i) Disputes with employer are resolved with support of workers; (j) No suggestion for ensuring full wages without rejection of beedis; (k) Cooperative system suggested way to improve condition of workers.</p>	
	<p>(a) 3 earning members of the family; (b) Rs. 100/- per day income; (c) 8 hours of work daily; (d) Daughters in work; (e) Yes</p>	<p>(a) No support from Panchayat; (b) Provident Fund is available to her; (c) Not able to avail loan facilities from any bank; (d) Not aware of the B&amp;CW Act;</p>	<p>(a) Source of income is beedi work; (b) Work from home; (c) No separate work area at home ; (d) Rs. 25/- per day extra income with help of children; (e) Employer does not reject beedis made by workers.</p>	<p>(a) Impacts of work on health include head ache, back pain; (b) No impact of work on childrens' health; (c) Employer does not provide any health facilities by Employer; (d) No free time for other activity;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(42) (a) S. Puppha;            (b) 5 members;            (c) 3 children</p>	<p>(a) 2 earning members of the family;            (b) Rs. 80/- per day income;            (c) 10 hours of work daily;            (d) No assistance in</p>	<p>(e) Not aware of Provision for appointment of Inspectors under the Act;            (f) No inspector appointed in her area;            (g) No visit by an inspector to her work premises</p>	<p>her;            (f) No wages are paid for rejected beedis, if any;            (g) Would not prefer to retain rejected beedis after paying the price for raw material provided by the employer;            (h) No leave facilities;            (i) Disputes with employer are resolved with support of workers;            (j) Activities with union suggestion for ensuring full wages without rejection of beedis;            (k) Cooperative system suggested way to improve condition of workers.</p>	<p>(a) Impacts of work on health include head ache, back pain;            (b) No impact of work on childrens' health;            (c) Employer does not provide any health facilities by Employer;</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
	<p>work;</p> <p>(e) Children are not sent to school</p>		<p>reject beedis made by her;</p> <p>(f) No wages are paid for rejected beedis, if any;</p> <p>(g) Would not prefer to retain rejected beedis after paying the price for raw material provided by the employer;</p> <p>(h) No leave facilities;</p> <p>(i) Unable to describe dispute resolution system with employer;</p> <p>(j) Workers' movement suggested for ensuring full wages without rejection of beedis;</p> <p>(k) Better working system suggested way to improve condition of workers.</p>	<p>(d) No Free time for other activity;</p>
<p>(43) (a) K. Banu;</p> <p>(b) 4 members</p> <p>(c) 2 children</p> <p>(d) Yes</p>	<p>(a) 2 earning members of the family;</p> <p>(b) Rs. 100/- per day income;</p> <p>(c) 10 hours of work daily;</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(a) Source of income is beedi work;</p> <p>(b) Work from home;</p> <p>(c) No separate work area at home ;</p> <p>(d) No extra income with help of children;</p>	<p>(a) Impacts of work on health include head ache, back pain;</p> <p>(b) No impact of work on childrens' health;</p> <p>(c) Employer does not provide any health</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
	(d) No assistance in work; (e) Yes		(e) Employer does not reject beedis made by her; (f) No wages are paid for rejected beedis, if any; (g) No leave facilities; (h) No comment on dispute resolution with employer; (i) Cooperative system suggested for ensuring full wages without rejection of beedis; (k) Cooperative system suggested way to improve condition of workers.	facilities by Employer; (d) No free time for other activity;
(44) (a) M. Kuppui; (b) 6 members (c) 4 children (d) Yes	(a) 2 earning members of the family; (b) Rs. 100/- per day income; (c) 6 hours of work daily; (d) No assistance in work; (e) Children are not sent to school	(a) Support from Panchayat in the form of Maternity Fund; (b) To (g) are identical answers as the case of "(1) S. Faritha"	(a) Source of income is beedi and coolie work; (b) Work from home; (c) No separate work area at home ; (d) No extra income with help of children; (e) Employer does not reject beedis made by her; (f) No wages are paid for rejected beedis, if any;	(a) Impacts of work on health include head ache, back pain; (b) No impact of work on childrens' health; (c) Employer does not provide any health facilities by Employer; (d) No free time for other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(45) (a) S. Rani;  (b) 3 members  (c) 2 children  (d) Yes</p>	<p>(a) 2 earning members of the family;  (b) Rs. 50/- per day income;  (c) 10 hours of work daily;  (d) Children assist in work;  (e) Children are not sent to school</p>	<p>(a) To (g) are identical answers as the case of "(1) S. Faritha"</p>	<p>(g) No leave facilities;  (h) No comment on dispute resolution with employer;  (i) Cooperative system suggested for ensuring full wages without rejection of beedis;  (j) Cooperative system suggested way to improve condition of workers.</p>	<p>Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;</p>

