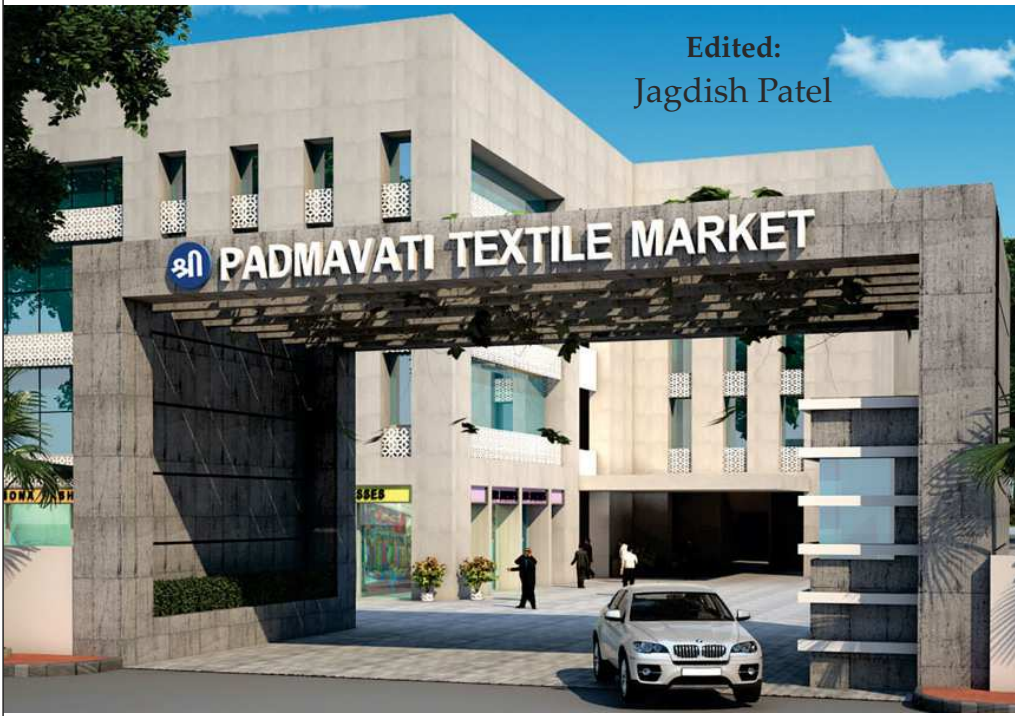


STUDY OF
**Labour Conditions in
Surat Textile Industry**

Edited:
Jagdish Patel



Peopels Training & Research Centre



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Study of Labour Conditions in Surat Textile Industry

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PREFACE

The textile industry is an important industry for any country. Cloth is one of the basic needs of human beings for dressing. Now many more applications have been developed for domestic use, decoration and industrial use.

Surat enjoys the status of an important center for textile in India. Millions of workers are engaged in this industry in Surat. Surat, known as the Silk City, has on one hand modern manufacturing units for polyester yarn and on the other, age old, home based Jari units (Jari is either fine metal or plastic yarn used in dressing cloth), weaving units, dyeing and printing units, embroidery units, hosiery and garment units. A huge population of migrant workers runs these units with their hard work. They face harsh working conditions and low wages. Lack of social security and enforcement of other labour laws make their situation even more pitiable. We have tried to give a background on these conditions, which have been prevalent since quite a long time. Majority of the workers are not organised and successive Governments are pro-industry which means that job creation regardless of the quality or security of employment is a top priority.

I thank SÜDWIND e.V. Institut für Ökonomie und Ökumene for giving us the opportunity to work on this important project. We also thank Stiftung Umwelt und Entwicklung NRW and Engagement and Global im Auftrag des BMZ for their support.

I am sure the report will generate pressure on the society, government and other stakeholders to actually bring "Aachhe

Din” (Good days ahead; the slogan given by the party currently in power at the centre and in Gujarat) for the textile workers in Surat.

I thank Ms. Rekhaben Mistry, Faculty, Department of Social Work, South Gujarat University, Surat and late Dr. Akash Acharya, Faculty, Centre for Social Studies for their valuable suggestions on the questionnaire. I thank head of South Gujarat University Research Centre and the librarian at the Centre for Social Studies for the use of their library and help find references. I thank Ramesh Patel (Unn) and Sanket Borsania for locating textile workers and filling the questionnaires. I thank MANTRA, SASMA, SRETPC, South Gujarat Chamber of Commerce and Industry and their librarian, Textile Graph, Gujarat Mitra and SGTPA for sharing information and other resources for the study.

I profusely thank Dr. Vidyut Joshi not only for the preface but giving valuable suggestion to improve the draft and Kruti Dalal for editing the manuscript. I thank Smruti Upadhyay for going through the draft and giving useful suggestions.

Jagdish Patel

Director

PTRC

Foreword

It gives me immense pleasure to write the foreword for this research report on 'A Study of Labour Conditions in Surat Textile Industry.' The author of and spirit behind this report, Jagdish Patel is a human rights and occupational health activist. His dream of a working environment with social justice is a part of his larger commitment to shape a better, humanitarian world order worth living in.

It was at the onset of the liberalisation process in India that composite textile mills experienced closure one by one and simultaneously single weaving, printing and processing units emerged. Composite textile units were big, organised and workers were unionised. They received the benefits of labour laws. Whereas single units were not covered by laws such as the Factories Act, labourers were not organized and small units were exempt from many labour laws. New units were also established in the informal sector. Surat is foremost among the informal textile centers of the country. Around 40% of manmade fiber in India is currently manufactured in Surat.

The labour situation in Surat has always been problematic. Shantinath Silk Mills collapsed in 1981 and around 90 workers were found dead under the debris. The incident did not help bring about a big change in the way the industry operated then. The entire weaving work was given on a piece rate basis to a labour contractor and there was no record of workers with the contractor. A high court case was filed that year and the Honorable Court asked the South Gujarat University to investigate the issue and submit a report to the court. The synopsis of that report is found in this report as well.

The labour situation does not seem to have improved in last 35 years. This is mentioned in this research report. The report is based on secondary and primary data and aptly describes the working and living conditions along with health and environmental issues faced by the workers. This is done in the backdrop of human rights and International Labour Organization conventions and recommendations. The findings of this study are shocking.

It is not that India does not have proper labour laws. It has one of the finest labour law structures in the world, based on human rights and the ILO conventions and recommendations. But the implementation machinery is not oriented to this task and the political will to implement the laws seems to be missing. Moreover, after liberalisation, the emphasis is on the role of labour law machinery to be a friend, philosopher and guide to the factory owners.

Stronger democratic pressure, observation of human rights laws and a more active judiciary are needed to improve the life of the toiling masses. Our universities must have some courses on sustainable development, human rights and civil rights so that young minds learn lessons of balanced development.

I congratulate Shri Jagdish Patel for this excellent report. This report can be equated to a seminal report on the same issue authored by Upendra Baxi and his team at South Gujarat University in 1984. I am sure this report will receive wide recognition and attract the attention of concerned government departments, industry, academicians and activists.

Dr. Vidyut Joshi
Ahmedabad
20.06.17

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1. Problems and Issues

Background

Surat is an important commercial metropolis in Gujarat. It is the hub of textile weaving and processing as well as the diamond polishing industry. Besides these auxiliary units, engineering, shipbuilding and chemical industries also have sprung up. It has a huge textile market. It has been attracting millions of workers from other states like Odisha, Maharashtra, Uttar Pradesh, Bihar and the southern states of India.

In 1981, Shantinath Silk Mill building collapsed, killing around 90 workers including the young son of the owner. In 2007, seven cases of aplastic anemia were reported among diamond polishers exposed to Benzene. The textile industry in Surat is notorious for fatal accidents at work. Several studies of labour conditions in the past have indicated worse conditions. But these studies were carried out either in the pre-NEP era or soon after that. In 1990, the Government of India introduced the new economic policy (NEP) under which labour laws were liberalized by and by. Gujarat in general and Surat in specific was not particularly unionised even before NEP was introduced. In the post-NEP era, unions all over India weakened by way of numbers and influence over Government and industry. It was in this backdrop that this study was taken up.

The International Labor Organization (ILO) is a United Nations agency dealing with labour issues, particularly international labour standards, social protection, and work opportunities for

all. India is a member of ILO since it was established in 1919. Setting up standards for labour conditions is one of the major activities of ILO. ILO conventions are considered international labour standards regardless of ratification. When a convention comes into force, it creates a legal obligation for ratifying nations to apply its provisions. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. Through July 2011, the ILO has adopted 189 conventions. India has so far ratified 45 conventions and one protocol. 8 conventions are considered to be fundamental.

The eight fundamental Conventions are:

1. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
2. Right to Organize and Collective Bargaining Convention, 1949 (No. 98)
3. Forced Labor Convention, 1930 (No. 29)
4. Abolition of Forced Labor Convention, 1957 (No. 105)
5. Minimum Age Convention, 1973 (No. 138)
6. Worst Forms of Child Labor Convention, 1999 (No. 182)
7. Equal Remuneration Convention, 1951 (No. 100)
8. Discrimination (Employment and Occupation) Convention, 1958 (No.111)

India has so far ratified 4 of these conventions viz. Forced Labor Convention (No.29), Equal remuneration Convention (No.100), Abolition of forced labor convention (No.105) and Discrimination (Employment and occupation) (No.111)

India ratified until now 3 out of 4 Governance conventions (Nos. 81 – 122 – 144) and 43 out of 177 Technical conventions (most important concerning the research topic Nos 1 - 4 – 5 - 6 – 11 – etc. Complete list is annexed as Annexure: 1)

A convention is a legally binding international treaty. Ratifying countries commit themselves to applying the convention in national law and practice and reporting on its application at regular intervals. Once the member country has ratified a convention, either a new law has to be passed or the existing law has to be amended within a stipulated time period

The objective of the study was to examine the quality of the enforcement of these conventions. The questionnaire was drafted accordingly. The questionnaire had a few questions to collect statistical or biographical data of the respondent (Q1-9 Q.19-27), questions on prohibition of forced labour (Q.29-31), prohibition of child labour (Q.33-41), prohibition of discrimination (Q.43-49), freedom of association and right to collective bargaining (Q.15-18 and 51), living wages (Q.53-68), working hours (Q.69-76), health and safety at work (Q.77-124) and legally binding employment relations (Q.125-134).

India has not ratified ILO conventions regarding child labour or living wages, but we decided to include them nevertheless. India already has Child Labour (Prohibition and Regulation) Act to prohibit child labour under age 14. ILO has several conventions on health and safety and India has ratified some of them. Since 1881, India has the Factory Act to provide legal protection to workers for health and safety at work.

India may not have ratified some specific conventions like C.87 (Freedom of association and protection of the right to organize) and C.98 (Right to organize and collective bargaining), but some elements of these conventions may have been taken care of in laws like Trade Union Act or Industrial Disputes Act. Questions were also related to C.26 and C.131 both on Minimum Wage Fixation. India already has the Minimum Wages Act of 1948 in place.

Similarly India has not ratified C.155 (Occupational Safety and Health Convention) but Factories Act, Mines Act, Building and Other construction Workers Act and Dock Workers Act have elements of safety and health while some are also in Shop and Establishment Act.(Q.77 to 124)

Some questions were based on the code of conduct prepared by Clean Cloth Campaign.(Q.125-134)

Methodology

Primary data is collected by way of a questionnaire survey and personal visits to key organizations. We prepared the questionnaire in Gujarati based on the guidelines given by SUDWIND.

It was shared with some experts who advised us not to keep the questions open-ended. Hence we reworked them and converted most questions so that they were close-ended. We then tested the questionnaire by approaching 3-4 respondents. We prepared codes and entered the data in an excel sheet. In the process, we realised that we needed to further modify the questionnaire. We made some changes and finalised the questionnaire.

We visited some academic institutions in Surat and requested them to help us find volunteers. We also requested some of our own contacts to join the study. We had a meeting with the team and decided the proportion of the subjects from different industry types and genders. This team then identified the subjects and with their informed consent, filled up the questionnaire to collect data.

On the other hand we visited several organisations such as Man Made Textile Research Association (MANTRA), Directorate of Foreign Trade (DGFT), Surat Art Silk Manufacturers Association

(SASMA), South Gujarat Textile Processors Association, Pandesara (SGTPA), The South Gujarat Chamber of Commerce and Industry (SGCCI), The Synthetic & Rayon Textiles Export Promotion Council (SRTEPC), Office of Textile Graph newspaper, Power Loom Service Center etc. We visited libraries of SGCCI, Centre of Social Studies and South Gujarat University Research Centre. We also referred to our own collection of news clippings.

To collect secondary data we have relied upon documents of old studies and research papers, newspaper clippings and information collected under RTI. We filed several applications under Right to Information Act, 2005 before Directorate Industrial Safety & Health, ESI Corporation and Gujarat Pollution Control Board. Replies and responses to these applications revealed useful information.

Summary of the results:

1. Survey carried out in 48 textile units. The break-up was as follows: 28 processing units, 10 power looms, 7 embroidery units, one hosiery unit, one garment and one composite mill. 50 respondents filled up the questionnaire. Among them 3 were females and 47 males.
2. Barring one composite mill, workers are not unionized in any other unit.
3. 37 units employ female workers, but out of them 34 employ less than 100 female workers.
4. Overall size of the units (man power): Power loom units employ less than 50 people. They make divisions to keep the number low in order to avoid labour laws. Processing units, composite mills, hosiery and garment units are found employing workers in large numbers ranging from 200 to 5,000.

5. 74% of the respondents said they work 12-hour shifts. 80%, including female respondents said they are forced to work overtime.
6. In 12% of the units they employ child labour and few out of them also work overtime. 26% of the units employ adolescent workers and they all work overtime.
7. 4% of respondents (including 1 female worker) reported harassment of women workers but discrimination against pregnant women was not reported.
8. Workers are not prevented from performing their religious rituals.
9. Managements used filthy and abusive language earlier but shortage of manpower has brought a stop to that. Few have even reported physical coercion.
10. 82% of respondents said they do not get pay slips.
11. 94 % of respondents said they do not get minimum wages.
12. 72 % of respondents do not get a bonus.
13. 78% of respondents do not get a weekly off, 56% are required to work on their weekly off, 100% do not get paid wages for the weekly off.
14. 64% of respondents receive medical care in emergency – if they meet with an accident at work or get sick at work. No pre-employment or periodical medical check-ups are carried out for 98% of the respondents.
15. Heat is a problem for 74% of the respondents and for 68% noise is problem.
16. 50% of respondents said they believe they can get occupational diseases. 8% reported they suffer from some occupational disease. 10% know a colleague who suffers from such diseases.

17. Employees' State Insurance law is applicable to 37 units out of which only 4 (10%) units implement the law.
18. 64% of the respondents do not have access to a canteen. 34% of the workers get this facility, out of which 26% get food at market rates.
19. 88% of the respondents get drinking water. 46% get cold water in summer.
20. 90% have toilets and 70% have urinals. 39 units employ women workers out of which 23 provide separate facilities. There is no information for 11 units and 4 units do not have separate facilities.
21. 9 units (18%) have safety committees and 7 include worker representatives. 10% get safety training.
22. 18 respondents (36%) said contract workers are employed.
23. 10 respondents (20%) know about Provident Fund Act and 5 (10%) get benefit of the Act. 3 respondents (6%) said they would get gratuity on retirement.

2. Overview and Background

Overview of Indian Textiles¹

The Indian Textile Industry contributes about 11% to industrial production, 14% to the manufacturing sector, 4% to the GDP and 12% to the country's total export earnings. It provides direct employment to over 35 million people, making it the second largest provider of employment after agriculture. Another 54.85 million people are engaged in allied activities.

The fundamental strength of this industry flows from its strong production base which comprises of a wide range of fibers/yarns from natural fibers like cotton, jute, silk and wool as well as synthetic/man-made fibers like polyester, viscose, nylon and acrylic. We can track the strong multi-fiber base by highlighting the variety of fibers available in the country :

- Cotton – India is the second largest cotton and cellulosic fibers producing country in the world.
- Silk – India is the second largest producer of silk and contributes about 18% to the total world raw silk production.
- Wool –India has the third largest sheep population in the world, with over 6.15 crore sheep producing 45 million kg of raw wool and accounting for 3.1% of the total world wool production. India ranks 6th among clean wool producing countries and 9th among greasy wool producers.
- Man-Made Fibers- India is the fourth largest producer of synthetic fibers/yarns globally.

1. <http://www.citiindia.com/textile-industry/indian-textiles-overview.html>

- Jute – India is the largest producer and second largest exporter of jute goods.

During April- December 2015-16 following changes were recorded in textile production.:

- Manmade fiber production decreased marginally and filament yarn production decreased by about 7% .
- Cotton yarn production increased by 3%
- Blended and 100% non-cotton yarn production increased by 7%
- Cloth production by mill sector decreased by 7% .
- Cloth production by hand loom and hosiery increased by 5% and 3% respectively.
- The power loom production decreased by about 1% .
- The total cloth production showed an increase of 1% compared to the corresponding period of the previous year.²

Demand & supply situation:

Total availability of cotton in the country in the cotton season of 2014-15 was 430 lakh bales which included carry-over stock of 32 lakh bales, crop production at 390 lakh bales and estimated imports of 8 lakh bales. During the year under review, with the global cotton glut and new import policy of China curbing down on import, the demand for yarn in the domestic as well as international market had been subdued. As a result, exports from the country reduced to 70 lakh bales as against 117.98 lakh bales during the previous year. Though with an increase in spindlage capacity, total cotton consumption in the country (including mill, small mill and non-mill consumption) has increased by 7% to 320 lakh bales (as against 298.88 lakh bales in previous year), however, due to decrease in exports from the country, the total disappearance in cotton season 2014-15 has been 390 lakh bales as

2. http://txcindia.gov.in/html/mdo2007_2.pdf

against 416.8 lakh bales in the previous year. The carry-forward stock as at the end of the cotton season 2014-15 i.e., 30th September, 2015 has been estimated at 40 lakh bales (i.e. around 45 days mills consumption) as against 32 lakh bales in the previous year.³

Famous for its rich heritage of weaving by master weavers on hand looms from time immemorial, India has today transformed into a high-tech global manufacturing hub for exquisite fabrics. Vertically integrated ultra-modern plants, numerous hi-tech weaving parks and a vast network of standalone weavers spread across India provide a wide range of value-added products and flexible sourcing solutions.

Having installed a variety of world-class, high-speed air jets to sophisticated rapiers and computerized jacquard looms, Indian exporters can handle flexible volume and design options in the most intricate woven designs and texture.