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(46) (a) B. Amudha; (b) 4 members (c) 2 children (d) Yes	(a) 2 earning members of the family; (b) Rs. 75/- per day income; (c) 10 hours of work daily; (d) No assistance in work; (e) Children are not sent to school	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home ;No extra income with help of children; Employer does not reject beedis if any;Does not go to employers' place; No leave facilities; Support of workers' union suggested for ensuring full wages without rejection of beedis; Cooperative system suggested way to improve condition of workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
(47) (a) V. Lakshmi; (b) 6 members (c) 4 children (d) Yes	(a) 3 earning members of the family; (b) Rs. 100/- per day income; (c) 10 hours of work daily; (d) Children assist in work; (e) Children are sent to school	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home ; Rs. 25/- per day extra income with help of children; Employer does not reject beedis if any;Does not go to employers' place; No leave facilities; Support of workers' union suggested for ensuring full wages without rejection of beedis; Cooperative system suggested way to	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
(48) (a) M. Manjula; (b) 4 members (c) 2 children (d) Yes	(a) 2 earning members of the family; (b) Rs. 75/- per day income; (c) 10 hours of work daily; (d) Children do not assist in work; (e) Children are sent to school	(a) To (g) are identical answers as the case of "(1) S. Faritha"	improve condition of workers. Source of income is beedi work; Works from home; No separate work area at home; No extra income from help of children; Employer does not reject beedis made by her; No wages are paid for rejected* beedis, if any; No leave facilities; No disputes arise with employer; No suggestion to ensure full wages without rejection of beedis; No suggestion to improve the condition of workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
(49) (a) K. Pattu; (b) 5 members (c) 2 children (d) Yes	(a) 4 earning members of the family; (b) Rs. 100/- per day income; (c) 10 hours of work daily; (d) Children and members assist in work; (e) Children are sent to school	(a) To (g) are identical answers as the case of "(1) S. Faritha"	Source of income is beedi work and coolie work; Work from home; No separate work area at home; Rs. 30/- per day extra income with help of children; Employer does not reject beedis if any; Does not go to employers' place; No leave facilities; Support of workers' union suggested for	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
(50) (a) S. Prema; (b) 5 members (c) 3 children (d) Yes	(a) 3 earning members of the family; (b) Rs. 50/- per day income; (c) 10 hours of work daily; (d) Children assist in work; (e) Children are sent to school	(a) To (g) are identical answers as the case of "(1) S. Faritha"	ensuring full wages without rejection of beedis; Cooperative system suggested way to improve condition of workers.  Source of income is beedi work; Work from home; No separate work area at home; Rs. 20/- per day extra income with help of children; Employer does not reject beedis made by her; Rate of rejected beedis is Rs. 10/-; wages are paid for rejected beedis; No leave facilities; No dispute arise with employer; Workers' cooperation suggested for ensuring full wages without rejection of beedis; Better employees programme by government suggested way to improve condition of workers.	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No provision of health facilities by Employer; No Free time for other activity;
(51) (a) L. Vimla; (b) 4 members (c) 2 children (d) Yes	(a) 4 earning members of the family; (b) Rs. 60/- per day	(a) No support from Panchayat in the form of Maternity Fund;	Source of income is beedi work; Work from home; No separate work area at home; Rs. 30/- per day extra	Impacts of work on health include head ache, back pain; No impact of work on childrens' health; No

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
	<p>income;</p> <p>(c) 8 hours of work daily;</p> <p>(d) Children assist in work;</p> <p>(e) Children are sent to school</p>	<p>(b) No Provident Fund Scheme;</p> <p>(c) No able to avail loan facilities from any bank;</p> <p>(d) Not aware of the B&amp;CW Act;</p> <p>(e) Aware of provision for appointment of Inspectors under the Act;</p> <p>(f) Aware of inspector appointed in her area;</p> <p>(g) No visit by an inspector to her work premises</p>	<p>income with help of children;</p> <p>Employer does not reject beedis made by her; Rate of rejected beedis is Rs. 10/-; wages are not paid for rejected beedis; No leave facilities; No dispute arise with employer; Workers' Union suggested for ensuring full wages without rejection of beedis; Better employees programme by government suggested way to improve condition of workers.</p>	<p>provision of health facilities by Employer; No Free time for other activity;</p>

**TIRUNELVELI DISTRICT**

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(a) Name (b) Members of family (c) Children (d) Whether works during pregnancy	(a) Earning members of the family (b) Income per 1000 beedis (c) Hours of work (d) Assistance in work, if any (e) Whether children are sent to school	(a) No comment on support if any from the Panchayat; (b) No Provident Fund Scheme; (c) No comment on access to availing loan facilities from any bank; (d) Aware of the B&CW Act; (e) No comment on appointment of Inspectors under the Act; (f) No comment on inspector if any	(a) Source of income is beedi work and coolie work; (b) Works from home; (c) No comment on separate work at home; (d) No comment on extra income with help of children; (e) Employer does reject beedis; (f) No comment on rate of rejected beedis; (g) Wages are not paid for rejected beedis; (h) No leave facilities; (i) Trade Union is	(a) No comment on impacts of work on health; (b) No comment on impact of work on childrens' health; (c) No comment on health facilities provided by employer; (d) No comment on ESI facilities; (d) No comment on free time to do any other activity;
(52) (a) Muthulakshmi (b) 5 members (c) 3 children (d) No comment	(a) 2; (b) Rs. 40/- per 1105 beedis; (c) No comment (d) No comment (e) Yes	(a) No comment on support if any from the Panchayat; (b) No Provident Fund Scheme; (c) No comment on access to availing loan facilities from any bank; (d) Aware of the B&CW Act; (e) No comment on appointment of Inspectors under the Act; (f) No comment on inspector if any	(a) Source of income is beedi work and coolie work; (b) Works from home; (c) No comment on separate work at home; (d) No comment on extra income with help of children; (e) Employer does reject beedis; (f) No comment on rate of rejected beedis; (g) Wages are not paid for rejected beedis; (h) No leave facilities; (i) Trade Union is	(a) No comment on impacts of work on health; (b) No comment on impact of work on childrens' health; (c) No comment on health facilities provided by employer; (d) No comment on ESI facilities; (d) No comment on free time to do any other activity;

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) Company to provide rights guaranteed under the Beedi Workers Act, to give statutory bonus and leave wages; to give raw material in correct weight; to prevent collection of extra beedis; to include beedis ; to include beedis workers in P.F. account; to give direction to enjoy benefits like Educational Scholarship, Medical Aid, Free Housing Scheme given by government through</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(53) (a) Vijaya (b) 4 members of the family (c) 2 children</p>	<p>(a) 2; (b) Rs. 57/- per 1000 beedis; (c) No comment (d) No comment (e) Yes</p>	<p>(a) No comment on support if any from the Panchayat; (b) Employer is deducting amounts towards Provident Fund; (c) No comment on access to availing loan facilities from any bank; (d) No comment whether aware of the B&amp;CW Act; (e) No comment on appointment of Inspectors under the Act; (f) No comment on inspector if any appointed in her area; (g) No comment on visit if any of inspector to her work premises</p>	<p>Labour Welfare Board are the suggestions to improve condition of Workers;</p> <p>(a) Source of income is beedi work and coolie work; (b) Works from home; (c) No comment on separate work at home; (d) No comment on extra income with help of children; (e) Employer does reject beedis; (f) No