Piece dyed, yarn dyed, printed, dobbies, jacquard, embroidered – India produces woven fabrics in an array of high performance finishes including mercerized, water-repellent, stain-resistant, fragrant, flame-retardant, and anti-bacterial to name just a few.

India's strengths in the areas of organic, healthy textiles and Eco-friendly fabrics are now recognized globally. India's fabric range is vast and diverse. From fashion fabrics like voile, prints and embroideries to a variety of shirting, heavy bottom weight and denim fabrics, wide width range for home textiles, industrial fabrics and high performance special fabrics, India has them all!

India is uniquely positioned as a provider of end-to-end sourcing solutions for finished garments, Made-ups and other consumer products in cotton textiles. With an uncompromising

3. http://www.cotcorp.gov.in/pdf/Annual_Rep1415.pdf

commitment to design and innovation, India today enjoys the trust of the world's leading retailers, premium brands and designers seeking to differentiate their new collections in highly competitive global markets.⁴

Gujarat

Gujarat is the largest cotton producing state in India. But cabotage rules⁵ restrict Gujarat Cotton Mills trade with foreign ships. Hence it is cheaper to ship cotton from Gujarat to China than to the southern states of India. The cotton mill lobby feels that it has not received much leeway from the government on allowing foreign ships to engage in coastal trade of cotton. Foreign ships cannot carry coastal cargo, while Indian ships have limited capacity and cost more due to tax structure.⁶

Gujarat is the largest supplier of denim in the world. The textile industry in Gujarat accounts for 30% of woven fabrics in the organized sector. Surat contributes 40% of artificial silk fabric produced in India. Gujarat contributes about 12% of the total textile exports of the country. Arvind Mill is the leading manufacturer of denim in the world. Welspun is among the top 3 terry towel producers in the world. Reliance, Ashima, Dinesh, Raymonds, Arvee are some of the other players in the field.

Surat

Surat, previously known as Suryapur, is a city in the Indian state of Gujarat. It is the administrative capital of the Surat district. The city is located 284 kilometers south of the state capital,

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4. <http://www.texprocil.org/cotton-fabrics>
 5. Cabotage means reserving coastal trade for national flag vessels; in other words, it refers to the practice of imposing restrictions on movement of domestic cargo by foreign flag vessels
 6. MANTRA Textile Magazine, January, 2015, Surat

Gandhinagar; 265 kilometers south of Ahmedabad and 289 kilometers north of Mumbai. The city center is located 22 km north west of the Arabian Sea.

Surat had a population of 6 million at the 2011 census, making it the second largest city in the state of Gujarat, after Ahmedabad. It is the eighth largest city and ninth largest urban agglomeration in India. Surat is the 34th-largest city by area and 4th-fastest developing city according to a study conducted by the City Mayors Foundation, an international think tank on urban affairs. The city registered an annualized GDP growth rate of 11.5% over the seven fiscal years between 2001 and 2008. The density of population in Surat in 2001 was 652 per sq km and it rose to 1376 in 2011. This is the highest population density recorded in Gujarat.

In 1512 and again in 1530 Surat was ravaged by the Portuguese Empire. In 1513, the Portuguese traveler Duarte Barbosa described Surat as an important seaport, frequented by many ships from Malabar and various parts of the world. By 1520, the name of the city was Surat. When the harbor in Cambay began to silt up toward the end of fifteenth century, Surat eclipsed Cambay as the major port of western India. At the end of the 16th century, the Portuguese were undisputed masters of the Surat sea trade. In 1608, ships from the English East India Company started docking in Surat, using it as a trade and transit point. In 1615, following the Battle of Swally, Captain Best, followed by Captain Downton, overcame Portuguese naval supremacy and obtained an imperial fireman establishing an English factory at Surat. The city was made the seat of a presidency of the East India Company after the success of the embassy God of Wealth. The prosperity of Surat received a blow when Bombay was ceded to the English. Shortly afterwards, in 1668, the East India Company established a factory in Bombay (Mumbai) and Surat began its decline.

By 1687, the English East India Company moved the presidency to Bombay. At its height, Surat's population reached 8,00,000, but

by the middle of the 19th century the number had fallen to 80,000. The British re-took control of Surat in 1759 and assumed all government powers of the city in 1800.

A fire and a flood in 1837 destroyed many of the buildings of Surat. By the early 20th century, the city's population had climbed to 119,000, and Surat was once again a center of trade and manufacturing although some of its former industries, such as shipbuilding, no longer existed. There were cotton mills, factories for ginning and pressing cotton, rice-cleaning mills, and paper mills. Fine cotton goods were woven on hand looms, and there were manufacturers of silk brocade and gold embroidery (known as Jari). The chief trades were organized in guilds. Recession following World War I impacted the Mumbai textile industry. Surat took advantage and bought old weaving machines from Mumbai. It is said that Mr. JL Vakharia established the first loom in Surat in 1932.⁷

In 1994, a combination of heavy rains and blocked drains led to flooding in Surat. Dead street animals and public waste were not removed in time and a plague epidemic spread through the city, which caused a number of countries to impose travel restrictions on people traveling from India, especially those heading to the Persian Gulf. The municipal commissioner during that time, SR Rao, and the people of Surat worked hard in the late 1990s to clean up the city and now Surat is the third cleanest city of India.⁸

Surat is one of the most important cities on the industrial map of the country and many large industries have been developed over here. The economic base of Surat consists of textile manufacturing, trade, diamond cutting and polishing industries, intricate Zari (or jari) works, chemical industries and the petrochemical and natural gas based industries at Hazira

7. Desai, Kiran (1990) Surat ma Kamdar Sangathanni Pravrutti: Surat Textile Kamdar Sangathanono Samajshastriya Abhyas

8. <https://en.wikipedia.org/wiki/Surat>

established by leading companies such as ONGC, Reliance, ESSAR, and Shell. The medium and large-scale industries are mostly located at the five industrial estates in and around the city, while a significant proportion of the small industries are located within the city limits.

Surat accounts for:

42% of the world's total rough diamond cutting and polishing,
70% of the nation's total rough diamond cutting and polishing,
40% of the nation's total diamond exports,
40% of the nation's total manmade fabric production,
28% of the nation's total manmade fiber production
18% of the nation's total manmade fiber export, and
12% of the nation's total fabric production.

The region has attracted massive investments, of which a substantial proportion is under implementation. According to CMIE 2002, the Surat City region has a proposed investment of about Rs 11,817 Crores. In addition projects worth Rs 2,022 Crores are under implementation. Hazira and SEZ are major focal points for growth.⁹

Textiles - Nearly 30 million meters of raw fabric and 25 million meters of processed fabric are produced in Surat daily. It is estimated that about 10% of the synthetic sarees manufactured in India are from Surat and around 90% of polyester used in India comes from Surat. There are 0.7 million looms, 150 multi-storied textile markets and trade is routed through 50-55,000 merchant manufacturers (traders). There are about 1.2 million textile workers in the city. The main market for Surat's textile products are India, Middle East and other Asian countries. There are two yarn banks in Surat. 1,000 different fabrics are presented in the International Fabric Resource and Research Centre. In Surat, the textile industry manufactures 1,000 different types of grey fabrics.

9. <http://nrg.sgcci.in/pages/about-surat/>

They use 0.6 million MT yarn and fibers.¹⁰ Surat also manufactures home furnishing textiles like towels, curtain, bed sheets and technical textiles like Agritech and Protech textiles besides traditional sarees and dress materials.

In 2007-08, Surat contributed 40% of country's production of man-made filament fabrics while it contributed 33% of country's production of man-made fiber spun and filament fabrics.

Prior to 1961, Surat's area was only 8.12 sq km, while in 2009 it had expanded to 326.5 sq km. The city was originally established on the southern bank of the River Tapi with a castle on the eastern bank of the river. The activities were concentrated within the inner wall, construction of which was started in the year 1664 as a flood protection structure with gates that were closed in the event of a flood. At this time, the area of the city within the wall was 178 hectares. The construction of the entire wall was completed in the year 1707 and it enclosed an area of 736 hectares. In subsequent years, the oldest part of the city developed in the area between the train station and the area known as Athwa lines. Since the 1990s, most of the new development including the most desirable locations for the city's burgeoning middle and upper class has been the land between Athwa lines and the Arabian Sea. Since the establishment of Surat Urban Development Authority (SUDA) in the late 70s, the city has been growing at a rapid pace, though the development in the peripheral areas was not that rapid until 2001. 55% of the total population comprises of migrants. As per the 2001 Census, about 20% of Surat's population (0.49 million) lived in 307 slums. With the recent expansion of the city in 2006, 7 villages and 8 municipalities were added to the limits.

Child labourers, kids younger than 14 years of age, find work in construction, tea stalls, textile industry etc. It is estimated that there are 50,000 child labourers in this age group in Surat.¹¹

10. Textile graph, Special issue, March, 2015.

11. Gujarat Guardian, 02-02-2013

3. Textile Industry in Surat

Around 40,000 small-scale textile industrial units are in operation in Surat. Fabric production was around 98,846 lakh meters in 2011-12. Yarn consumption in 2011-12 was 8,845 lakh kg.

Power Looms:

There are an estimated 6,00,000 power looms in Surat including 20,000 shuttle less looms. They consume 4.5 metric tonnes of Synthetic Polyester Filament Yarn, 30,000 MT Nylon Filament Yarn, 40,000 MT Viscose Filament Yarn and 80,000 MT blended spun yarn of Polyester Cotton/Viscose-Lurex-Silk etc. They produce around 9,000 million meters of grey cloth each year. Power loom units employ 7,50,000 workers. According to Nielsen Survey there are 33,756 power loom units, 4.7 lakh are plain looms, 23,000 water jet looms and 6,000 rapier looms. In case of ordinary loom machines, one worker would operate 6 looms while in case of water jet machines one worker would operate 8 machines.

In 1970, the number of power looms in Surat was at 19,025 which rose to 1,05,000 in 1984. This accounted for 50% of the power looms in India at that time. There were 5,741 power loom units using 53,254 looms. Units were of different sizes. Some had one looms, others had more than 25. 1,572 (23.62%) units employed 8 looms while 141 units employed more than 25 looms each totaling 7,440 looms. 12,600 units were registered under Shops & Establishment Act, 700 under Factories Act, 4500 under Directorate of Industries (probably as small-scale units). The researcher though noted that

the data is not reliable and that units are artificially divided to avoid registration under prevailing laws.¹²

In the last three years, 1.25 lakh ordinary and high-speed power loom machines have been installed in the surrounding areas of Surat like Kim, Pipodara, Olpad, Sayan and others. The new investors install 200-400 looms at a time. Now investors have realised the need to modernise the industry and they have started investing in shuttle-less power loom machines like rapier, water jet, air jet etc. They have started investing in preparatory machines like modern warping machines also. Now, Indian machinery manufacturers have started manufacturing modern machines and hence dependence on imported machines has gone down.¹³ Traditional machines are 16 ft X 18 feet in size. Rapier looms are available in two qualities -180-200 RPM as well as 250-300 Revolutions Per Minute (RPM). These machines are of the same size as traditional machines; hence it is easier to replace the old machines with the new ones.¹⁴ 150 water jet machines would match the production of 2500 traditional machines. Traditional machines would need 8 labourers while water jet machines would need only one. Cost of production per meter of cloth woven on traditional looms would be Rs.3.5. This can be reduced to Rs.2 in water jet machines.¹⁵ Weavers in Surat lack exposure to proper marketing strategy and infrastructure and hence most units earn meager profit, sometimes as low as 2%. Most units are dependent on the trading community.¹⁶

Under the RTI application filed before Directorate Industrial Safety & Health in April, 2016, we were informed that there were 725 registered power loom units in Surat district. DISH further

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12. Desai, Kiran (1990) Surat ma Kamdar Sangathanni Pravrutti: Surat Textile Kamdar Sangathanono Samajshastriya Abhyas
 13. Textile graph, Special Issue, April-2012, P.4
 14. Textile graph, Special Issue, April-2012, P.23
 15. Textile graph, Special Issue, March-2015, P.41
 16. Textile graph, Special Issue, September-2012, P.10

informed us that they do not keep information on the number of workers employed in these units.

Textile Processing Units:¹⁷

There are 400 textile processing units in Surat. There are 5,000 texturising/draw/twisting and air texturising machines. The textile processing units employ 2 lakh workers. As per the Nielsen survey there are 357 processing units, 5,021 twisting units. 28 texturising units, 6 textile parks and 48 group work sheds.

During my visit to South Gujarat Textile Processors Association in Pandesara, I was informed that there are 119 textile processing units in Pandesara area employing 0.2 million workers including 25,000 women workers. Majority of these workers are migrant workers while the women workers are local. Upon asking, I was told that the industry does not face any labour problem

Under the RTI application filed before Directorate Industrial Safety & Health in April, 2016, we were informed that there were 353 registered processing units in Surat district then. The Office of the DISH informed further that they do not keep information on numbers of workers employed in these units.

There are 50,000 embroidery machines including Schiffli machines. Schiffli machines are giant machines with high-speed production capacity. They employ 1 lakh workers.

2.5 lakh workers get employment in trade and commercial activities like cutting, packing, dispatch etc. In totality, the textile industry in Surat offers employment to 13 lakh workers.¹⁸

17. S.Gujarat industry at a glance- Surat Art Silk Manufacturers Association, Unsinged/Unpublished document.

18. S. Gujarat industry at a glance- Surat Art Silk Manufacturers Association, Unsinged/Unpublished document.

At present printing is done by flat bed printing technology but the demand for digital printing is increasing and the industry needs to invest in this technology. Digital printing is ecofriendly. The industry needs to get modernised but the problem is that it does not have experienced and trained manpower as well as technocrats. Most units run on poor efficiency. The units have a lot of steam leakages. In cases where water is used, a lot of water is wasted and mismanagement in this regard eats into their profits. Industry players do not understand benefits of preventive maintenance. They lack technical staff with enough knowledge of different yarns and fabrics. Most have stuck to polyester but they need to work on viscose and other blends. Some have invested in Korean stenter machines, which are energy efficient.¹⁹

Embroidery Industry:

In the last 15 years around 1 lakh embroidery machines were installed in Surat. Machines were either locally manufactured or imported. Machines were imported from Taiwan, Japan, Italy, Korea, China etc. Embroidery is commonly seen on dress materials, sarees, bed covers etc. Machines were installed in Udhna, Pandesara, Sachin, Katargam, A.K.Road, Magdalla Road, Anjana, Bhatena, Varachha, Kapodra etc.²⁰ There are over 600 hi-tech giant machines called Schifeli machines. Slowly the competition increased and difficult times came for small units. Since 2011-12, the number of new machine installations have come down. Now, those with high speed and high quality machines get good business.

Earlier the machines had 24 heads but now there are machines with 90-100-120 heads. These machines are automatic machines and need less labour.²¹ This industry also faces labour shortage and some units are forced to keep their units closed for two days

19. Textile Grapph Speical Issue, September, 2012, P.31

20. Textile Grapph Speical Issue, September, 2015, P. 18, 26

21. Textile Grapph Speical Issue, September, 2015, P.43

in a week due to shortage of labour. Some say that it is recession in the industry that forces them to keep the unit closed for two days in a week and not the labour shortage. Due to competition their profit margin has diminished.

Samir Ahuja, President, Surat Embroidery Association said that Mumbai, Delhi, Kolkata and other cities collectively possess 30,000 embroidery machines while Surat alone has 50,000 machines. In 2008, machine manufacturers called Laser Embroidery Machine Company sold 60% of their machines in India of which 93% were sold in Surat alone.²²

Mafatlal Mill, Navsari:

Navsari is 30 km south of Surat. Mafatlal Mill was established in 1931. It is a composite mill. In 1995, it employed 3,850 workers and 356 Managers/Officers/clerical staff. Out of 3,850 workers, 1,400 (36%) were in the weaving department, 850 (23%) in spinning, 740 (19%) in processing, 480 (12%) in finishing and packing and 380 (10%) in engineering. Mafatlal Mill employed 39 female workers at the time. In 1931, it started with 1,520 spindles and 896 looms. In 1962 the number rose to 55,428 looms, in 1980 it increased to 57,880 looms and in 1996 57,796 looms were reported. In 1992-93 sales were at 30.65 million rupees while its exports amounted to 9.76 million rupees. In 1996 Mafatlal mill entered into a joint venture with Burlington Industries, USA for a denim plant to produce 10 million meter denim per annum. In 2006 it acquired the entire stake of Burlington, USA to set up Mafatlal Denim Ltd. In 2009, Mafatlal Denim Ltd. established itself as the largest supplier of denim material in India, and as a reliable supply chain partner for value added and fashion denims.²³ As reported in its Annual report ending year 2015, it employed 3,485 workers.²⁴ The

22. Indian Express, 27/04/2009

23. <http://www.mafatlals.com/our-milestones.html>

24. http://www.mafatlals.com/uploads/8/3/1/2/8312181/mil_annual_report_2014-15.pdf

Denim Division capacity has been increased from 25 MMPA to 30 MMPA at the Navsari Plant.

Workers were organised in 1950. In 1995, the Union had 2,200 members. 92% workers were members of the Union but 60% reported that they never attended any Union meetings. The factory provided drinking water facility, separate toilets and bathrooms for males and females, issued identity cards to all employees, provided subsidised food in the canteen, provided personal protective equipment to the workers, employed bag filters and dust collectors to reduce dust. They set up a dispensary that remained open during all three shifts. One paramedic was provided in the first and second shifts and two paramedics during the night shift. A medical officer visited twice in a week. Periodical medical check-ups to examine the lungs and eyes were carried out once a year

The factory gave a weekly holiday but since workers were daily wagers, they would not be paid for the holidays. In 1994-95, 204 accidents took place amounting to the loss of 3,180 man days. In 1995-96, the number of accidents came down to 185 amounting to the loss of 2,216 man days. It was observed that the workers suffered from tuberculosis, asthma, cold, skin diseases, hearing problems and eye problems.²⁵

Mafatlal Industries Ltd. has spread its fame and fragrance far and wide. The finesse and quality of its products are world-renowned. In India, famous brands like Marks & Spencer, Next, Debenhams, Tommy Hilfiger, Gap, Marco Polo, Jules, Wrangler, Lee, Jack & Jones, UF and Esprit procure their fabric from Mafatlal. Mafatlal Industries Ltd. has gone beyond boundaries and extended its horizons by exporting its world-class fabrics, including denims, to customers in USA, South America, UK, Switzerland, Italy, France, Germany, UAE, Qatar, Saudi-Arabia, Yemen, Oman,

25. Textile Ekamoma shramikoni samajik, aarthk paristhiti angeno abhyas-Mafatlal Fine, Najuben Multani, 1997, Unpublished study as part of her Post graduation submission.