comment on rate of rejected beedis; (g) No comment on whether wages are paid for rejected beedis; (h) No comment on leave facilities; (i) Trade Union is established and she is a member; (j) No comment on workers' cooperative; (k) No comment on dispute resolution</p>	<p>(a) to (e) are identical answers as "(52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(54) (a) S. Uthrakani (b) 3 members of the family (c) 1 children</p>	<p>(a) 2; (b) Rs. 60/- per 1000 beedis; (c) No comment (d) No comment (e) No comment</p>	<p>(a) No comment on support if any from the Panchayat; (b) Employer has not paid PF subscription; (c) No comment on access to availing loan facilities from any bank; (d) No comment whether aware of the B&amp;CW Act;</p>	<p>(l) No suggestion to ensure full wages without rejection of beedis; (m) Company to provide quality raw material for rolling beedis; company to be prevented from collection extra beedis; proper implementation of labour rights based on directions of the Supreme Court are the suggestions to improve condition of workers.</p>	<p>(a) to (e) are identical answers as " (52) Muthulakshmi"</p>
	<p>(a) Source of income is beedi work and coolie work; (b) Works from home; (c) No comment on separate work at home; (d) No comment on extra income with help of children; (e) Employer does reject beedis; (f) No comment on rate of rejected beedis;</p>			

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>(g) No comment on whether wages are paid for rejected beedis;</p> <p>(h) No comment on leave facilities;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) Provide labour status documents i.e. service book, log book, identity card, leave card; to be provided statutory bonus, leave wages, maternity benefits; to pay PF contribution for beedi workers; action to implement welfare schemes from the</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(55) (a) B. Panchupazham;</p> <p>(b) 4 members of the family</p> <p>(c) 2 children</p>	<p>(a) 2;</p> <p>(b) No comment;</p> <p>(c) No comment</p> <p>(d) No comment</p> <p>(e) Yes</p>	<p>(a) No comment on support if any from the Panchayat;</p> <p>(b) No comment on Provident Fund;</p> <p>(c) No comment on access to availing loan facilities from any bank;</p> <p>(d) Aware of the B&amp;CW Act;</p> <p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her</p>	<p>Labour Welfare Board; to prevent employer from taking extra beedis; beedi workers rights to be protected; to ensure insurance scheme of Rs. 50,000 as per directions of Supreme Court are the suggestions to improve condition of workers.</p> <p>(a) Source of income is beedi work and mason work;</p> <p>(b) No comment on whether she does Works from home;</p> <p>(c) No comment on separate work at home;</p> <p>(d) No comment on extra income with help of children;</p> <p>(e) No comment on whether employer reject beedis;</p> <p>(f) No comment on rate of rejected beedis;</p> <p>(g) No comment on whether wages are</p>	<p>(a) to (e) are identical answers as "(52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>paid for rejected beedis;</p> <p>(h) No comment on leave facilities;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) Ensure supply of quality raw materials six days in a week; ensure protection of women beedi workers from harassment of employer; ensure disbursement of statutory bonus, leave wages, maternity benefits; ensure issuance of service cards and other labour</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(56) (a) R. Rajaboothpathy;  (b) 4 members of the family  (c) 2 children</p>	<p>(a) 1;  (b) Rs. 57/- per 1000 beedis;  (c) No comment  (d) No comment  (e) Yes</p>	<p>(a) No comment on support if any from the Panchayat;  (b) No comment on Provident Fund;  (c) No comment on access to availing loan facilities from any bank;  (d) No comment whether aware of the B&amp;CW Act;  (e) No comment on appointment of Inspectors under the Act;  (f) No comment on inspector if any appointed in her area;  (g) No comment on visit if any of inspector to her work premises</p>	<p>documents are the suggestions to improve condition of workers.</p> <p>(a) Source of income is beedi work;  (b) No comment on whether she does works from home;  (c) No comment on separate work at home;  (d) No comment on extra income with help of children;  (e) No comment on whether employer reject beedis;  (f) No comment on rate of rejected beedis;  (g) No comment on whether wages are paid for rejected beedis;  (h) No leave facilities are provided;  (i) Trade Union is established and she is a member;  (j) No comment on workers' cooperative;</p>	<p>(a) to (e) are identical answers as "(52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
			<p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) Documents such as service book, log book, identity card, leave card must be given ; to give workers' rights of bonus, leave wages and P.F.; statutory salary of Rs. 60 for 1000 beedis to be ensured are the suggestions to improve condition of workers.</p>	
<p>(57) (a) M. Mariammal;</p> <p>(b) 3 members of the family</p> <p>(c) 1 child</p>	<p>(a) 2;</p> <p>(b) Rs. 48/- per 1000 beedis;</p> <p>(c) No comment</p> <p>(d) No comment</p> <p>(e) No comment</p>	<p>(a) No comment on support if any from the Panchayat;</p> <p>(b) No comment on Provident Fund;</p> <p>(c) No comment on access to availing loan facilities from any bank;</p>	<p>(a) Source of income is beedi work and coolie work;</p> <p>(b) Works from home;</p> <p>(c) No comment on separate work at home;</p> <p>(d) No comment on extra income with help of children;</p>	<p>(a) to (e) are identical answers as "(52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>(d) No comment whether aware of the B&amp;CW Act;</p> <p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>(e) Employer does reject beedis;</p> <p>(f) No comment on rate of rejected beedis;</p> <p>(g) Half wages are not paid for rejected beedis;</p> <p>(h) No comment on leave facilities;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) To provide requisite documents to the worker; minimum wage of Rs. 60 per 1000 beedis to be paid; statutory bonus and leave wages to be given; provision for PF; employer to be</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
(58) (a) Pathirakali; (b) 8 members of the family (c) 6 children	(a) 4 earning; (b) Rs. 57/- per 1000 beedis; (c) No comment (d) Daughters; (e) Yes	(a) No comment on support if any from the Panchayat; (b) Provident Fund contribution is available; (c) No comment on access to availing loan facilities from any bank; (d) No comment whether aware of the B&CW Act; (e) No comment on	prevented from taking extra beedis; prevent deduction of large number of beedis as useless; sufficient and quality raw material to be given six days a week; welfare schemes of the Government to be recommended by the company; maternity leave wages to be paid are the suggestions to improve conditions of workers	(a) to (e) are identical answers as "(52) Muthulakshmi"

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>(g) No comment on whether wages are paid for rejected beedis;</p> <p>(h) No comment on leave facilities;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) To get service book, log book, identity card, leave card from employer; to get Rs. 60/- salary as per government order; to get quality and sufficient quantity of raw materials; disbursement of statutory bonus and</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(59) (a) Krishnaveni; (b) 5 members of the family (c) 3 children</p>	<p>(a) 1; (b) No comment; (c) No comment (d) No comment (e) No comment</p>	<p>(a) No comment on support if any from the Panchayat; (b) Initially enrolled workers in Provident Fund and later withdrawn; (c) No comment on access to availing loan facilities from any bank; (d) No comment whether aware of the B&amp;CW Act; (e) No comment on appointment of Inspectors under the Act; (f) No comment on</p>	<p>leave wages; to get maternity benefits; to insure women beedi workers for Rs. 50,000/- as per Supreme Court direction are the suggestions to improve condition of improve condition of workers.</p> <p>(a) Source of income is beedi work ; (b) Works from home; (c) No comment on separate work at home; (d) No comment on extra income with help of children; (e) Employer does reject beedis; (f) No comment on rate of rejected beedis; (g) No comment on whether wages are paid for rejected beedis; (h) Provision of leave wages for the workers provided pursuant to litigation;</p>	<p>(a) to (e) are identical answers as "(52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) Has approached the Labour Authorities in litigation for various statutory rights of Bonus and leave;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) To ensure work in the same establishment (pursuant to prevention by the employer from working there after September 9, 2002); ensure salary for dismissal period; ensure bonus and leave wages for period 1.10.2000 to 20.06.2000 are the suggestions to improve condition of workers.