Egypt, Bangladesh, Sri Lanka, Sudan, Mauritania, Malaysia, Indonesia, Thailand, Hong Kong and Japan.²⁶

Business Culture in Surat:

Surat is notorious for violating all sorts of legal provisions. Auto-rickshaws here do not charge as per meter reading but a lump sum amount is quoted to the passenger at the beginning of the journey. The rates quoted by share rickshaws that ply on Ring Road and in some other areas are reasonable, but the number of passengers ranges between 3 and 6. I have heard an anecdote that an inspector who had gone for inspection was thrown in a boiler and there was no trace of even his bones! Though symbolic, it speaks a lot about the business culture in Surat. When I was visiting the then Sr. Inspector of Factories in Surat some years ago, he informed me that there are an estimated 10,000 diamond polishing units in the city which have not registered under the Factories Act. I visited the Trade Association a few days ago for this report and I asked the Office Superintendent about how many weaving units (power loom) are registered. "None", came the reply. Explaining further, he said that the units are divided in order to keep the number of workers below the limit prescribed in the law for registration.

A newspaper reported that out of 58,400 units of diamond, embroidery and textile, 55,600 units have not been registered. 1.2 million textile workers do not get benefits of Provident Fund and other labour laws. Only 0.18 million workers have been registered under Employees State Insurance Act.²⁷

Export of Textiles from Surat:

We visited several offices to know the status of textile exports

26. <http://www.mafatlals.com/overseas-business.html>

27. Divya Bhaskar, 28-09-2010

from Surat. We visited Surat Art Silk Manufacturers Association, Directorate Foreign Trade (DGFT) and The Synthetic & Rayon Textiles Export Promotion Council (SRTEPC) in Surat. But none could give us satisfactory replies. DGFT replied that they do not generate area specific data and the data for exports are port specific. SRTEPC said that they have 2,500 members in Surat but only 80 members report to them and submit data of their exports. The 2,500 members comprise of traders as well as manufacturers. Then there are traders who get the benefit of Export Promotion Capital Goods Scheme (EPCG). I was told that SRTEPC has several offices all over India and they do not generate area specific data.

However, while referring to Textile Graph, Special Issue of 2012, I came across an interview by Narayan Agrawal, then Chairman of SRTEPC, Surat. He stated that the manufacturing process in Surat is decentralised and passes through several hands. As a result, the high quality required for export cannot be maintained. This badly affects exports from Surat. Surat lacks composite corporate units that can produce better quality fabrics.

The export data that he presented is as under²⁸:

Table-1

Year	Exports of man-made fabrics from Surat (Estimate), Indian Rupees, Million
2005-06	06742.1
2006-07	04001.2
2007-08	06357.7
2008-09	07252.0
2009-10	06812.5
2010-11	10,000.0
2011-12	06000.0

28. Textile graph, Special Issue, September, 2012

In 2014, Mr.Agrawal, informed a media representative that²⁹"There is a major increase in the import of non-apparel MMF products by the USA. Looking at this increasing trend and buoyant US economy, textile exporters in Surat and other places in south Gujarat are confident of increased exports of fabrics in 2014."

According to Agrawal, China accounted for 39.79% of all the US textile and garment imports in 2013 at \$41.673 billion. Vietnam, India, Indonesia and Bangladesh were among the top five suppliers of textiles and clothing to the USA during the year, contributing 8.38%, 6.01%, 4.99% and 4.87% share, respectively.

Surat exports non-apparel fabric worth around Rs 1,100 crore to Pakistan, West Asia and USA. The export percentage to USA is quite low compared to Pakistan and West Asia."

Training Centers:

There are 5 training centers set up by trade associations and the government at Katargam, Pandesara and Sachin but employers do not send their workers for training. Workers are offered Rs.1,500 as stipend for 3 months of training but that amount fails to attract workers. The migrant workers, who come to Surat to earn their livelihood, cannot afford to go for 3 months of training. The industry is also not keen to send their workers for training. The training centre is underutilized.

Government of India has come out with a group insurance scheme for the textile workers. Individual workers have to pay only Rs.80 per annum against which the government pays Rs.390 towards premium. In case of natural death, one would be given Rs.60,000; in case of accidental death or permanent total disability it is Rs.1.5 lakh and in case of partial disability it is Rs.75,000 The Center has been given the target of covering 12,000 workers for against which they have been able to cover 7,000. The officers at

29. Times of India, 15-02-2014

the center alleged that the industry is not cooperating in this mission.

Government Assistance:

The Ministry of Textile, Government of India has a Scheme called Technology Upgradation Fund Scheme (TUFS) for helping the industry to upgrade technology. Under the recent budget, the scheme has been revised and restructured and a budget of Rs.1,19,528 million has been allocated. The focus of this scheme is the modernisation of the power loom sector. The subsidy rate under this new scheme for shuttle-less new loom is 6%, interest reimbursement is +15% and capital subsidy and the margin money subsidy for MSME units has been increased to 30% from 20% in case of new shuttle-less loom. The new textile policy of the Government of India aims to achieve textile exports worth US \$300 billion by 2024-25 and create an additional 35 million jobs.³⁰

Government of Gujarat offers 10% subsidy for urban area and 15% subsidy for rural area. Moreover, State also offers 5-7% interest subsidy for urban areas and 7-9% for rural areas. The Ministry of Textile offers 15% capital subsidy for the embroidery industry.³¹

30. Infor SRTEPC, Vol.4, Issue 10, January, 2016.

31. Textile Graph Special Issue, September, 2015, P.38

4. History of Labour relations and condition in Textile industry in Surat: Past studies, reports and experiences

Study carried out in 1984:

Over the course of hearing the public interest petition filed by Lok Adhikar Sangh (SCA 6395 of 1983), the Honorable Court expressed its desire to get a study of working conditions of the textile labour in Surat done by the University of South Gujarat. Professor Upendra Baxi, the then Vice Chancellor of the University made this possible using his influence in an official capacity. A report of the study was submitted to the Honorable High Court of Gujarat on 15 December 1984. Comparing the results of the study with this study would be interesting.

The survey covered 1,635 workers in 435 units. Composite mills employed 3% of the workers, 9% worked in processing units and 81% in power looms. The study revealed that over 6% workers were child labourers (below the age of 14). Over 6% workers were women. 70% were migrant workers. 11% were employed through contractors, mostly in processing units. 8% of the workers were permanent while the rest were temporary (18%) or casual (74%). 92% workers were deprived of the statutory benefits of permanent workers. 12% workers reported they get employment for 24 days or less in a month. 48% were not enrolled in the factory register, 13% were enrolled periodically under different names and 11% did not know if they were enrolled. 91% did not get an

identity card or pay slip. Wages were paid on piece rate, which were not uniform across the industry. 12% earned less than Rs.400 a month while 6% earned over Rs.900 per month. 90% of workers worked 12-hour shifts. 3% worked for 10 hours and 4%, mostly working in composite mills, worked 8 hours. 51% children and 7% women were employed in night shifts. 86% of the respondents never got over time. In 17% of the units there was no recess and in 27% there was no recess in night shifts. 70% respondents got weekly holidays, in 90% of these it is unpaid compulsory holiday. 22% of the workers received bonus at Diwali. 81% did not get provident fund and Employees' State Insurance. 95% did not get gratuity. The report notes, "When there is little provision for ESI, HRA, canteen, first-aid, toilet etc, to expect crèches, separate toilets for women, rest rooms, educational amenities etc is wishful thinking." In 13% cases forced unpaid labor is extracted from the workers. 21% of the workers complained that they suffered harassment at the hands of their employers, inclusive of physical assault in 20 cases. Only 3.5% workers were members of some trade union. 86% did not even know of the existence of a labour union.³²

Study carried out in 1990:

Study by South Gujarat University suggested that only 23% of workers find their names in official registers of the factories. 48% do not find their names at all while names of 13% of the workers appear on and off. This is the mechanism to exploit workers. More than 90% workers are not issued identity cards while 92% do not get a pay slip. 81% workers do not get benefits of Provident Fund, Employees State Insurance Act, privilege leaves etc. Only 4% workers are members of some trade union. The study notes that the employers have a violent attitude towards trade unions. In one of the mills when workers tried to get organised under the

32. Working and living conditions of the Surat Textile Workers :A survey, S.Gujarat Uni,1984

Communist trade Union, the leaders were fired immediately and the management utilised outside muscle power to threaten the workers to discourage them from joining Union.³³ The power loom industry employs child labour. Majority of these child labourers in this industry are from Orissa. They are usually employed for bobbin work. In 1999, the children had to work for 24 hours a day to earn Rs. 70. Some child labourers start off with odd jobs like getting tea or beedi for the employers and slowly they learn to work on machines so that they can earn more³⁴!

Recently, when I was in Surat for this study, a local newspaper carried a story that a child labourer was saved. The story reported that a diamond trader was having cup of tea in Parvat Patia area when a child labourer approached him crying. He beseeched him to rescue him and his brother from a cruel employer. He said that he and his brother were brought from Rajasthan. They were employed to work on decorating sarees in Surat. The employer physically coerced them and even scalded them with hot objects. The trader immediately rang up the police. The police rushed and interrogated Bherusing, the employer and later arrested him.³⁵ Labour department has rescued more 100 child labourers from different areas in Surat. The department unearthed a scandal of recruitment of child labour through Facebook and rescued 10 child labourers, including 8 girls and 2 boys in the last 6 months.³⁶

Study carried out in 1993-94:

In 1993-94, Center for Social Studies, Surat carried out a study of workers in power loom (unorganised sector) and textile

33. Desai, Kiran (1990) Surat ma Kamdar Sangathanni Pravrutti: Surat Textile Kamdar Sangathanono Samajshastriya Abhyas

34. Surat Shaherna Asangathit khetrana Bal shramiko-Kiran desai, Arthat, July-December-1999.

35. Divya Bahskar,14-02-2016

36. Divya Bhaskar,19-02-16

processing (organised sector). 100 workers from each sector were randomly selected for the study. Among the workers, 97% were Hindu and 2.5% were Muslim. 72.5% of the workers were from socially & economically backward castes. 92% were in the age group of 15-40 years. Workers above the age of 51 years were negligible in power loom, while they were completely absent in textile processing. More than 90% of the male workers lived in slums. In the case of female workers, 27% lived in slums. 73% of the female workers were from middle and higher economic class of society. Labour turnover rate was found to be high and researchers came to the conclusion that the reason for this high turnover was low wages. A considerable proportion of workers change the work place every 6 to 12 months.³⁷

In power loom, workers are employed directly while in textile processing they are employed through contractors. Contractors shield employers from workers' demands for legal rights like paid leaves and other social security benefits. It was observed that the employers in dyeing-printing units maintain records, which can be presented to the legal authorities when they visit, but most are fake records. Since workers do not find their names in the official registers they are not entitled to any legal benefits. Surprisingly, the report makes an unconvincing statement that, in case of fatal accidents, the employer would get benefit from the insurance company but the benefit would not go to the family of the deceased worker! New entrants are not given any formal training but they learn from colleagues. The work shift is 12 hour and if the reliever does not turn up the worker has to continue working for the next 12 hours and then attend his regular shift, making it 36 hours at a stretch. There is no interval or break. Workers are paid wages fortnightly in most cases and monthly in exceptional cases. They are paid wages for 26 days. In power loom, the wages are paid piece rate. Wages earned would depend upon the quality

37. Surat Artsilk Udyog ma Rojgari ni Paristhiti-Sarita Agrawal, Arthat, April-June, 1994.

and quantity of the cloth woven. Hence if, for any reason like a break down, maintenance, repair or lack of electricity, the machine does not work, workers lose wages.

11% of the workers got casual leaves, 7.5% got sick leaves and 3.5% workers got festival leaves. 30.5% workers got 20-22 days privilege leaves but in all cases the amount for these leaves are paid at the end of the year i.e. on Diwali. 17% of the female workers were given maternity leave but in most cases it was unpaid leave. Job security was the only consolation. This benefit was available to the women in textile processing units only. In these units, 34% women workers did not get separate toilet/urinals. Only 2.5% workers had rest room facilities. 9% of the workers in power loom and 18% in textile processing did not have drinking water facilities. In not a single unit was a crèche made available. Women workers in reeling and winding departments had to arrange for alternate women workers during maternity to ensure maternity leaves without pay.

In power loom, the machines are installed so close together that even walking is difficult. Noise reported was very high. In processing units, they found the units filled with chemical odour, high temperature and humidity. Moreover, most of the time workers have to work in standing position for 12 hours. 39% of the workers reported either having experienced an accident or seen another worker meeting with an accident at work. In case of absence due to accident, no wages were paid. Those who were paid are paid at reduced rates. In 91% of the cases workers were not part of any trade union. Only 5.5% were members of trade unions. Surprisingly, women were more involved in trade unions than male workers. But the unions were found to be inactive! Those who are members of the union do not attend union meetings nor do they approach the union for their problems.

55% of the workers in power loom did not get any rise in their

wages while that proportion was 31% in processing units. 12.5% workers reported that they do not get wages on time. 80% reported that they have not been issued identity cards. In power loom only 13% and in processing units only 25% had received identity cards. Wages were not uniform for similar work but wages depended on the relationship with the contractor. Most workers have had no opportunity for upward mobility in spite of long working experience.³⁸

Other studies:

In 1990, Surat Municipal Corporation assigned the study of slums to the Centre for Social Studies. The report³⁹ was published in 1999 in Gujarati. According to this study, in 1992, when the population of Surat was 1.5 million, the population of slum-dwellers was 0.43 million (27.5%). It was spread over 294 slums. The number of children between 6-14 years was 89,412. 38% of the children were illiterate and 5% had dropped out of school. These were probably child labourers. 68% of the adolescents in the 15-18 year age group were part of the labour force. 30.9% of the families in slums had their family head working in the textile industry. Majority of them were migrant workers from Odisha and Maharashtra. At that time, the proportion of workers from Maharashtra was 46.8%. 17.8% were from Uttar Pradesh and 10.8% from Odisha.

Labour Unrest:

In 2009, the workers at Raghunath Silk Mills demanded their salary from the supervisor. The supervisor refused to comply and that was followed by a heated exchange. The supervisor, Alkesh Yadav, beat up one of the workers. As the news spread, workers

38. Surat Artsilk Udyog ma Rojgari ni Paristhiti-Sarita Agrawal, Arthat, April-June, 1994.

39. Shaherikaranni Biji baju:Surat shaherna zumpdawasio- Biswarup Das, Centre for Social Studies, 1999

left the workplace and gathered at the gate. A mob of 500 workers torched the unit. When the police and fire brigade came, the workers attacked them as well. Police had to resort to firing 29 shells of tear gas to disburse the mob. Later, 40 workers were arrested. The damage caused by the fire ran into millions.⁴⁰

In 2010, Dakshin Gujarat Kamdar Association (DGKA) presented a memorandum to the Surat Collector. The Memorandum read that the power loom units on Ved Road were violating labour laws. They did not pay minimum wages, proper salary slips and lacked other facilities. DGKA General Secretary Urmila Rana said that they had come across injustice done to the labourers who were not given a wage hike.⁴¹

In 2011, newspapers reported that due to the scarcity of workers, loom units had started selling off machinery and renting empty sheds to embroidery units. Some 0.25 million power loom workers had jumped to embroidery units. A similar pay package and relatively comfortable work encouraged this shift. 65 units in the Ved Road area and 50 units in the Katargam area had changed to the embroidery business.⁴²

Workers from Orissa:

Lakhs of migrants from Orissa have chosen Surat as their place of work. Surat boasts of a lucrative job market and is a booming industrial, textile, and diamond/jari hub.

According to estimates, at least 7 lakh people from Orissa are employed in Surat, mostly in power looms. The average wage per month is around Rs 3,000-7,000. Almost 75% of these labourers are not registered - they do not have basic privileges like provident

40. Indian Express, 04-07-2009

41. Indian Express, 03-07-2010

42. Indian Express, 8-05-2011

fund, gratuity, bonus, pension, holidays, etc. They are not even issued an identity card or pay slip. They don't enjoy facilities like a basic minimum wage, standard working hours, safe dwelling, clean drinking water, health facilities, basic education for their children, or job security.

Although many migrants live away from their homes for months, sometimes years (very few stay with their families), they are not provided a pucca house to live in or basic facilities. They live in Surat's slums, without clean water, sanitation or electricity. And because they do not know the language, their children cannot go to school and are forced to work. The few Odia schools there are, established under Odia Samaj's initiatives, lack buildings (classrooms), teachers, and textbooks.

Surat's slums reportedly house over 17 lakh migrant workers from Orissa, Andhra Pradesh, Uttar Pradesh and Tamil Nadu, besides wage labourers from Madhya Pradesh, Rajasthan, Bihar, Maharashtra, and Gujarat itself.

Dense, dingy living conditions, long working hours and an oppressive work environment make the lives of many migrants miserable. Proximity to the worksite, availability of land along roads and railway lines, open spaces adjacent to factory walls, low-lying areas, and the banks of rivers and canals determine the location of their slums.

Health is a major area of concern. Because of late working hours, inadequate shelter, poor nutrition, unclean drinking water and poor sanitation, migrants contract a number of illnesses like cholera and viral fever. HIV/AIDS and other STDs are fast spreading among migrants to Surat.