</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(60) (a) S. Gunavathi; (b) 4 members of the family (c) 2 children</p>	<p>(a) 2; (b) Rs. 5/- per 1000 beedis; (c) No comment (d) No comment (e) No comment</p>	<p>(a) No comment on support if any from the Panchayat; (b) No comment on Provident Fund; (c) No comment on access to availing loan facilities from any bank; (d) No comment whether aware of the B&amp;CW Act; (e) No comment on appointment of Inspectors under the Act; (f) No comment on inspector if any appointed in her area; (g) No comment on visit if any of inspector to her work premises</p>	<p>(a) Source of income is beedi work ; (b) Works from home; (c) No comment on separate work at home; (d) No comment on extra income with help of children; (e) Employer does reject beedis; (f) No comment on rate of rejected beedis; (g) No comment on whether wages are paid for rejected beedis; (h) Provision of leave wages for the workers provided pursuant to litigation; (i) Trade Union is established and she is a member; (j) No comment on workers' cooperative; (k) Has approached the Labour Authorities in litigation for various statutory rights of Bonus and leave;</p>	<p>(a) to (e) are identical answers as " (52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
			<p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) To ensure work for the beedi workers (pursuant to closure of the establishment); ensure salary for closure period; enact new laws to uphold rights of beedi workers and give salary to workers during pendency of cases before Labour Office; ensure compensation and PF; cancel license of company if company fails to follow labour laws are the suggestions to improve condition of workers.</p>	
<p>(61) (a) S. Kamalam; (b) 7 members of the family (c) 5 children</p>	<p>(a) 2; (b) Rs. 5.75/- per 1000 beedis; (c) No comment (d) No comment (e) No comment</p>	<p>(a) No comment on support if any from the Panchayat; (b) No comment on Provident Fund; (c) No comment on access to availing</p>	<p>(a) Source of income is beedi work ; (b) Works from home; (c) No comment on separate work at home; (d) No comment on extra income with help of</p>	<p>(a) to (e) are identical answers as "(52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>loan facilities from any bank;</p> <p>(d) No comment whether aware of the B&amp;CW Act;</p> <p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>children;</p> <p>(e) Employer does reject beedis;</p> <p>(f) No comment on rate of rejected beedis;</p> <p>(g) No comment on whether wages are paid for rejected beedis;</p> <p>(h) Provision of leave wages for the workers provided pursuant to litigation;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) Has approached the Labour Authorities in litigation for various statutory rights of Bonus and leave;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) To take steps to reopen the beedi company and ensure work for the</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
(62) (a) P. Rethnabai; (b) 5 members of the family (c) 3 children	(a) 2; (b) Rs. 50/- per 1000 beedis; (c) No comment (d) No comment (e) Yes	(a) No comment on support if any from the Panchayat; (b) Workers enrolled in Provident Fund Scheme are coerced to withdrawn PF amount once in three years; (c) No comment on access to availing loan facilities from any bank; (d) Aware of the B&CW Act;	beedi workers (pursuant to closure of the establishment); ensure interim relief for closure period; give salary to workers during pendency of cases before Labour Office; ensure compensation for losses cause in three years are the suggestions to improve condition of workers.	(a) to (e) are identical answers as "(52) Muthulakshmi"

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
		<p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>(h) Provision of leave wages for the workers provided pursuant to litigation;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) Has approached the Labour Authorities in litigation for various statutory rights of Bonus and leave;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) To ensure rights established under the B&amp;CW Act and directions of 1999 of the Supreme Court for the workers; to protect the workers from contractual system by governments' removal of exemption of cess on the companies; to</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(63) (a) S. Sundarakani;            (b) 3 members of the family            (c) 1 child</p>	<p>(a) 1;            (b) Rs. 55/- per 1000 beedis;            (c) No comment            (d) No comment            (e) No comment</p>	<p>(a) No comment on support if any from the Panchayat;            (b) No enrolled in Provident Fund;            (c) No comment on access to availing</p>	<p>ensure workers obtain their documents like identity card, pass book, log book, service card, and leave card; to protect workers from illegal denial of work and proper compensation; ensure of workers get free housing if they hold property; enrolment of workers in PF Fund; ensure protection of workers from withdrawing PF amounts before retirement age by enquiry of P.F. Commissioner are the suggestions to improve condition of workers.</p>	<p>(a) to (e) are identical answers as "Muthulakshmi"(52)</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>loan facilities from any bank;</p> <p>(d) No comment whether aware of the B&amp;CW Act;</p> <p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>income with help of children;</p> <p>(e) Employer does reject beedis;</p> <p>(f) Rate of rejected beedis is Rs. 15/- for every 1000 beedis;</p> <p>(g) No comment if wages are paid for rejected beedis;</p> <p>(h) Leave wages below statutory minimum;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on worker' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) To prevent practice of taking extra beedis; to abolish chitta system and to issue log book, service book, identity</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(64) (a) A. Madhina Beevi;  (b) 2 members of the family  (c) no comment if she has children</p>	<p>(a) No comment;  (b) Rs. 60/- per 1000 beedis;  (c) No comment  (d) No comment</p>	<p>(a) No comment on support if any from the Panchayat;  (b) Enrolled in Provident Fund Scheme;  (c) No comment on access to availing loan facilities from any bank;  (d) No comment whether aware of the B&amp;CW Act;</p>	<p>card, leave card for protection in dismissal; to get statutory bonus and leave wages; enrol all workers in PF; ensure benefits of government for beedi workers; to get medical insurance scheme; to ensure protection from threatening and intimidation by employers are the suggestions to improve the condition of workers.</p>	<p>(a) to (e) are identical answers as "52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>whether wages are paid for rejected beedis;</p> <p>(h) Provision of leave wages for the workers provided pursuant to litigation;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) Has approached the Labour Authorities in litigation for various statutory rights of Bonus and leave;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) Arrangements to be made to give work for workers for at least 6 days in a week; all workers to be given a service card, pass book etc; workers to be gratuity payments;</p>	

<b>PERSONAL</b>	<b>FAMILY</b>	<b>GENERAL AWARENESS</b>	<b>EMPLOYMENT</b>	<b>HEALTH</b>
(65) (a) L. Mary Beevi; (b) 2 members of the family (c) no comment if she has children	(a) No comment; (b) Rs. 60/- per 1000 beedis; (c) No comment (d) No comment	(a) No comment on support if any from the Panchayat; (b) Enrolled in Provident Fund Scheme; (c) Facing difficulty in fulfilling formalities for availing housing loan amounts; (d) No comment whether aware of the B&CW Act;	annual account particulars of their provident fund deposit amount; pension to be provided by the Board of employees Provident Fund; proper medical care by mobile units by the EPF; strict implementation of EPF, gratuity and pension to be implemented-are the suggestions to improve conditions of workers.  (a) Source of income is beedi work ; (b) No comment if works from home; (c) No comment on separate work at home; (d) Employer does reject beedis; (e) Rate of rejected beedi-out of Rs. 80,000 beedis upto 500 are rejected; (f) Wages are not paid for rejected beedis;	(a) to (e) are identical answers as " (52) Muthulakshmi"

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
		<p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>(g) No comment on leave facilities;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p> <p>(m) Provident Fund, bonus to be made available to established workers and to provide fair employment to beedi workers; homeless beedi workers need to be provided housing by welfare fund; T.B., asthma, maternity assistance, spectacle cost quantum to be raised by welfare fund are the suggestions to improve condition of workers.</p>	