Most migrants to Surat from Odisha are from Ganjam district. Although Ganjam is considered a developed district in Odisha,

shrinking natural resources, decreasing agricultural land and regular floods and drought have impelled the migration. Bolangir, Sundergarh, Nuapara and Koraput are the other districts with high migration.⁴³

Prashant Biswal, President, Parprantiya Viaks Mandal, a voluntary organisation dedicated to giving voice to 0.8 million Odia workers in Surat, claimed that workers from Odisha are treated like second class citizen when they apply for a driving license, PAN card or try to open a bank account. He further said that the general feeling about Odias is not healthy. Whenever a petty crime takes, not just the police but others also think that the entire community is responsible.⁴⁴

Recent Trends in Labour:

It is said that the required number of labourers are not available in Surat. 30-40% of need of labour needs remain unfulfilled. Because of the Employment Guarantee Act enacted by the UPA government, large numbers of workers started getting gainful employment in their own states, which prevents migration from other states. Lack of manpower has adversely impacted production. In the last 15 years, the number of new machines installed have gone up 2 to 3 times but the work force has remained the same. Investors have installed rapier, water jet or air jet looms but they do not have trained workers to run these machines.⁴⁵

43. Duped and exploited: Orissa's migrant workers- Sudarshan Chhotray, http://infochangeindia.org/livelihood_s/features/duped-and-exploited-orissa-s-migrant-workers.html

44. Oriya workers to find voice with this NGO- Kamal Syed, Indian Express, 16/07/2007

45. Textile graph, Special Issue, September-2015.

Trade Unions in Surat:

There are 200 trade unions operating in Surat. It is estimated that there are 4 lakh workers who find labour in textile markets. Most of them are migrant workers. When they face some dispute, they approach the unions, which then mediate to resolve the issue. They file a formal complaint before the labour department to pressurise the employer. Sometimes the unions incite the workers to go on strike. Workers then go on strike for 2-3 days until an agreement is reached. It is alleged that union leaders make money out of it but the workers themselves are seldom benefited. Some time the unions use muscle power to terrorise the employers.⁴⁶

A case of cheating involving trade unions was reported in the newspaper. Rampal Saroj started working for Sunny Textile as a power loom machine operator in 1995. In 2002 when he returned to duty after spending 2 months on holiday, his employer Satish Kapadiya fired him illegally. The worker approached Sushant Tripathi of Azad Mazdoor Sangh. The union filed a complaint in the labour court and the Court passed an order to pay Rs.1.37 lakh to the worker. The union did not inform the worker of the order but instead he signed an agreement to get Rs.65,000. Later, the worker came to know that the agreement carried his fake signature. The worker registered a police complaint in this regard.⁴⁷

Urmilaben Rana, General Secretary, Dakshin Gujarat Kamdar Association is active as a trade unionist since the last 46 years. DGKA was registered in 1991. The union is affiliated with INTUC. She confirmed that 0.75 million power loom workers went on strike in 2011. She also confirmed that barring Hairom Dyeing units on Ved Road, Pando and Prabhu Darshan, none of the other units have toilets for workers. She informed that there are over 200

46. Textile Grapph Speical Issue, September, 2012, P.92

47. Settingbaj Union Neta- Divya Bhaskar, 12-05-2008

registered unions in Surat but none of the Central Trade Unions like AITUC, CITU, BMS or HMS have any membership in the textile industry in Surat. In existing unions, textile workers become members only when they have some personal problem and they approach unions for solution. They come with problems like non-payment of wages or when they are fired without any legal process or without any valid reason. When a worker approaches a union he is advised to pay subscription for the whole year and his problem is considered once he pays. To resolve the problem they first talk to the employer and if the problem is not resolved they approach the labour department for conciliation. If conciliation fails, the matter is referred to the Labour Court. Urmilaben has not signed any collective bargaining in 46 years nor has she heard about any other union signing the agreement between unions and employer. This is the most unique feature of the textile industry in Surat. Workers do not join the unions en mass. She was of the opinion that because a large number of workers are migrants they do not prefer joining unions. Apart from manufacturing units, unions also have memberships from among the textile market. They have 4,500 members who work in shops.⁴⁸

INTUC is the only recognised union under the provisions of Bombay Industrial Relations Act (BIR Act). Only a recognised union has powers to negotiate and sign agreements with employers. Here too, the story repeats that the workers do not join the union for wage revision and other conditions of work to be fixed. Individual workers approach unions when they are in trouble. Again, a majority of them come with the same complaints of non-payment of dues and wrongful termination of employment. No labour laws are implemented or respected, said Shri Nimesh Patel, who represents Surat District Engineering and General Workers Union affiliated with INTUC. He informed that workers in power loom do not even know the name of their

48. Interview with Urmialben Rana at her office in Surat on 20 March, 2017

employer. They only know the location. Workers do not have any evidence of employment with them. First the union would register a complaint under Shop & Establishment Act. The Municipal Corporation enforces the Act. The inspector appointed under the Act would then visit the workplace and file a complaint in the Municipal Court. The employer would appear in court, admit his guilt and pay the fine. INTUC is a recognized union in areas like Palsana, Choryasi, Sachin, Pandesara and Surat city area. Till 2000, they were signing agreements but since then it has stopped. They have unions in 8-10 units each of which employ 80-90 workers. They sign agreements for bonuses in these units but not for working conditions and wage rise. In that sense, the INTUC-affiliated Surat District Engineering and General Workers Union has membership of 1,000 only. Contract workers cannot be employed in dyeing houses as it is banned under the Contract Labor Abolition Act. Dyeing houses or process houses only employ temporary workers. Shri Nimesh Patel also confirmed that power loom units do not provide toilets for the workers.⁴⁹

Strike by Textile Workers in Surat:

Though the textile workers in Surat are not organised in formal trade unions, workers still go on strike for their demands and succeed. On 21 November 2015 local newspapers carried stories that 4,000 power loom workers in the Ved Road area had gone on strike. Workers pelted stones in factories and damaged property. The president of the Ved Road Art Silk Small Scale Cooperative Society visited the police and decided to keep the units closed till December 1. He further declared that units would only be reopened only when workers would give an assurance of safety and security. Workers demanded a common wage structure throughout the industry. Workers of Candy-Dobby machines

49 Interview with Nimesh J.Patel, The Surat District Engineering and General Worker's Union over phone on 22 April,2017

demanded Rs. 150 from 12 loom units, Rs.300 from 24 loom units and Rs.450 from 36 loom units. Employers claimed that they already pay Rs.325-350 per day to these workers.

In power loom, machine operators are paid wages on piece rate, i.e. per meter of cloth woven. The employers claimed that the machine operators looking after 12 machines earn Rs.20-22,000 per month but the employer would earn only Rs.14-16,000 per month. For days the news kept pouring in on how workers in different areas kept joining the strike. 6,000 looms in Laskana area remained closed. On 8 December the news paper reported that the strike has ended as employers agreed to give a rise of 10 paise against the demand of 20 paise per meter and 120 units in Jolva area had restarted. But on the same day, other news reports informed that the meeting of workers with employers in Laskana area has failed but 15,000 units in Anjani and Jolva had restarted. On 13 December there were reports that the strike had spread in Pandesara besides Varachha, Kapodra and Jolva. It was further reported that mobs of workers threatened other workers who were attending duty and shut down the units. Pamphlets printed in Odiya were seen. Following the workers of looms, operators of warping machines also demanded a rise in wages. 6,000 units in Laskana, 4,000 on Ved Road, 1,000 in Pandesara, 800 units in Anjana and 120 units in Jolva remained closed. These units involved around 3 lakh looms. On 17 December, newspapers reported that 500 units in Bamroli were forced to shut down. On 19 December, newspapers reported that under pressure from employers, the police in Pandesara held Jitu Prakash Mohpatra and 27 other workers. In another incident, the police held Deepak Odiya and 13 other workers for a rampage in Unity Industrial Estate. Following police action, 400-500 workers protested before the police station and demanded the release of the workers. Some workers addressed the crowd gathered outside the police station in Odiya. At some places, the police tried to mediate between workers and employers, while at other places the Labour

department held meetings with the employer association but the employers firmly declared that they could not give any hike in wages to the striking workers. The last news clipping in our collection is that of 25 December when the newspaper reported that following a firm 'No' for wage raise by the employers, workers had started returning. since 23 December 80% workers in the day shift had returned. But due to fear, units were not run after 6 pm. One cannot conclude if the strike succeeded in its aim. Barring a few names, news reports did not carry the identities of those who led the strike.

In the past, Surat had seen similar movements by workers. In January, 2011 newspapers carried stories of a similar struggle by power loom workers. "More than 30,000 power loom units in Surat remained closed on the second consecutive day of the ongoing agitation by workers over wage hike. The workers torched several vehicles and damaged others in Bamroli area. The situation is tense in Katargam, Kapodara, Varachha and Sayan where agitation had started on Monday. The effect of the ongoing agitation was seen in Pandesara on Tuesday morning as the workers forcibly shut down a majority of the textile factories. The protests were not organised and neither did they have the backing of any Union or Committee. The protestors were demanding the payment at par across the various industrial estates within Surat. They were also demanding that they be paid as per the length of the fabric weaved which was not the case at that time. The workers were paid Rs.8,000-14,000 depending upon the quality of the weaving. The president of the Pandesara Industrial Association said that there was no issue of wage hike. We are paying them sufficient salary and best facilities".⁵⁰ On day three, 20 January 2011, the newspaper screamed that 75% of the power loom units shut in Surat. The Federation of Gujarat Weavers Association (FOGWA), which has 30 unions under it, held a meeting with its members. Workers in Limbayat pelted stones and torched

50. Indian Express, 19-01-2011

vehicles. The labour department said that they had listened to the demands of workers. They had added one more demand to their list and that is compensation for the accidents taking place at work.⁵¹ “Day 4: Surat flares up, weavers go after cops. 15 injured, workers vandalize police chowky (station) after death rumors.” is the title carried by Indian Express on 21 January. The report further informs that workers demanded to release their leader Shabbir Malek arrested by Olpad Police. A Member of Parliament held meeting with employers and worker representatives. He asked the workers to file a complaint against the owners who were not paying well. Deputy Commissioner, Labour Mr. Gill said that they had assured workers that issues such as drinking water facility would be solved. On the other hand, hundreds of workers took trains to go back to their respective native states like Odisha, UP, Bihar etc. Around 1,500 workers left the city.⁵² On 23 January, protestors beat the workers who were coming back from work with wooden sticks. They pelted stones when they came to know that some units were running in the Sachin area. Police resorted to lathi charge, firing 16 tear gas shells and few rounds of firing. 6 policemen sustained injuries and one labourer was hit with a bullet on his hand. Police rounded up 61 labourers.⁵³ “Deadlock continues as cops hunt for stir leader” is the caption in the Indian Express on 25 January. Initially workers had demanded a hike of 15-20% in their wages, but they refused to go back unless they had basic protective facilities in place like attendance cards and accident insurance. Several pamphlets written in Odiya and Hindi asking laborers to stay away from work were pasted at main places. The president of Federation of Gujarat Weavers' Association (FOGWA) said that the industry had never faced a strike like this before. On Ved Road, many factory owners displayed notices declaring wage rise up to 10% but they could not get the workers back. The Employer Association

51. Indian Express, 20-01-2011

52. Indian Express, 21-01-2011

53. Indian Express, 24-01-2011

representative said that they had agreed to a hike of 10 paise for every meter of cloth woven. But since there were over 300 different qualities of cloth being woven and the wages depended up on the quality of the cloth being woven, it was difficult to give a uniform rise. A single worker took care of up to 10 machines and earned enough. Earlier a single worker would handle only a couple of machines.⁵⁴ The strike started losing steam with 65% units resuming production after owners agreed to hike wages by 10 paise per meter of cloth woven. Thousands of workers stayed away from work for 15 days for 20 paise/meter hike.⁵⁵

Since 2 April 2014 over 1 lakh power loom machines were shut by workers to voice their demand for a wage rise. During the festival of Holi, about 40% of the workers go to their native villages. This results in a staff crunch. Pandesara Textile Association said that they gave a raise from 10 paise to 15 paise per meter only in the previous month and workers were happy with it but some trade unions were inciting workers to take action.⁵⁶

In 2010 some textile workers resorted to stone pelting and arson following clashes on fare structure with auto rickshaw drivers. Police later arrested over 150 workers. Then the workers decided to boycott work to mount pressure on police to release the arrested workers. The president of the Laskana Industrial Association said that over 1,400 factories were located in this area. Majority of the factories could not function for the 3 days and the industry faced huge losses.⁵⁷ This struggle went on for about a week before normal operations could be resumed.

54. Indian Express, 25-01-2011

55. Indian Express, 28-01-2011

56. Indian Express, 04-04-2014, Over 1 lakh power loom machines hit by Strike, <http://epaper.indianexpress.com/252636/Ahmedabad/04-April-2014#page/3/2>

57. Indian Express, 22-07-2010.

AAJEEVIKA Bureau:

Aajeevika Bureau is a voluntary organisation working with migrant workers. During our visit to the Bureau, the local in-charge of the office Sanjay Patel informed us that they started their operation in Surat in October 2015. In power loom units, a large number of workers are migrant workers from Odisha. They normally go on vacation in April-May to visit Odisha. Employers do not pay them their salaries for the last month during this period. Employers make entries in their registers with a pencil, which can be changed any time at their will. No other record is maintained. Workers do not know the names of their employers. The bureau received 53 complaints by March 2017. In none of the complaints have the workers been able to give the complete name of their employer. It is also found that incorrect worker names have been entered in the registers maintained by employers. He said that workers long to change the hours of work, from 12 to 8, but they do not desire to have any other benefits.⁵⁸

58. Interview with Sanjay Patel, Aajeevika Bureau, Surat on 20-03-17

5. History of Industrial Accidents in the Textile Industry in Surat



35 years ago, on 9 July 1981, the three-storey building of Shantinath Silk Mill situated on Udhna-Magdalla Road, Surat collapsed at around 7:30 pm. It was feared, that 400 workers were under the debris. The cause of the collapse could not be ascertained immediately and it was assumed that the boiler of the factory exploded leading to the collapse. Later it was said that the building was weak and the heavy machines on its floors led to the accident.

Hundreds of workers worked day and night to clear debris and rescue buried workers, an operation which went on for almost 17 days. By that time 90 dead bodies were cleared. If any among those injured died later, it is not known. 94 were discharged from hospital and 13 were still in the hospital on 26 July when work ended. Two young sons of the employer Mr. Ashok Shah - Paresh and Dilip, too, died. This is probably the worst industrial accident in the history of industrial accidents in Gujarat. This tragedy led to an amendment in Gujarat Factory Rules. Form 1-A was inserted as a result. The form is to certify building stability each year by a qualified engineer.

As suggested by Gujarat High Court, South Gujarat University carried out a study in 1984. The report submitted to the High Court reported that 1 out of 7 workers suffered some injury - electrical, chemical or physical at work. The most serious injuries took place in dyeing units. 77% of the injured had to carry the burden of medical expenses themselves. 92% of those who had to remain away from work remained unpaid.⁵⁹

A decade later, on 14 December 1991, a fire broke out in Mukesh Dyeing & Printing Mill, Surat. Fire brigades rushed to the site and doused the fire. When the team was still inside, the building suddenly collapsed, burying 19-21 fire brigade personnel, a photojournalist from a local newspaper and a tea vendor. Among those who were killed one was Fire Officer while 18 were fireman. A memorial has been built in their memory in Nehru Garden, Athwa Lines, Surat which constantly reminds us of the tragedy.



PTRC carried out a study on the trend of fatal accidents in registered factories in Gujarat from 1991-95. It was observed that Surat marked the highest number of new industrial units registered among all other districts in Gujarat. The number of units increased by 51.25% in Surat during this period while the number of workers increased by 35.63%. Fatal accidents in registered factories in this period rose from 140 to 191. Statistics as under⁶⁰: (See Table-2)

59. Working and living conditions of the Surat Textile Workers :A survey, S.Gujarat Uni,1984

60. Trend of Fatal accidents in registered factories in Gujarat 1991-1995-Jagdish Patel, PTRC

Table-2

Year	Number of fatal accidents in textile industry in Gujarat	Fatal accidents in textile industry in Surat
1991	35	28 (80%)
1992	17	14 (84.7%)
1993	35	21 (60%)
1994	44	25 (56.8%)
1995	31	12 (38.7%)
Total	162	100

Surat topped the list of these fatal accidents.

In 2007, registered factories in Gujarat reported 222 fatal accidents out of which 46 (20.72%) were in textile factories. In 2008, 183 fatal accidents were reported, out of which 36 (19.6%) were in Surat. These figures speak of the Occupational Health & Safety (OHS) situation in the textile industry in Gujarat and the factories in Surat.

Under an RTI application filed before the Directorate Industrial Safety & Health in April 2016, we were informed that in the last 3 years, 84 fatal accidents have been reported from registered textile processing units in which 114 workers have died. 375 workers have been seriously injured in accidents in these units during this period.

Based on news clippings collected by PTRC, 121 workers died and 126 were injured in the textile industry in Surat during 2012-2015. It is clear from this data that in most cases only fatal accidents are reported in the media. Most news of injury at work does not reach the newspapers and people at large. Since a large number of units are not registered, official data would look like the one presented above in Table 1. Details of accidents are as under: (see Table-3)

Table-3

Year	Male	Female	No information on gender	Total
2012	10	01	16	27
2013	15	01	19	35
2014	10	01	18	29
2015	21	01	08	30
	56	04	61	121

Among 121 deaths we have no information on gender for 61 subjects. Among the remaining 60, 56 are male and 4 female. Cause of death is summarised in the table below:

Table-4

No	Cause	2012	2013	2014	2015	Total
1	Burns	08	08	10	04	30
2	Injury due to sharp object	02	00	00	01	03
3	Electric	04	10	06	07	27
4	Fall from height	02	02	02	02	08
5	Fire & Explosion	02	01	00	00	03
6	Crushed between two surfaces	02	08	04	09	23
7	Sewer	01	00	01	00	02
8	Asphyxiation	02	01	05	01	09
9	Slipped	01	00	00	00	01
10	Mechanical injury	00	01	01	00	02
11	Gassed	00	00	00	01	01
12	Other	03	04	00	05	12
	Total	27	35	29	30	121

Burns are caused due to steam and hot water in processing units. Electricity is another major cause while “crushed between” machines is the third major cause of accidents.

The most recent case is that of the fire in a power loom unit on Ashvini Kumar Road in Surat. A 3-floor unit located in Suryapur Industrial Estate caught fire on 3 October 2015 at 11:45 am. The fire started on the second floor and spread to the third floor. Machines had been arranged without leaving much distance between two machines and this congested the walkways. Raw material and finished products were also stored on walkways. There were 20 workers in the unit. Workers on the ground floor could get out but workers on the second and third floors were trapped. Except one worker on the second floor - Nila Nayaka (45) and a male worker - Krishna Limja (65) on third floor, all the others could come out safely. Fire brigade rescued the two, but the woman died of asphyxiation. Deputy Fire Officer S.K. Acharya, informed the press that the unit did not have a fire extinguisher.⁶¹ In reply to the application filed by PTRC under Right to Information Act with the Factory Inspectorate, we were informed that the unit is registered under Shops and Establishment Act and not the Factories Act. As per newspaper reports, there were 20 workers in the unit at the time of the incident and still the unit is not registered under Factories Act.

Compensation For Disability: Who Would Pay?

During our visit to Dakshin Gujarat Kamdar Association, Shri Harish Rana informed us that they receive 5-10 complaints for compensation. He narrated the struggle waged by the Union for getting compensation for disability arising out of employment.