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(66) (a) S. Kalavathy;</p> <p>(b) no comment on number of members of the family;</p> <p>(c) no comment if she has children</p>	<p>(a) No comment;</p> <p>(b) Rs. 60/- per 1000 beedis;</p> <p>(c) No comment</p> <p>(d) No comment</p>	<p>(a) No comment on support if any from the Panchayat;</p> <p>(b) No comment if enrolled in Provident Fund Scheme;</p> <p>(c) No comment on access to availing loan facilities from any bank;</p> <p>(d) No comment whether aware of the B&amp;CW Act;</p> <p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>(a) Source of income is beedi work ;</p> <p>(b) Works from home;</p> <p>(c) No comment on separate work at home;</p> <p>(d) No comment on extra income with help of children;</p> <p>(e) No comment if employer does reject beedis;</p> <p>(f) No comment on rate of rejected beedis;</p> <p>(g) No comment if wages are paid for rejected beedis;</p> <p>(h) No comment on leave facilities;</p> <p>(i) Trade Union is established and she is a member;</p> <p>(j) No comment on workers' cooperative;</p> <p>(k) No comment on dispute resolution system;</p> <p>(l) No suggestion to ensure full wages without rejection of beedis;</p>	<p>(a) to (e) are identical answers as " (52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(67) (a) S. Rani; (b) 2 members of the family (c) 1 child</p>	<p>(a) No comment; (b) Rs. 48/- per day wages for 1000 beedis; (c) No comment (d) Assists son in the work (log book in son's name)</p>	<p>(a) No comment on support if any from the Panchayat; (b) Not enrolled in Provident Fund Scheme; (c) No comment on access to availing loan facilities from any bank;</p>	<p>(m) Educational assistance granted from EPF to be extended to all beedi workers' children studying in schools and colleges; medicines to be supplied from EPF hospitals; house building advance/loan to be granted for construction of new houses or for repair and maintenance of old houses to the extent of Rs. 20,000/- as subsidy and facilitation for fulfillment of loan formalities are the suggestions to improve condition of workers.</p>	<p>(a) to (e) are identical answers as "Muthulakshmi"</p>
	<p>(a) Source of income is beedi work ; (b) No comment if works from home; (c) No comment on separate work at home; (d) Employer does reject beedis; (e) Rate of rejected beedis is about 100 beedis</p>			

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
<p>(68) (a) Sabeera;            (b) 2 members of the family            (c) no comment on children if any</p>	<p>(a) 2;            (b) Rs. 48/- per day wages for 1000 beedis;            (c) No comment            (d) Assists husband in work (log</p>	<p>(d) No comment whether aware of the B&amp;CW Act;            (e) No comment on appointment of Inspectors under the Act;            (f) No comment on inspector if any appointed in her area;            (g) No comment on visit if any of inspector to her work premises</p>	<p>1700 beedis;            (f) Wages are not paid for rejected beedis;            (g) No leave facilities;            (h) Trade Union is established and she is a member;            (i) No comment on workers' cooperative;            (j) No comment on dispute resolution system;            (k) No suggestion to ensure full wages without rejection of beedis;            (l) Standardisation of 1200 beedis per kilo; prevention of rejects - are the suggestions to improve condition of workers.</p>	
		<p>(a) No comment on support if any from the Panchayat;            (b) Not enrolled in Provident Fund Scheme;            (c) No comment on</p>	<p>(a) Source of income is beedi work ;            (b) No comment if works from home;            (c) No comment on separate work at home;            (d) Employer does reject</p>	<p>(a) to (e) are identical answers as " (52) Muthulakshmi"</p>

PERSONAL	FAMILY	GENERAL AWARENESS	EMPLOYMENT	HEALTH
	<p>book is in husband's name)</p>	<p>access to availing loan facilities from any bank;</p> <p>(d) No comment whether aware of the B&amp;CW Act;</p> <p>(e) No comment on appointment of Inspectors under the Act;</p> <p>(f) No comment on inspector if any appointed in her area;</p> <p>(g) No comment on visit if any of inspector to her work premises</p>	<p>beedis;</p> <p>(e) Rate of rejected beedis is about 100 beedis;</p> <p>(f) Wages are not paid for rejected beedis;</p> <p>(g) No leave facilities;</p> <p>(h) Trade Union is established and she is a member;</p> <p>(i) No comment on workers' cooperative;</p> <p>(j) No comment on dispute resolution system;</p> <p>(k) No suggestion to ensure full wages without rejection of beedis;</p> <p>(l) Standardisation of 1200 beedis per kilo; prevention of rejects- are the suggestions to improve condition of workers.</p>	