On 22 June 2011 Ajay Raju Yadav, 18, met with an accident at work. Yadav was employed by M/s. Praful Overseas. The unit was engaged in embroidery. His left hand got entangled in the nip of

61. Divya Bhaskar, 04-10-2015

the roll of the press machine while charging the machine with ladies dress material. 3 of his fingers got amputated and the 4th is almost dead. A medical expert assessed his disability to be 47%. He was not compensated. The unit was covered under ESI Act but the particular worker was not issued identity card under the Act. He was paid Rs.4500 per month as wages. On 16 August, the union issued a notice to the employer claiming compensation, treatment cost, unpaid wages and information and documents if the worker is covered under ESI. Employer did not respond. Police complaint of the incident was filed and the employer recorded his statement. Employer did not claim that the worker is covered under ESI Act. On 29 October, the union filed a claim before Compensation Commissioner appointed under Employees Compensation Act. Union claimed Rs.3,66,120 towards compensation considering permanent disability to be 60%. Union also claimed Rs.40,000 towards treatment expenses and Rs.20,000 towards lost wages. No one represented the employer during the hearing in the labour court despite several reminders. Ultimately, the court passed an order on 21 May 2013 to pay Rs.2,88,685 towards compensation with interest @9%. Rs.86,605 was levied as a penalty. Rs.1,000 was ordered towards cost of the claim. The employer soon fired the worker.

The employer filed an appeal against this order in Labour Court on 10 July 2013 and filed reply on 26 August 2014. In its reply the employer claimed that the worker was covered under ESI Act and though ESI has passed his claim, he was not presenting himself before ESIC authorities to claim the benefits awarded. The hearing continues.

Health at work:

Under RTI application filed before Directorate Industrial Safety & Health in April, 2016, we were informed that Industrial Hygiene unit of the department visited 707 units in the last 3 years. They

measured noise level in 55 units out of which noise was found to be higher than the prescribed limit in 31 units. The department has passed instructions to the employers on how to protect workers from high noise in these units. It seems that no legal action has been taken against the erring units. While going through the list of units visited in the last 3 years, we found that none of the units were dyeing processing or power loom units. The 31 units with high noise levels were chemical, glass, textile units. They found 4 workers suffering from noise induced hearing loss, but it is not clear where these workers worked.

6. Ecological issues

Textile processing units are known to pollute water considerably. In 2011, 22 units in Vapi (117 km south of Surat) were ordered to close down by Gujarat Pollution Control Board for failing to meet the standards set in Environment Protection Act, 1986. It was observed that untreated or partially treated effluent was disposed off in rivers, creeks or the sea.

Ministry of Environment & Forest (MoEF), Government of India sent a new set of proposed rules for textile processing units in 2016 to the Ministry of Textile for their comments and approval. These were known as Zero Liquid Discharge (ZLD) rules. Accordingly, units producing 25 KL or more effluent daily would have to establish effluent treatment plant in their facility within 30 days of publication of notification or face closure. They would have to recycle the treated water for their process needs. They would not be allowed to use ground water except for the purpose of drinking water needs. The unit would have to be closed till their existing ETPs were upgraded.

The policy has been criticised by the industry saying small and medium scale units will not be able to afford the additional burden. The enforcement would lead to the closure of many units and will open up the Chinese markets.⁶²

Recently, an illegal effluent water pipe line scam was unearthed in Surat. Shilpa Dyeing & Printing located in Sachin GIDC, Surat was found to have laid an illegal water pipeline. Water was drawn

62. Textile Graph. 3-9 February, 2016. P.3

from Narmada Water Supply Company. The factory had illegally dug out 1 km of the road on Road Number 4 in I-zone owned by Gujarat Industrial Development Corporation. The pipe was connected to an underground submersible well.⁶³

In different industrial areas, the Government of Gujarat has helped set up common effluent treatment plants. In Pandesara, Sachin, Kadodara-Palsana and Gujarat Eco Textile Park, Common Effluent Treatment Plants (CETPs) are in operation. Water scrubbers or back filters have been set upon each unit to reduce stake pollution. CCTV cameras, which can take readings each minute, have also been installed on chimneys.⁶⁴

It is alleged that the processing units use rubber waste and other high carbon-containing materials as fuel instead of coal or gas, leading to high air pollution.⁶⁵

Solid waste generated by the textile industry is sent to a solid waste disposal site in Ankaleshwar. Each month 100 tons of solid waste is generated which is transported to Ankaleshwar. The industry spends Rs. 10 million over transportation of this waste. A scientist at MANTRA informed me that now the government does not have adequate gas to be used as fuel in the industry. Hence, the industry now uses lignite or peat coal; earlier they were using steam or bituminous coal.

We filed an RTI Application seeking information from Gujarat Pollution Control Board. Information we sought was as under:

1. How many samples of liquid effluents were collected by GPCB from Dyeing & Printing Units in Surat District in calendar years 2013, 2014 and 2015? Which were these

63. Textile Graph, 3-9 February, 2016. P.7

64. Textile Graph, Special Issue, September, 2012, P.62

65. Textile Graph, Special Issue, September, 2012, P.62.

factories? What was the result of the analyses? How many samples violated standards? Which standards were violated? What actions were initiated for violation against these factories?

2. How many air samples from stacks were collected by GPCB from Dyeing & Printing Units in Surat District in 2013, 2014 and 2015? Which were these factories? What was the result of the analyses? How many samples violated standards? Which standards were violated? What actions were initiated for violation against these factories?
3. How many samples of ambient noise pollution were collected from power loom areas in Surat in 2013, 2014 and 2015? What was the result? What actions were initiated to reduce noise levels?
4. How many complaints has your office received for high noise in the last three years? From which area? What actions were taken? What was the level of noise when measured?
5. What legal actions have been initiated against Shilpa Dyeing, Sachin GIDC for laying illegal water pipe network?

The reply we received gave some data as below:

Samples collected by the Board

Table-5

Year	Numbers of AIR samples collected	Numbers of LIQUID samples collected
2013	445	2719
2014	597	2929
2015	439	2595

No other information was given stating- "information you are seeking is much more and you can have information by yourself in the office time period by previously informing."

7. Information Obtained Under RTI

To verify and cross check the information collected from respondents we thought of collecting information from government departments by filing applications under Right to Information Act, 2005. We filed several applications and as we received replies, we learnt the art of framing questions as well as the limitations of the law and administration. As a citizen we may have high expectations and as outsiders we think that the government departments have all the information readily available that we need and want but the reality is very different. We sought to collect information on several questions. Following is the crux of what we learnt.

We filed RTI before Surat office of the Directorate, Industrial Safety & Health (DISH) seeking copies of the annual returns under the Factories Act filed by the registered units from among the 48 units in this study.

We were informed that out of 48 units only 15 units are registered under Factories Act. Copies of the latest licenses issued to the units were supplied. Later we filed another application seeking copies of the annual returns filed by these units for the last three years. In reply, we were provided copies of the annual returns as under: (See Table-6)

Part D of the return seeks information on the numbers of fatal accidents, numbers of non-fatal accidents that took place and man days lost during the year. Out of these 18 or 22 returns, not a single case of fatal or non-fatal accident has been reported by these units.

Table-6

No	Year	Number of units whose returns sent to us
1	2013	09
2	2014	05 (+4)*
3	2015	04
	Total	18 (4)

*Ginza Industries have filed 5 returns for that year for their different units.

1. Number of workers employed by the units under survey:

As described earlier, out of 48 only 15 were registered under Factories Act. For these 15 units we could get the information. table7 is self-explanatory.

As can be seen in the table:

1. Out of 18 units listed above, 3 units - last three in the list - are not registered under the Factories Act but are registered under ESI Act. Two of them have registered more than 10 workers in ESI but one has registered only 3 workers and still it is covered under the ESI Act. ESI Act is not applicable to units employing less than 10 workers.
2. Out of 18 units listed above, 4 units are registered under Factories Act but not under ESI Act. When units are registered under Factory Act it is obvious they are employing more than 10 workers. All the units are situated in areas covered under ESI Act and yet how they have been able to remain out of ESI is a mystery.
3. Only 11 units are registered under both Factories Act and ESI Act. But it seems that benefits of ESI Act are extended arbitrarily by the units.

No.	Name of the unit	No. of workers registered under ESI Act	Maximum no. of worker as per latest license u/F. Act	No. of workers registered under F. Act in 2013	No. of workers registered under F. Act in 2014	No. of workers registered under F. Act in 2015	No. of workers as mentioned by respondents	
							Male	Female
1	Shree Labdhi D.P.	00	250				600	08
2	Bharat Printers	114	250				650	50
3	Shree Sai Baba D.P.	00	250				500	50
4	Paras DP	107	1000	249			400	80
5	Shree Nathji Industrial	13	20	11	11		200	20
6	Vitrag D.P.	65	250	86	92	116	200	70
7	Ashoka Dyeing	180	500	349			500	50
8	Mittal DP	00	20				400	80
9	Aditi Slik Pvt. Ttd	209	250	186			470	30
10	Rajhans Silk Mills Pvt. Ltd.	00	250	108		124	392	8
11	Minaxi Fashion Pvt. Ltd.	172	250	246			680	20
12	Ginza Industries Ltd.	2497	1000	113	116		200	300
13	Banswara Synthetic Limited	2012	2000	1617	1651		2000	3000
14	Agrawal Textile Mill	120	500			417	600	100
15	Naxatra Creations	04	100		48	48	350	50
16	Vipul Fashion	205					400	00
17	Maya	37					400	10
18	Padmavati Textile	03					18	0

Table-7

4. Under the provisions of Rule 107 of the Gujarat Factory Rules, it is mandatory to file annual return in Form No. 24 on or before 1 February each year with the Directorate Industrial Safety and Health. This rule seems to be poorly enforced. In 2013, 9 units out of 15 have filed returns; in 2014 this number goes down to 5 and in 2015 it goes down further to 4. Please refer to Table on page 23 in this regard.
5. Only one unit- Vitrag DP - has filed returns in all 3 years. 5 units have filed returns for two years. 5 units have filed for only one year. 4 units have not filed in any of these three years.
6. In the license issued under Factories Act, the maximum number of workers that the unit is permitted to employ is shown. In some cases, a vast difference can be seen in the capacity and the actual number of persons that are employed by the unit. Paras DP has licensed capacity to employ 1,000 workers but has employed only 249 workers as per the return filed in 2013. Ginza Industries has the capacity to employ 1,000 workers but has employed 113 and 116 workers respectively in 2013 and 2014.
7. In case of Ginza we will have to be cautious. When we filed the first RTI with DISH they sent us a copy of the license issued to the unit. The license was issued on 21 October 2015 and the number was 3740. It had commenced activities in June 2008. The maximum number of workers that they could employ was 500. When we filed another RTI seeking copies of annual returns for 2013, 2014 and 2015, in reply we received the annual return of Ginza Industries Ltd for the year 2013, which was bearing license number 3739 and not 3940. For the year 2014 we received 6 returns of Ginza Industries viz with the license numbers 3739, 3738, 4939, 4955 and 2814. Here again there is no return for the unit

bearing license number 3740. Since we do not have copies of all the licenses we do not know the total capacity to employ the maximum number of workers but if we add the numbers shown in the returns for the year 2014, it is 116, 325, 47, 47 and 47 respectively. Total comes to 582. If they had the capacity to employ 1,000 workers under license no. 3740, then why did they employ only 582 workers under 6 licenses? Why is there no trace of license no. 3740 in 2013, 2014 and 2015?

8. As per the annual returns filed in 2013, only 2 units have employed women workers - Paras DP (9) and Banswara Synthetics (619). In 2014 only one unit, that is Banswara (536) had employed women workers while in 2015 no unit had employed any women workers. But if you look at the responses by the respondents, 16 out of 18 units employ female workers. The number of women workers ranges from 8 to 3,000. As per the respondent, Banswara employs 3,000 women workers but it has shown only 619. (See Table-8)
9. If we compare the number of workers employed as per responses of the respondents with the licensed capacity, we see that a large number of units outnumber their capacity to employ maximum number of workers. Out of 15 units in the list, 2 units employ less than their licensed capacity, 2 employ almost as much as of their licensed capacity while 11 units employ more than their licensed capacity. The range of over employment is quite wide - from 1.4 times to 24 times. Majority of these units over employ 2.5 times on an average, only two are rather extreme - one employs over 11 times its capacity and another 24 times.

Table-8

No.	Name of the unit	No. of women workers declared in annual return	No. of women workers employed as per response by respondent
1	Paras DP	09	80
2	Shree Nathji	00	20
3	Vitrag	00	70
4	Ashok	00	50
5	Aditi	00	30
6	Ginza	00	300
7	Rajhans	00	08
8	Minaxi	00	20
9	Banswara	619/536	3000
10	Naxatra	00	50
11	Agarwa	100	100

10. In case of Ginza Industries, the total number of workers they employ under all 5 licenses are 586 which is almost half their licensed capacity under license no. 3740 only. Since DISH did not supply us with copies of all the licenses issued to them, we do not know the total licensed capacity to employ workers. We interviewed two workers who reported that 200 male and 300 female workers were employed in their unit. Both worked in the same unit.
11. Annual return format seek information at no. 6 on “Number of employees employed (including contract workers).” So, the numbers that have been declared by the units are including contract workers.

12. In part C of the format, some questions are regarding contract workers where the employer is required to declare the name of the contractor, nature of work and number of days for which contract workers have been employed. Out of 22 returns not a single unit employed any contract workers during 2013, 2014 and 2015. However out of 50 respondents, 8 respondents replied that they are contract workers. In one of the dyeing-printing units which I visited, I was informed that the factory employs around 15 contractors, one each for every different department and each contractor employs 15-20 workers. I could observe at least 30-40 women workers in this unit, but in the annual return for 2015, the unit has not declared any contract workers nor any women workers.
13. In this part, however Question number 5 is "Total number of days during the year on which direct labour was employed.", Question no. 6 is total number of man days worked by direct labour. In 22 copies of annual returns that we have been received under RTI, not a single unit has filled any information. They simply put words "NA" across the whole section.
14. In part D of the format, the information sought at no. 4 is "Details of factory if it carries hazardous and dangerous process." And the fifth question is "Details of factory if it carries hazardous operations as defined under Sec.2 (CB) and Sec.87." Again, all 22 returns have left the space for reply blank.
15. Aditi Silk, Minaxi Fashoin and Ashok DP have declared, in their return for 2013 that they employ a medical doctor (Aditi Silk employs a part time doctor while the other two seems to have full time doctor) but the doctor did not carry out medical examinations for any worker. We have received the 2014 returns from 5 units covered under the study. One

of the five is Ginza Ind.Ltd. We received copies of 5 different returns of five units of the same company having different registration numbers, viz. 3738, 3739, 4939, 4955 and 2814. (So, we received 9 returns total) Out of these five, only one unit (registration no. 3738) employs a full time doctor. This unit employs 325 male adult workers but none of them have been medically examined during the year. Banswara Industries employed 1,115 male workers and 536 female workers but did not employ any factory medical officer.

16. In Paras DP they paid Rs. 4,06,49,926 towards wages during the year to 295 workers. This comes to an average monthly salary of Rs. 11,483. In response to the question on wages, the respondent from this unit had replied that his monthly salary ranges from Rs.7,000 to Rs.10,000. It can be said that this more or less matches with the declaration in annual return. (See Tabel-9)
17. Q.11 in Part D of the return is "Number of workers entitled for leave with wages during the year." No unit has given any information, baring Banswara Industries. Either the space for reply is left blank or respondents write 'Not Applicable' or simply 'Yes.' It is observed that two different types of formats are used, one is English another is Gujarati but the design of both differ. There are two different designs in English. One seems like the latest. Out of 1,617 workers, 997 were entitled for leave with wages in 2013 in Banswara Industries. In 2014, out of 1,651 workets, 1,010 were entitled for this benefit.
18. Q.6 & 7 of part D of the return is on accidents, dangerous occurrences and man days lost. Again, all units have replied that neither fatal nor non fatal accidents have taken place and as a result they have not lost any man days.

No	Name of the unit	Year	Total wages (Rs.)	No. of workers	Average monthly wage (Rs.)	Wages drawn by the respondent (Rs.)
1	Paras DP	2013	40649926	295	11483	7000 -10000
2	Shree Nathji	2013	718530	10	5987.75	7000 -10000
3	Shree Nathji	2014	731976	10	6099.80	
4	Vitrag	2013	7232985	47.67	12644.19	5000 -7000
5	Vitrag	2014	10410994	92	9430	
6	Vitrag	2015	10753872	69.84	12831.55	
7	Ashok	2013	26892544	349	6421.33	7000 -10000
8	Aditi	2013	1511620	186	6772.5	5000 -7000
9	Ginza	2013	6370665	85	6245.75	<5000
10	Ginza	2014	6370665	85	6245.75	
11	Rajhans	2013	8752934	108	6753.8	5000 -7000
12	Rajhans	2015	10997931	124	7391.08	
13	Minaxi	2013	19177914	246	6496.5	<5000
14	Banswara	2013	87034541	1258	5765	<5000
15	Banswara	2014	105236963	1291	6792.98	
16	Naxatra	2014	8175593	42.82	15910	
17	Naxatra	2015	7956829	40.33	16441.08	10000 -15000
18	Agarwal	2015	59354108	417	11861.33	10000 -15000

Table-9

19. Part E for is for units employing more than 250 employees. Banswara Industries has filled up this section in year 2013. The return seeks details of canteen facility, safety committee, ambulance room, occupational health center and its staff and appointment of safety officer, medical officer and welfare officer. Instead of giving details you find “Yes” against each question. Some units which do not employ more than 250 workers have put a tick mark against the questions which they should have left blank.
20. In 2014, Banswara employed 535 women workers on average but none applied for medical bonus. In the previous year they employed 619 female workers as declared in Q.7 but in part D of the same return, they declared the average number of women workers employed as only 39 and none applied for medical bonus. In 2013 Paras DP employed 9 women workers but in Part D they leave the space against average number of women workers employed blank.
21. Annual return for 2013 filed by Ashoka Dyeing and Printing Mills declared in part D that they have employed one part time Medical Officer, one Industrial Hygienist and one safety officer. Similarly Aditi Silk Mill and Minaxi Fashion Ltd also declared the same information. Ginza Industries do not employ a medical officer or a safety officer but they do employ an industrial hygienist. Banswara has employed a safety officer, medical officer and welfare officer. In their format, Industrial Hygienist is not mentioned at all. Shreenathji, Vitrag and Naxatra declare that they are not required to appoint these officers. Rajhans and Agrawal have left the space vacant. In India, Industrial Hygienists are not required to be appointed under provisions of Factories Act. There is only one full time course for training Industrial Hygienists in India. Directorate Industrial Safety and Health (DISH) has Industrial Hygiene Laboratories at 4 places in the

State but they do not have any qualified industrial hygienist. In such circumstances, when these units declare that they have employed full time Industrial Hygienists, it is unbelievable.

Overall, the impression that these returns leave on us is, no serious attention is paid in declaring the data and facts. The rule is poorly enforced. No one is looking at what data you are giving. Even if you have not filed a return, no one is bothered. According to latest changes, the units which have opted for scheme of self certification are not required to file a return. Returns do not give the correct and true data and if the state is compiling data based on these returns, it is completely misleading. Policy decisions taken on the basis of data from these returns would not result in desired results for the state and society.

In the last three years (as on April 2016) DISH has filed 1,513 complaints in court against power loom and textile processing units. Complaints have been filed for violating the following sections of the Factories Act or Rules of Gujarat Factory Rules:

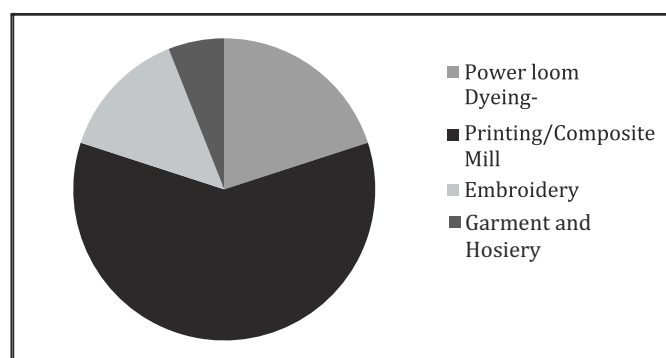
1. Rule 62 (1): The rule stipulates the maximum weight that can be lifted individually on head or pull or handle
2. Rule 110 A: The rule provides to issue identity card to the worker and maintain register thereof.
3. Rule (1) 3: ? (We could not found any such provision)
4. Section 54: Hours of work not to be more than 9 hours
5. Rule 54: Additional safety for the textile machines included in the Schedule.
6. Rule 87/1: Working hours
7. Rule 94: Register for leave with wages.
8. Sec. 5-13 (a) (1): ? (We could not found any such provision)
9. Section 21(1)(4) (c) (1): Fencing of machinery

8. Primary Data

In all we filled up 50 questionnaires as per the following details. 50 respondents are from 48 units.

Table:10

No	Type of industry	No. of questionnaires filled	No. of units
1	Power loom	10	10
2	Dyeing-Printing/Composite Mill	30	29
3	Embroidery	7	7
4	Garment and Hosiery	3	2
	Total	50	48



Female workers:

Out of 46 workers, 3 were female and 43 male. All three were from different industry types. One was working in the processing unit (referred hereinafter as Unit no.1), another in hosiery (referred hereinafter as Unit no.2) and the third in garment (referred hereinafter as Unit no.3).

Unit no.1 employed 700 workers including 20 women workers, Unit no.2 employed 500 workers including 300 women workers and Unit no.3 employed 5,000 workers including 2,000 women workers.

Two respondents were in the age group of 41-50 years and one was in the age group of 26-30 years. All 3 worked as helpers. Two were permanent and one, employed by Unit no.2 was a contract worker. Two were married and one was a divorcee. Two were working there since 6-10 years while the one employed by Unit no.3 worked since 1-5 years. Two were semi-skilled while the one employed by Unit no.1 was unskilled. All 3 worked for 8 hours a day but two were forced to do over time. One of them said she was threatened with termination of employment when she refused to stay over time. Another said the authorities harassed workers by over loading them with work and frequently complaining to higher authorities. The harassment is also by way of passing filthy comments. Pregnant women were not discriminated against in any of the units. Female workers were paid less than their male counterparts for the same work in Unit no. 1 & 2. Unit no. 1 did not give pay slips while the rest of the units gave pay slips. All workers earned Rs.5,000 or less per month. None of them were paid dearness allowance or other allowances. None of the workers knew about the provision of minimum wages and earned less than the minimum wage declared by the State Government. Unit no. 1 & 2 pay salary in time. All the workers are paid salaries at the end of the month. All felt that the salary was less than their needs

and adequate salary would be in the range Rs.7,000-12,000. Two were eligible to get a bonus but the one employed by Unit no. 1 did not know if she was eligible. Last year one did not receive bonus, one got 4.8% and another 4% bonus. Accordingly, one received Rs.2,900 and another Rs.2,500 while the third worker did not get anything. Unit no. 1 distributed stainless steel utensils worth Rs.50-60 as gifts, Unit no.2 gave only bonuses while Unit no. 3 gave both – bonuses and 500 gm sweet box worth Rs.150 as gifts. No one gets over time at double the rate as provided by law. Two of them worked for 56 (7 days x 8 hours) hours in a week while the respondent working in Unit no. 2 worked for 70 (7 days x 10 hours) hours. She said that she worked overtime because her salary is inadequate. The security, in any of the units would not let one go out on their free will during duty hours. None of them get weekly holidays. They are not paid for the weekly holiday. In Unit no. 2 & 3 women workers have to attend duty on holiday. Two of them get 12 hours for their family, while one gets 16 hours. One unit pays partial or full treatment cost while one gives treatment in emergency. Pre-employment or periodical medical checkup is not carried out. All three units provided personal protective equipment - mask by two units and hand-gloves & shoes by the third one. The respondent working in Unit no. 1 met with an accident at work while the other two did not. She slipped two months ago and had to take rest for 4 days. The work environment described by them is hot, laden with chemicals (fumes or vapours) and noise in processing unit (Unit no. 1), high temperature and dust in Hosiery unit (Unit 2) and dust in garment unit (Unit 3). Intensity of pollution in Unit 1– temperature and chemicals were “very high” and noise was “high”. In Unit 2, temperature and dust were “high” while in Unit 3 dust levels were “high.” Respondent from Unit 1 said she believed the work place pollution could sicken her. But she claimed that she did not suffer from any occupational disease. None of their colleagues suffer from any occupational illness. Respondents from Hosiery and Garment unit said ESI contribution is deducted from their salary while that

was not the case for the processing unit (Unit no. 1). The ESI dispensary is 1-5 km away from the home of one worker and 5-7 km away for another. But they do not take advantage of the ESI dispensary. Hosiery and Garment units have canteen facility. In the Hosiery unit food is available at market price and in Garment unit it is sold at subsidised rates. The quality is satisfactory in the canteen where food is available at subsidised rates while it is not satisfactory in the other. Clean drinking water is available in all three units. Processing and Garment units have RO plants for filtering water while the third respondent did not know how the water is filtered in their unit. In all three units they get cold water in summer. In the processing unit they have 2 toilets, in hosiery there are 50 and in garment, they have 30 toilets. In hosiery they have 20 urinals but in the two others they do not have separate urinals. Toilets are clean and maintained well. In hosiery they have some restrictions on how many times you can visit toilets in a day while in the other two they have no restrictions. In the processing unit, where number of female workers are 20 against 680 males, they do not have separate toilets for female workers while in the other two, they do. In Unit 1 & 2 they do not have bathrooms. They do not have open water taps in any of the units. Unit no.3 has provided bathrooms and workers use them. In Unit no.3 (Garment) they have a safety committee and the committee has worker representatives in it. In Unit no. 2 & 3 training for safety is provided. They also give information on hazards orally through the Supervisor. None of the workers have any written contract with the management. None had to pay any bribe or commission to get job. Respondents from Unit 2 & 3 knew about Provident Fund Act and both of them said PF is deducted from their salary. In Unit no.3 they pay gratuity, in Unit no. 1 they do not pay gratuity while the respondent from Unit no. 2 did not know about it.

It can be summarised that the processing unit is worse for women workers compared with hosiery and garment units, in all aspects.

General Analysis:

Q.2. Location of the units:

Table:11

No.	Name of area	No. of units
1	Pandesara	8
2	Kapodara,Varachha	13
3	Sachin	17
4	Katargam	1
5	Unn	3
6	Ved Road	4
7	Bamroli	1
8	Udhana Road	2
9	Navsari	1
	Total	50

Q.3. How old is the unit:

Out of 50 respondents only 14 (28%) knew the year when the unit was started. Accordingly, the oldest unit was Agrawal Textile mill (1970) and latest was Padmavati Textile (2005).

Under RTI we could get copies of licenses of 15 units registered under the Factories Act. Date of establishment is mentioned in the license. The oldest among these was Ashok Dyeing established in 1981 and latest was Naxatra in 2011.

Q.4. What do you manufacture?

They all manufactured denim, grey cloth or *sarees*, *dupatta* (scarf used by Indian women with dress), undergarments, shirts, jacket, trouser and embroidery work on clothes.

Q.5. Turnover/year:

Respondents have not been able to answer this question.

Q.6. Brand name/Consumers:

Respondents have not been able to answer this question. Only two have given this information.

Q.7. Number of workers:

Number of male workers was in the range of 2-2,000.

This range for female workers was 0–3,000. Baswara Syntex (<http://www.indiamart.com/banswara-syntex/>) Manufacturing Garments employ 2,000 male and 3,000 female workers. Baswara Syntex Limited exports its products to more than 50 countries including US, UK, Canada, Spain, Germany, Italy, France, Philippines, Turkey and GCC countries.

Female workers:

It can be seen that out of 37 units employing female workers, 34 employ 100 or less. Among these 34 units, 26 (76%) are processing units. Among the rest, 4 are embroidery units, 3 are power loom units and one is a composite mill. Only 3 units employ female workers. One is a garment unit employing 3,000 female workers, one processing unit employs 150 female workers and the third is a hosiery unit employing 300 female workers. (See Table-12)

Male workers:

In contrast with the 34 units employing female workers, there are only 15 units that employ 100 male workers or less. Out of 9 power loom units covered in this study, all 9 employ 50 male workers or

Table: 12

No	Number of workers	Processing units	Power loom	Garment	Hosiery	Embroidery	Composite	Total
1	10 or Less	4	3	0	0	3	0	10
2	11-50	12	0	0	0	1	0	13
3	51-100	10	0	0	0	0	1	11
4	101-300	1	0	0	1	0	0	2
5	301-500	0	0	0	0	0	0	0
6	501-700	0	0	0	0	0	0	0
7	>701	0	0	1	0	0	0	1
	Total	27	3	1	1	4	1	37

less. It is clear that in the power loom industry, employers make as much division to avoid labour laws. For processing units this is not possible due to the nature of work and process. In the 15 units employing 100 males or less, there is not a single processing unit. The processing unit with the least number of male workers employs 200 workers, while the highest number of male workers employed by a processing unit is 680.

Table: 13

No	Number of workers	Processing units	Power loom	Garment	Hosiery	Embroidery	Composite	Total
1	10 or Less	00	03	00	00	06	00	09
2	11-50	00	06	00	00	00	00	06
3	51-100	00	00	00	00	00	00	00
4	101-300	04	00	00	01	00	00	05
5	301-500	18	00	00	00	01	00	19
6	501-700	07	00	00	00	00	00	07
7	>701	00	00	01	00	00	01	02
	Total	29	09	01	01	07	01	48

The following table gives an idea of the size of the units among 3 types of textile units. It is clear that processing units employ more workers.

Table: 14

No.	Type of industry	No. of units	Male workers		Female workers	
			Maximum	Minimum	Maximum	Minimum
1	Processing	29	680	200	150	0
2	Power loom	10	40	3	2	1
3	Embroidery	7	350	2	50	0

Q.8. Do you have a union in your unit?

Respondents from 49 units said they have no Union. Only one unit in Navsari, Mafatlal Mill, a composite mill established in 1931 has a union.

A male worker from a processing unit replied that though they do not have a union, when required, all workers come together for representation.

Q.9. Are you member of a union?

No respondent was a member of any unions. 49 said no and one said “not applicable”

Q.10. If not, why are you not a member?

46 respondents said they are not members since there is no union. 3 said “Not applicable” (again because they have no union in their factory). One said he cannot be a member of the union since he is trainee.

Q.11. When was the collective labour agreement signed by the union last?

Not applicable to any of the respondents.

Q.12. Can you see the copy of the agreement?

Not applicable to any of the respondents.

Q.13. What are the important contents of the agreement?

Not applicable to any of the respondents.

Q.14. Have workers joined any union in the unit?

Not applicable to 49 respondents. One, from Arvind Mill said they have a union.

Q.15. Is the union allowed to organise meetings during duty hours?

Not applicable to any of the respondents.

Q.16. Does the management abide by the agreement?

Not applicable to any of the respondents.

Q.17. Is the union suppressed in your unit?

Not applicable to any of the respondents.

Q.18. How?

Not applicable to any of the respondents.

Q.19. Gender: 47 male respondents and 3 female respondents.

Q.20. Your age:

Majority of workers – 40 (80%) - are in age range of 26-50 years. No child labourers among these 50 workers.

Table:15

No	Age group	No. of respondents Male	No. of respondents Female
1	19-25	9	0
2	26-30	12	1
3	31-40	15	0
4	41-50	10	2
5	>50	1	0
	Total	47	3

Q.21. What is your designation?

Most respondents were Operators and one was Supervisor.

Table: 16

No	Designation	No. of respondents- Male	No. of respondents- Female	Total
1	Helper	6	2	8
2	Operator	39	1	40
3	Supervisor	1	0	1
4	Not applicable	1	0	1
	Total	47	3	50

Q.22. Are you given identity cards? A majority of the workers – 41 (82%) - do not get identity cards.

Those 7 respondents from 6 units who said “yes” are from all types of units except power loom, which is a big industry. Among these 6 units are two processing units and one each of hosiery, garment, embroidery and composite mill.

Table: 17

No	Designation	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	05	02	07
2	No	40	01	41
3	Don't Know	01	00	01
4	No Reply	01	00	01
	Total	47	03	50

Q.23. Are you permanent/contract/casual/badli/trainee/apprentice?

Majority - 35 (70%) - are casual workers. Only 12% are permanent. 6 respondents who are permanent workers are employed by 3 processing units, one each power loom, hosiery and garment. Now, what does this mean? Ordinarily it means that these workers get benefits of labour laws and laws for social security. Does that apply to these 6 workers? We compared their replies in Q.22, 28, 53, 54, 63, 66, 71, 74.1, 101 and 136.1. We found that only two respondents – one from hosiery and one from garment are “permanent” in some sense. But they do not get paid for their weekly holiday. These two draw a salary of Rs.5,000 or less. The others believe they are permanent but they do not get either bonus, benefits of ESI or PF, wages for weekly holiday or pay slips.

Workers do not know their rights and what it means to be a permanent employee.

7 units among which 5 are processing units, one hosiery and one embroidery employ 8 contract workers.

35 casuals are employed by 20 processing units, 9 power loom and 6 embroidery units. 70% are casuals.

Table: 18

No	Designation	No. of respondents- Male	No. of respondents- Female	Total
1	Permanent	04	02	06
2	Contract	07	01	08
3	Casual	35	00	35
4	Trainee	01	00	01
	Total	47	03	50

Q.24. Since how long have you been working with this unit?

Supervisor did not answer this question.

12 workers (24%) are fairly new. They find employment in 12 processing units, 4 embroidery units and 3 power loom units. A male worker in the age group of 41-50 years said he is working since 2 months.

Most – 21 workers – have been working since the past 1-5 years. Out of them, 13 are in processing units, 4 in power loom, 3 in embroidery and one in garment.

10 respondents are working in processing units since over 6 years. 3 workers are employed by power loom units. (See Table-19)

Table: 19

No	Designation	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	05	02	07
2	No	40	01	41
3	Don't Know	01	00	01
4	No Reply	01	00	01
	Total	47	03	50

Q.25. Are you Skilled/Semi-skilled/Unskilled/Trainee/Apprentice?

All of them said they are in the skilled category.

An overwhelming majority - 35 (70%) respondents from 35 units - claimed that they are skilled workers. They represent 19 (out of 29) processing units, 10 power loom (all in this study) and 6 (out of 7) embroidery units.

12 respondents from 10 units (7 processing, one each of garment, hosiery and embroidery) claim they are semi-skilled workers.

Only 2 said they are unskilled and 2 processing units employ them. (See Table-20)

Table: 20

No	Designation	No. of respondents- Male	No. of respondents- Female	Total
1	Skilled	35	00	35
2	Semi-skilled	10	02	12
3	Unskilled	01	01	02
4	Trainee	00	00	00
5	Apprentice	00	00	00
6	Don't know	01	00	01
	Total	47	03	50

Q.26. Are you unmarried/married/widower/separated?

Table: 21

No	Designation	No. of respondents- Male	No. of respondents- Female	Total
1	Unmarried	17	00	17
2	Married	30	02	32
3	Widow/Widower	00	00	00
4	Divorcee	00	01	01
	Total	47	03	50

Q.27. How many members in your family are dependent on you?

In all, the 50 respondents have to support 66 children and 110 adults.

17 respondents in this study are unmarried out of which 15 have no children to support. 2 of them have to support children in the family. 5 of them also do not have any adults to support. (See Table-22)

Table: 22

No	No. of Children	No. of respondents- Male	No. of respondents- Female	Total
1	0	15	00	15
2	1	10	02	12
3	2	15	01	16
4	3	06	00	06
5	4	01	00	01
	Total	47	03	50

Table: 23

No	No. of Adults	No. of respondents- Male	No. of respondents- Female	Total
1	0	06	02	08
2	1	08	00	08
3	2	11	01	12
4	3	14	00	14
5	4	05	00	05
6	5	02	00	02
7	6	01	00	01
	Total	47	03	50

Q.28. Number of work hours – 8/12/___ (specify).

72% said they work for 12 hours a day. No women workers work for more than 8 hours. But as we will see later, they are forced to work over time.

The fortunate 11 respondents who work for 8 hours are employed by 10 units viz. 7 processing units, one hosiery, one garment and one composite mill. No power loom worker is found in this club.

Table: 24

No	No. of Hours	No. of respondents- Male	No. of respondents- Female	Total
1	8 Hrs	08	03	11
2	10 Hrs	01	00	01
3	12 Hrs	36	00	36
4	Don't know	01	00	01
5	No Information	01	00	01
	Total	47	03	50

Q.29. Are you forced to do over time? Yes/No.

80% of the workers, including two women, said yes to this question. These 40 respondents work in 38 units.

Those who are excluded are 8 processing units, one composite mill and one power loom.

Table: 25

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	38	02	40
2	No	09	01	10
	Total	47	03	50

Q.30. If yes, how do they compel you?

Out of 40 respondents who are forced to do over time, 2 respondents from processing units have not replied to this question

For 32 it is the condition of employment.

3 (one each in processing, hosiery and garment) are threatened with firing.

For 3 more 2 processing and one hosiery, supervisors would complain before higher ups

These 38 respondents are employed in 36 units.

Table: 26

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Condition of employment is to work 12 hours	32	00	32
2	Threaten to fire	02	01	03
3	Complain about the worker every now and then to higher ups	02	01	03
4	Do not compel	01	00	01
4	Not applicable	08	01	09
5	No information	02	00	02
	Total	47	03	50

Q.31. Are there any restrictions to enter and leave the factory area?

Table: 27

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	23	02	25
2	No	24	01	25
	Total	47	03	50

Q.32. Comments:

No comments

Q.33. Are there any child workers of less than 15 years in your factory?

4 processing units and 2 power loom units employ child labourers as claimed by respondents in this study.

Table: 28

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	06	00	06
2	No	22	03	25
3	Do not know	18	00	18
4	Not Applicable	01	00	01
	Total	47	03	50

- A male worker working in a power loom unit said: Workers younger than 15 are employed and they fill bobbins.

- A male operator aged between 41-50 year, working since the last 2 years in a power loom unit shared this: When mills do not get adult workers they employ child labourers.

Q.34. How many hours do they regularly work?

Only 6 workers have said 'Yes' in response to question no.33.

Two processing units employing child labourers make them work for only 4 hours. Child Labour Protection & Regulation Act, 1986 does not completely ban child labour. Still, Sec. 3 of the Act prohibits child labour in power loom and textile processing units. These 6 units are acting in violation of this Act, whether they extract work for 4 hours or 8 hours.

Of the units that extract work from child labourers for 8 and 12 hours, 2 are processing units and 2 are power loom units.

Table: 29

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	4 hours	02	00	02
2	8 hours	02	00	02
3	12 hours	02	00	02
	Total	06	00	06

Q.35. Are they required to work overtime - compulsory or voluntary?

For 5 out of 6 workers it is voluntary.

Of the units where working overtime for child labourers is voluntary, 3 are processing units and two are power loom units.

In processing units, it is compulsory.

Table: 30

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Voluntary	05	00	05
2	Compulsory	01	00	01
3	Do not know	01	00	01
4	Not applicable	40	03	43
	Total	47	03	50

Q.36. Do they work for over time?

Child labourers do over time in the unit where it is compulsory. They don't do overtime where it is voluntary.

Table: 31

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	01	00	01
2	No	03	00	03
3	Do not know	04	00	04
4	Not applicable	39	03	42
	Total	47	03	50

Q.37. Are workers in the age group of 15-18 years employed?

Among 13 units that employ adolescent workers, 11 are processing units and one power loom and hosiery each. 5 units among them - 4 processing units and one power loom - also employ workers of age less than 15 i.e. child labourers.

Table: 32

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	11	02	13
2	No	17	01	18
3	Do not know	17	00	17
4	No reply	02	00	02
	Total	47	03	50

Q.38. Do you know of young workers between 15-18 years who work more than 4 hours per day?

Those who have said Yes to Q.37 have all said Yes to this question also.

Table: 33

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	11	02	13
2	No	02	00	02
3	Do not know	09	00	09
4	Not applicable	25	01	26
	Total	47	03	50

- ✓ A male helper, aged between 26-30 years, working since 1-5 years in a processing unit said that the adolescents work for 8 hours.

Q.39. Do you know of young workers between 15-18 years who work at night?

Table: 34

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	02	01	03
2	No	31	01	32
3	Do not know	01	00	01
4	Not applicable	13	01	14
	Total	47	03	50

Q.40. What kinds of work do these young workers do?

1. In hosiery units, these workers press the garments, fold them, prepare boxes for packing, pack the garments and load trucks with packed goods.
2. In processing units, they carry out laborious jobs for which no specific training or experience is required. They are paid wages according to the number of hours they work. Normally they earn Rs.200 per day.
3. They pull the ends of sarees.
4. They carry grey cloth rolls.
5. In power loom units, they fill bobbins.

Q.41. How much do they earn? 1. Equal to other adult workers. 2. Less than that.

Table: 35

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	As much as adult workers	00	00	00
2	Less than that	11	02	13
3	No Information	01	00	01
4	Not applicable	35	01	36
	Total	47	03	50

Q.42. Comments:

- They are not employed on a permanent basis. They are employed as and when it is necessary.
- They are paid based on their experience.
- They are paid Rs.200-250 depending up on their work.

Q.43. Are there any women workers who are sexually harassed/abused?

Of the 2 respondents who said yes, one is male and another female. Both work in the same hosiery unit employing 300 women workers.

Only one female worker is employed in power loom unit. They have CCTV cameras installed.

Table: 36

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	01	01	02
2	No	23	02	25
3	Do not know	14	00	14
4	Not applicable	09	00	09
	Total	47	03	50

Q.44. How?

The male respondent said that males pass indecent comments to harass women workers. Female respondent from the same unit has complained that women workers are harassed by giving them more workload and lodging frequent complaints against them.

Table: 37

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Indecent comment	01	00	01
2	Other mode of harrassment	00	01	01
3	Don't know	46	02	48
	Total	47	03	50

Q.45. Are there any forms of discrimination against pregnant women?

Of the 10 respondents who replied in the negative , one respondent is from a power loom unit where there are no women workers employed in this unit. Hence the reply is not consistent.

Among the remaining 9 units, 2 units are power loom units employing 1 & 2 women workers respectively. 6 respondents representing 5 processing units employ 8 women workers (2 such units), 30-40-50-80 (one each) women workers.

In this study we have 7 units that employ women workers in large numbers from 100 to 3,000. It is a consolation that none of the respondents, including 2 females, from these units have replied.

Table: 38

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	00	00	00
2	No	09	01	10
3	Do not know	28	02	30
4	Not applicable	10	00	10
	Total	47	03	50

Q.46. If yes, describe them.

All of them replied “Not applicable.”

Q.47. Are men paid better than women for the same job?

9 respondents from 8 units have replied yes to this question. They represent embroidery (1), processing (6) and hosiery (1) units. All employ women workers. The number of women workers employed by them are in a wide range - from 2 (embroidery) and 20-100 (processing units) workers to 300 workers employed by the hosiery unit. Male workers outnumber women workers greatly except in embroidery where there are 6 male workers for every 2 female workers.

Table: 39

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	07	02	09
2	No	16	01	17
3	Do not know	16	00	16
4	Not applicable	08	00	08
	Total	47	03	50

- A male worker from a processing unit replied that male workers are paid Rs.235 while female workers are paid Rs.180 per day for the same work.
- A male worker from processing unit said that all are paid equal wages depending on the work.

Q.48. Are workers prevented from performing their religious rituals?

Here the replies are quite positive. For India (and now for the whole world) this is a very sensitive issue and no business people would dare to poke their nose in such matters. We did not ask the respondents their religion and hence we do not have that division. Hindus are a majority in India. Normally Hindu workers hang a small wooden box on the wall and put pictures of Hindu Gods and Goddesses. Some spend a few minutes at the start of their shift in prayer before this make shift 'temple'. Muslims offer Namaz (prayer) during shifts. We do not have any study on how many workers in factories indulge in prayers. Workers taking a few minutes out for prayer are not a problem for management. Employers themselves have much better temples in their own cabins or offices and offer prayers regularly. Some even promote religious rituals. At least they would not object.

The only one who said yes to this question is from a processing unit and he has further (in reply to Q.51) informed that in case of quarrel/brawl in the factory, the manager would call police.

Table: 40

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	01	00	01
2	No	42	03	45
3	Do not know	04	00	04
	Total	47	03	50

Q.49. Do you suffer from physical or verbal abuse by the management or security forces?

11 respondents (22%) have said yes to this question. None of the workers in this group are from garment, embroidery or composite mills. Out of 11 respondents from 10 units, 6 represent processing units, 3 work in power loom and 1 in hosiery unit. Two respondents – one male and one female - work in the same hosiery unit. While looking at the profile of these respondents, we found that in this group we find many variations – from new workers working since the last 1 year or less to workers who have been employed for 11 years or more.

The 6 respondents from processing units are all permanent and skilled. They are in the age group of 26-30 years (1 respondent), 31-40 years (4 respondents) and 41-50 years (1 respondent). They are working since 1 year or less (2 respondents), 1-5 years (1 respondent), 6-10 years (2 respondents) and 11 or more years (1 respondent).

In the hosiery unit, the male working for 6-10 years is permanent, but the female working for the same period is a contract worker. Male is in 19-25 age group while female is in 41-50 age group. Both are semi-skilled.

All 3 workers in the power loom units are casual workers and skilled. They are in the age group of 26-30 years (2 respondents), and 41-50 years (1 respondent). They are working since 1 year or less (2 respondents) and 6-10 years (1 respondent).

The crux is, No one is spared.

Table: 41

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	10	01	11
2	No	36	02	38
3	Do not know	01	00	01
	Total	47	03	50

Q.50. Further comments:

1. One said, "They abuse us but we do not pay much attention to it."
2. Another said, "They abuse us but there is no physical coercion."
3. A third said, "They use filthy language and abuse."
4. Supervisors discourage water breaks, visiting toilets or talking with other workers. On each floor there are security guards who keep watch, taunt and complain to the Supervisors. If some worker protests or expresses unhappiness, the security presents him before the officer in the human resource department.

5. Earlier the management used abusive and filthy language but workers started leaving. So they changed and now they don't do that.
6. The management abuse when the workers commit mistakes.
7. Workers said. "Sometimes they use filthy language but cannot beat us."
8. Management puts more pressure on younger workers.
9. If many workers come together and raise dispute, the management threatens to close the shop.
10. In case of a quarrel, the employer simply fires the worker.
11. A male worker aged 31-40 years, working as a contract employee since the last 1-5 years in a processing unit said, "Earlier they were using threatening and abusive language but since there is shortage of workers, they have stopped that."

Q.51. Did the police, security forces or military interfere in cases of labour conflicts?

78% have replied no. When the workers are not unionised or organised, chances of conflicts are rare. Workers are divided and they may be solving problems at an individual level.

Of those who have said yes, 7 are from processing units and 2 from power loom. There is no one from garment, hosiery, embroidery or composite mills in this group.

Table: 42

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	09	00	09
2	No	36	03	39
3	Do not know	01	00	01
4	Not applicable	01	00	01
	Total	47	03	50

Q.52. Further comments:

No comments.

Q.53. Do you regularly get properly documented pay slips?

82% do not get pay slips in violation of Payment of Wages Act. Most processing units and power loom units and all embroidery units do not give pay slips.

18% of the respondents get pay slips, and are employed by 3 processing units, 2 power loom units, one each of hosiery, garment and composite mills.

Table: 43

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	07	02	09
2	No	40	01	41
	Total	47	03	50

Q.54. How much is your basic monthly wage?

Majority of them earn Rs.7,000 or more. This gives us an indication of the good payers in the industry.

Looking at the table 44 (on Page 100) below it becomes clear that there are only 4 respondents who earn less than Rs.5,000/- and 3 among them are female. In this study we have only 3 female respondents. 2 female workers are in the age group of 41-50 years and are working since 6-10 years. One of them is semi-skilled and another is unskilled. All 3 female workers work in different factories viz. hosiery, garment and processing. The only male

worker in this group is in the age group of 15-19 years, but claims to have been working since 6-10 years (he might have started working as a child labourer). He is semi-skilled. He is employed by the hosiery unit where one of the female respondents works.

In the second group, 8 respondents are employed by 7 processing units and one power loom. 4 have been working since 1 year or less, 3 are in the group of 1-5 years and one is working since 11 years or more (41-50 age group). 4 are semi-skilled, 3 are skilled and one is unskilled.

29 respondents earn 7,000-10,000. 19 workers are employed by processing units, 6 by power loom, 3 by embroidery and one works in a composite mill.

9 workers earn Rs. 10-15,000 and these are the highest earners among 50 textile workers in the study. 4 workers are employed by embroidery units, 3 by power loom units and 2 by processing units. By any standards, this cannot be termed as a handsome salary. But, it is more than minimum wages.

If we combine last two groups earning 7-15,000, the picture that emerges is interesting. All 7 embroidery workers in this study are in this group; 21 (72.4%) processing units workers out of total 29; 9 (90%) power loom workers; lone composite mill worker, a trainee – are in this group. 76% textile workers earn between 7,000 and 15,000 per month. (See Table-44)

- A male respondent working in a power loom unit informed us that he is working on Jacquard loom and is paid Rs.4.25 per meter and earns Rs. 10-12,000 per month. In power loom units, most workers are paid wages on piece rate .
- Another power loom worker said, he is paid Rs.1.40 per meter.

Table: 44

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	5,000 or less	01	03	04
2	5,001-7,000	08	00	08
3	7,001-10,000	29	00	29
4	10,001-15,000	09	00	09
5	15,001 or more	00	00	00
	Total	47	03	50

- Third said he is working on Roto machine. He looks after 14 machines and is paid Rs.1.25 per meter of cloth woven. He earns around Rs.18,000 per month at this rate.

Q.55. Are you paid Dearness Allowance?

All of them replied "No."

Q.56. Are you paid any other allowances or perks?

All of them replied "No."

Q.57. If yes, which?

All respondents - Not Applicable

Q.58. Do you know about provision of minimum wages?

94% respondents do not about the legal provision of minimum wages. The government is completely absent and in its true sense laissez faire prevails here.

Table: 45

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	01	00	01
2	No	44	03	47
3	No reply	02	00	02
	Total	47	03	50

Q.58.1. Is your wage less than the official minimum wage?

When they do not know about the provisions or prevailing level of minimum wages, how would they reply? We informed them of the prevailing levels and compared their wages with that level. Accordingly 90% replied their wages are below the level.

As per available latest notification by Government of Gujarat, minimum wages for cities falling in Zone -1 (Surat is in Zone -1) are as under:

Table: 46

No.	Category	Daily Amount (Rs.)	Wages for 26 days for 8-hour work day. (Rs.)	Wages at this rate and over time double the rate, for 12 hour shift it should be (Rs.)
1	Unskilled	286.30	7443.81	4887.60
2	Semi-Skilled	294.30	7651.81	5303.60
3	Skilled	303.30	7885.81	5771.60

45 respondents claimed that they receive less than stipulated minimum wages. We verified their statement with the replies they gave in Q.54 and Q.25. Accordingly,

- 4 respondents among 45 earn Rs.5,000 or less and they are fully justified in claiming that they receive less than minimum wages. Out of these 4 respondents, 3 are unskilled and one is semi-skilled. 3 are female workers and one is male. 3 units employ them – The male works at a processing unit, and the females in garment and hosiery units. All of them work for 8 hours.
- 8 respondents earn Rs.5-7,000 per month. Among them 3 are skilled, 4 are semi-skilled and one is unskilled. 4 out of them work for 12 hours, one for 10 hours and 3 for 8 hours. 7 are working for processing units and one for power loom. 3 of them earn a little less than minimum wages but 4 earn much less than the standards. This group, too stands clear in their claim.
- 27 respondents among 45 earn Rs.7-10,000. 18 respondents work in processing units, 6 in power loom and 3 in embroidery units. 24 are skilled and 3 semi-skilled. Out of 24 skilled workers, 22 work for 12 hours and 2 for 8 hours. 3 are semi-skilled and 2 of them work for 12 hours and one for 8 hours. In this case, we cannot say with full confidence for 3 respondents (as we did not ask them their exact salary) if their claim is justified. Their wages may be equal or near equal to the minimum wages. But for 24, who work for 12 hours their claim is fully justified.
- 6 respondents earn Rs.10-15,000. 5 are skilled and one is semi-skilled. 4 of them are employed in embroidery, one in processing and one in power loom. All of them work for 12 hours and they all should have been earning more than Rs.15,000. Some of them may be near to the minimum wages. In this case, too, their claim is fully justified.

- It can be safely stated that 18% get salaries that are equal to the minimum wages while only 4% textile industry workers receive more than the stipulated minimum wages.

Table: 47

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	No Information	03	00	03
2	Less than MW	33	03	36
3	Equal to MW	09	00	09
3	More than MW	02	00	02
	Total	47	03	50

Q.59. Do you receive your wages in time?

The reply to this question is most satisfying. 94% receive wages on time.

The 3 respondents who said no are all from processing units.

Table: 48

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	45	02	47
2	No	02	01	03
	Total	47	03	50

Q.60. When are your wages paid? Weekly/monthly/ fortnightly/at the end of the season?

90% are paid their wages at the end of the month.

Table: 49

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Weekly	00	00	00
2	Monthly	42	03	45
3	Fortnightly	05	00	05
4	End of season	00	00	00
	Total	47	03	50

Q.61. Is your total monthly salary enough to meet your basic needs including some discretionary income?

The 6 respondents who said they are satisfied with their salaries are employed by 3 embroidery units, 2 power loom unitd and one processing unit. Two of them earn Rs. 7,000-10,000 and 4 earn Rs.10,000-15,000 per month.

88% of the respondents are not satisfied. Out of these 44 workers -

- 4 earn Rs.5,000 or less and are employed by 3 units viz. one hosiery, one garment and one processing unit.
- 8 earn Rs.5-7,000 and are employed by 7 processing units and one power loom
- 27 earn Rs.7-10,000 and are employed by 19 processing units, 6 power loom, one embroidery and one composite mill
- 5 earn Rs.10-15,000/ and are employed by 3 embroidery units, one processing unit and one power loom.

The reply to this question will be subjective. The situation differs for every individual. The expectations would depend up on age, experiences, number of family members and their situation. It would also depend upon what your dreams are and what you expect from life. We cannot make any generalisations. Still, for any industry to prosper and progress, the satisfaction of workers is very important. If 88% workers in textile industry in Surat are dissatisfied, what quality of work and efficiency can you expect from them?

Table: 50

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	06	00	06
2	No	41	03	44
	Total	47	03	50

Q.62. How much should a living wage be in order to meet your basic needs including some discretionary income?

For a majority Rs. 10,000 – 20,000 per month is the expected salary.

Table: 51

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	7,000-10,000	02	02	04
2	10,000-15,000	16	01	17
3	15,000-20,000	18	00	18
4	>20,000	01	00	01
5	Don't know	03	00	03
6	Not applicable	07	00	07
	Total	47	03	50

Q.63. Are you eligible to get bonus?

14 respondents from 13 units have replied yes to this question. They represent 6 embroidery units, 4 power loom units, one hosiery, garment and composite mill each. Interestingly, processing units are completely absent from this list. Embroidery units are small units employing 2-8 workers. One embroidery

unit in this study employs 400 workers and that unit is not included in this list. All processing units employ large a work force. This clearly indicates that units employing large a number of workers do not pay bonus and these are the units where Bonus Act is applicable. Bonus Act is not applicable to small embroidery units but they pay bonus.

28 respondents who said they are not eligible to get bonus include respondents from 22 processing units, 5 power loom and one big embroidery unit. Out of 28 processing units in this study, not one pays bonus.

Table: 52

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	12	02	14
2	No	28	00	28
3	Do not know	07	01	08
	Total	47	03	50

**Q.64. How much bonus did you get last year?
8.33%/12%/15%/20%/More (specify)**

Table: 53

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	3.8-4.8%	02	02	04
1	8.33%	10	00	10
2	Not applicable	02	00	02
3	Don't know	33	01	34
	Total	47	03	50

Q.65. Accordingly what amount did you receive?

Table: 54

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Rs.2500-3,500	02	02	04
2	Rs.8,000-10,000	06	02	08
3	Rs.10,000-12,000	04	00	04
4	Not applicable	02	00	02
5	Don't know	33	01	34
	Total	47	03	50

Q.66. Did you get either in lieu of bonus or in addition to bonus any gift?

28 respondents received a gift. Out of these, 6 respondents got a bonus and gift, while the rest only got a gift. The 6 respondents that received both represent 3 power looms, one hosiery unit, one garment unit and one composite mill. Not a single processing unit in this study gave both.

Table: 55

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	26	02	28
2	No	21	01	22
	Total	47	03	50

Q.67. What may be the cost of the gift that you received?

28 respondents received gifts out of which only 6 gave information on the value of the gift. 22 skipped this question. The

gifts received by the 6 respondents are worth Rs.100-250. 5 respondents got stainless steel utensils while one got a wall clock.

Table: 56

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Gift worth Rs.100-250	04	00	04
2	No gift given	43	03	46
	Total	47	03	50

Q.68. Are you paid over time at double the rate as provided by law? Yes/No

All of them replied "No." This is again a gross violation of the provision of Factories Act.

Q.69. Do you get over time? Yes/No/I get but do not do.

38 respondents get over time while only 4 do not get.

These 4 respondents are employed by processing units. In reply to Q.28, 3 of them have said that they work for 8 hours (consistent with their replies to other questions) while one has stated his workday to be 12 hours. Does this mean that the respondent who is working 12 hours a day still expects over time? He is earning Rs.7-10,000 per month. (See Table-57)

Q.70. How long do you normally work per week (including overtime)? 56/72/84/ ____ (specify)

52% of the respondents said they work for 78-84 hours per week. They might be working for 12 hours on all 7 days. 16 respondents

Table: 57

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	37	01	38
2	No	03	01	04
3	Not applicable	05	01	06
3	No Reply	02	00	02
	Total	47	03	50

represent processing units, 7 represent embroidery and 3 represent power loom units.

Another 24% said they work for 60-72 hours. 6 respondents represent processing units, 4 represent power loom and 2 represent hosiery units.

These 39 units (40 respondents) are socially unacceptable since they are extractive. Including over time, the workers at these units work for 65 to 94 hours a week.

Table: 58

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	48-56 Hrs	06	02	08
2	60-72 Hrs	11	01	12
3	78-84 hrs	26	00	26
4	More than 84*	03	00	03
5	No reply	01	00	01
	Total	47	03	50

*Two respondents replied they work 90 hours and another said 94 hours.

Q.71. Why do you work overtime?

31 respondents said that it is a condition for employment. This reply corroborates with their replies in Q.28 and Q.76. These 31 respondents represent 15 processing units, 7 embroidery units and 9 power looms. It indicates that the system of 12-hour workdays is rampant among power loom and embroidery units.

6 respondents said their wages are low and hence they work overtime to make both ends meet. Out of these 6, two get Rs.5,000 or less per month, 2 get 5,000-7,000 per month and 2 get 7,000-10,000 per month. Out of these, 4 respondents are employed by processing units and 2 by embroidery units. Workers from power loom units do not have this complaint.

Table: 59

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	It is a condition of employment	31	00	31
2	I have no other pass time or activity in free time.	05	01	06
3	Other reason not specified	01	00	01
2	Not applicable	10	02	12
	Total	47	03	50

Q.72. Are you prevented by security from going out after duty hours in order to keep you working over time?

60% respondents said they are prevented by security from leaving the unit in order to keep them working over time. They represent

18 processing units, 8 power loom units and one unit each of embroidery, hosiery and garment.

Those who said they are not prevented include 9 respondents who represent 6 embroidery units, 2 processing units and one power loom unit. It seems that embroidery units are more liberal. Most are very small units.

Table: 60

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	28	02	30
2	No	09	00	09
3	Not applicable	10	01	11
	Total	47	03	50

Q.73. Are workers given the facility to stay inside the factory complex?

In most cases (88%), workers are not given the facility to stay inside the unit. 6 respondents said yes. 4 of them are from embroidery and 2 from power loom. This suggests that the embroidery industry and to some extent power loom industry gives that facility, but processing units do not allow anyone to stay inside.

Table: 61

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	06	00	06
2	No	41	03	44
	Total	47	03	50

Q.74. Do you regularly get one day off per week?

78% do not get a weekly off.

Only 22% get a weekly off on a regular basis. But they are not paid wages for the holiday. Out of 11 respondents who said yes, 8 are from processing units, 2 from power loom and one from composite mill.

Table: 62

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	11	00	11
2	No	36	03	39
	Total	47	03	50

- A male operator, 31-40 years old, working since 6-10 years in a processing unit said, "If there is a recession they give weekly off or not. At this juncture we do not get an off."
- On Sunday or some other day they give half day off.
- The management gives 6 hours off once in a week.
- A male worker, 31-40 years old, working as a contract employee since last 1-5 years in a processing unit said, "In recession they would even give more than one off but when there is a boom, they don't."

Q.74.1. Are you paid wages for the weekly off you get?

No respondent out of 50 said yes to this question, including the garment unit employing 5,000 workers or the composite mill employing 1,000 workers.

Table: 63

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	00	00	00
2	No	38	03	41
3	Do not know	01	00	01
4	Not applicable	07	00	07
5	No reply	01	00	01
	Total	47	03	50

Q.75. Are you required to work on your weekly off?

56% of the respondents are required to work on their weekly off. i.e. they work on all 7 days. Among these 28 respondents, 20 are from processing units, 6 from power loom and one each from hosiery and garment. Workers in embroidery units or composite mill are not required to work on their weekly off. Still, we cannot say that embroidery units are better. It all depends upon the state of the economy through which that industry is passing. When the economy is booming the management does not allow workers to take a weekly off.

Table: 64

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	26	02	28
2	No	15	01	16
3	Not applicable	06	00	06
	Total	47	03	50

**Q.76. How much leisure time is left for you/your family?
16/12/8/ ____ (specify)**

Only 10 (20%) respondents work for 8 hours. Two respondents replied they work for 14-16 hours. Majority- 37 (74%) - however said they get 12 hours with their family. In reply to Q.28, 36 respondents (72%) replied that they work for 12 hours.

Inconsistencies: Out of these, the 4 respondents who said that they get 8 hours, 10 hours, 14 hours and 16 hours for family, replied that they work for 12 hours in reply to Q.28. Their replies are inconsistent. We checked the other way round – 36 respondents had said that they work for 12 hours in reply to Q.28. Out of them, 3 replied that they get 8 hours, 10 hours and 14 hours respectively for leisure and family. So, replies by 7 respondents do not match in this case.

Table: 65

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	16 Hrs	09	01	10
2	14 Hrs	01	00	01
3	12 Hrs	35	02	37
4	10 Hrs	01	00	01
5	8 Hrs	01	00	01
	Total	47	03	50

Q.77. Is there sufficient medical care in your factory?

64% respondents reported that they receive emergency medical care while few reported that they receive some expenses.

Table: 66

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Medical care is provided in case of emergency	30	02	32
2	Help with hospitalisation if needed	01	00	01
3	Full or partial expenses for treatment is reimbursed	09	01	10
4	Yes	01	00	01
5	No	06	00	06
	Total	47	03	50

Q.78. Is pre-employment medical check-up carried out?

98% respondents replied "No." Only one respondent from a composite mill in Navsari said "Yes."

Q.79. Is a periodical medical checkup carried out?

Barring one, all of the respondents (98%) replied "No." One said, "Not applicable."

Q.80. If yes, at what interval? Once in a year/ Every 3 years/ Every 5 years

All of them replied "Not applicable."

Q.81. Are you given copies of the reports of medical check-up?

All of them replied “Not applicable.”

Q.82. Are the reports explained to you?

All of them replied “Not applicable.”

Q.83. Are you provided personal protective equipment in your factory?

Out of 29 processing units, respondents from 12 (41%) units reported they get PPE. Out of 10 power loom units, 4 (40%) get PPE. There is only one unit each of garment, hosiery and composite mill and they all receive some PPE. No PPEs are supplied in embroidery units. Respondents from these units have reported that they are exposed to loud noise.

Table: 67

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	16	03	19
2	No	30	00	30
3	Not applicable	01	00	01
	Total	47	03	50

Q.84. Which equipment is given? Spectacles/Shoes/Hand gloves/Helmet/Mask/Apron/Safety belt/Other__ (Specify)

62% respondents do not get any protective equipment while 19 from 18 units reported they get some PPE. 10 get only hand gloves, 4 get only shoes and two female workers get only masks. 3

respondents get equipment like hand gloves, mask, shoes and spectacles.

Interestingly no one reported receiving protection like earmuffs or earplugs for hearing protection, though power looms and embroidery units are rated noisy in Q.90.

Table: 68

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Shoes	04	01	05
2	Hand gloves	12	01	13
3	Mask	02	02	04
4	Safety Glasses	01	00	01
3	Not applicable	31	00	31

Some comments:

1. “When outside auditors or some visitors come, they give us masks.” (Female worker from hosiery unit)
2. A male worker in a processing unit made this comment, “PPEs are given only when there is checking.” (by Government officers)

Q.85. Have you met with an accident at work?

16% have met with an accident at work. 5 are from processing units, 2 from embroidery units and one from a composite mill. None from power loom units. Can we assume power looms are relatively safer than processing units?

Table: 69

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	07	01	08
2	No	40	02	42
3	Total	47	03	50

Q.86. If yes, please describe.

Description, where applicable, is given at the end.

Q.87. Have you seen or known of any accident in your factory?

26% respondents have seen an accident take place in their unit.

13 have reported "Yes". 8 respondents (representing 27.58% of total processing units) are from processing units, 3 (30% of total power loom units) from power loom, one (14% of embroidery units) embroidery units and one composite mill.

Table: 70

No	Reply	No. of respondents- Male	No. of respondents- Female	Total
1	Yes	13	00	13
2	No	34	03	37
	Total	47	03	50

Q.88. Describe.

Description, where applicable, is given at the end.

Q.89. How is the work environment? 1. Heat 2. Dust __ (Specify what dust) 3. Fumes __ (Specify) 4. Chemicals __ (Specify) 5. Noise 6. Other __ (Specify)

74% respondents said they are exposed to heat (out of which 26% are exposed to intense heat), 6% to dust (cotton dust in garment units), 16% to fumes, 26% to different chemicals and 68% to noise.

Heat: 37 respondents from 36 units have said they are exposed to heat at work. Of these 37, 23 (63.8%) (Out of total 29 units) respondents are from processing units, 10 (27% of 37) are from power loom and two are from composite mill and hosiery unit.

Dust: 3 respondents from two units are exposed to dust. The two units are garment and hosiery.

Fumes: 8 respondents, all from processing units, are exposed to fumes.

Chemicals: 13 respondents, all from processing units are exposed to chemicals.

Noise: 34 respondents are exposed to noise. 17 are from processing units, 9 from power loom, 6 from embroidery units and one each of hosiery and composite mill.

Heat and noise seem to be most common hazard cutting across all types of textile units. (See Table-71)

Q.90. What is the intensity of the pollutants mentioned? 1. Ordinary/2. More/3. Too much

Heat: Respondents in 12 units (24% of all units) are exposed to intense heat. Out of these, 6 are power loom units, 5 are processing units and one is a hosiery unit. 17 respondents are exposed to

Table: 71

No	Reply	No. of respondents- Saying Yes		No. of respondents- Saying No		Total
		Male	Female	Male	Female	
1	Heat	35	02	11	01	49
2	Dust	01	02	45	01	49
3	Fumes	08	00	38	03	49
4	Chemicals	12	01	34	02	49
5	Noise	33	01	13	02	49
6	Other	00	00	00	00	00
7	Not applicable	01	00	00	00	01

moderate heat. 14 of the units are processing units but not one power loom. 8 units reported the lowest level of heat (4 processing units, 3 power loom units and one embroidery units) 37 respondents from 36 units reported being exposed to heat in varying degrees. Among these are 23 processing units, 10 power looms units (all in this study), one embroidery unit, one hosiery and a composite mill.

□ A male operator aged 41-50 years, working since the last 2 years in a power loom unit said there are no fans in his unit.

Chemicals: Intense exposure reported by 8 (16%) processing units, moderate by 3 units and ordinary by 2 units. All these units are processing units. Power loom, hosiery, garment and composite mills are absent here.

Noise: The 11 units (22%) that reported exposure to intense noise include 9 power loom units and 2 embroidery units. There are no processing units in this category.

A few respondents reported dust and fumes. Moderate dust is reported in garment and hosiery units. Fumes are reported only in processing units.

Table: 72

		Ordinary M+F	Moderate M+F	Intense M+F	Not applicable M+F	Total
1	Heat	08+00	16+01	11+01	12+01	50
2	Dust	00+00	01+02	00	46+01	50
3	Fumes	02+00	06+00	00	39+03	50
4	Chemicals	02+00	03+00	07+01	35+02	50
5	Noise	11+00	11+01	11+00	14+02	50

Q.91. Do you think you can get any illness due to pollutants at your work?

50% respondents think the work environment can sicken them. Out of 25 workers, 19 (76%) are from processing units. In this study respondents are from 29 processing units, out of which respondents from 19 units (65.5%) believe they can get occupational illness. The remaining 6 are workers from power loom units.

Those who said 'No' to this question are from 22 units. Among them are 9 processing units (31% of all processing units), 6 embroidery units (85% of all embroidery units), 4 power loom units (60% of all power loom units), one each of garment, hosiery and composite mills. (See Table-73)

Q.92. Are you suffering from any such illness/occupational disease?

Out of the 4 respondents who admitted that they suffer from occupational disease, 3 are those who have replied 'Yes' to Q.91 also. Those who are experiencing problems have said 'Yes' to Q.91.

Table: 73

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	24	01	25
2	No	21	01	22
3	Don't know	02	01	03
	Total	47	03	50

The rest do not perceive the problem. This indicates lack of awareness. This also indicates the absence of safety training and information on hazards.

Table: 74

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	04	00	04
2	No	41	03	44
3	Don't know	02	00	02
	Total	47	03	50

Q.93. If yes, which?

Respiratory system and skin are the two most vulnerable parts of the body that are affected. (See Table-75)

Q.94. Since how long?

Q.95. What problems do you face as a result?

Q.96. Do you have any disability as a result?

Q.97. Do you take any treatment for that illness?

1. A 45-year old male, employed in a processing unit is suffering from skin disease since the last 7 years. His palm

Table: 75

No	Reply	Number of respondents		Total
		Male	Female	
1	Lungs and respiratory system	01	00	01
2	Skin	02	00	02
3	Not Applicable	44	03	47
	Total	47	03	50

and fingers itch, but there is no disability as a result. He does not need treatment frequently.

2. Another respondent employed in a processing unit, now in the age group of 41-50 years has been suffering from skin disease since he was 35. He too complained of itching fingers, but there is no disability as a result. He is undergoing treatment but there is no more information about treatment.
3. A third worker, also employed by a processing unit suffers from asthma but has not specified how long he has been suffering for. He is exposed to the vapours and fumes that are emitted when chemicals are mixed. He complains of irritation in the nose and obstruction in breathing. There is no disability as a result. He has to take treatment every 2-3 months.

Q.98. Do you know of any of your colleagues suffering from occupational disease?

5 respondents (10% of total respondents) know others who suffer from some occupational illness. Out of these 5, four are from processing units and one is from power loom.

Table: 76

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	05	00	05
2	No	21	01	22
3	Not applicable	01	00	01
4	No reply	02	00	02
5	Don't Know	18	02	20
	Total	47	03	50

Q.99. How many? From which department?

Q.100. What illness do they suffer from?

1. A male respondent working in a power loom unit replied that he knows two colleagues who suffer from hearing loss.
2. Another respondent who suffers from skin problem said he knows a colleague working in the boiler department (maybe in another unit) who suffers from an eye problem.
3. A worker from a processing unit said a colleague working in the washing department suffers from a breathing problem.
4. A respondent working in a processing unit reported that two of his colleagues working in the batching department suffer from skin disease.
5. One more respondent working in a processing unit reported that one of his colleagues working in the batching department suffers from skin disease.

Q.101. Is ESI contribution deducted from your wages?

Out of 48 units, 37 units employ 10 or more workers to which ESI Act can be applicable. Out of these only 4 units (10%) implement the law.

5 respondents from 4 units are covered under ESI Act. Out of these, 3 are located in Sachin GIDC while one composite mill is in Navsari town, 30 km south of Surat. ESI Act is area specific. In notified areas, units employing 10 or more workers receiving salary up to Rs. 15,000 per month are covered under the Act. I don't know the areas in Surat that are not covered under ESI Act, but it is unlikely that only Sachin is notified and other areas are not. It is possible that the workers interviewed are not covered under the Act. Units that are covered extend the benefit to few workers of their confidence and leave the rest. It is a shocking fact that 88% of the respondents say that they are not covered.

Table: 77

No	Reply	Number of respondents		Total Respondents	Units
		Male	Female		
1	Yes	03	02	05	04
2	No	33	01	34	33
3	Act not applicable	09	00	09	09
3	No reply	02	00	02	02
	Total	47	03	50	48

Q.102. How far is your ESI dispensary from your home?

Out of the 5 respondents who are covered, one said that he has not been told about the location of the dispensary that he is attached to. Hence he does not know how far it is. He has never visited the dispensary. (See Table-78)

Q. 103. Do you visit ESI dispensary?

Out of 5 respondents, 4 are from Surat and one respondent is from Navsari. The respondent from Navsari is the only person who said that he visits the dispensary when needed. In our study in

Table: 78

No	Reply	Number of respondents		Total
		Male	Female	
1	1-5 km away	02	01	03
2	5-7 km away	00	01	01
3	Don't know	01	00	01
4	Not applicable	43	01	44
5	No reply	01	00	01
	Total	47	03	50

2008, we had found an extremely low average daily OPD in ESI dispensaries in Surat. Not one respondent in Surat said that he/she visit ESI dispensary, which corroborates our earlier findings.

Table: 79

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	01	00	01
2	No	02	02	04
3	Not applicable	43	01	44
4	No reply	01	00	01
	Total	47	03	50

Q.104. Do you have a canteen in your factory?

The study is for 49 units out of which 29 (59 %) are processing units. Out of 29 units, 12 (41%) units provide canteen facilities. 17 respondents from 16 units have replied Yes. Rest 4 are - 1 each of hosiery, garment, embroidery and composite mill. These 16 units employ 300-5,000 workers.

Of the 32 units which do not have canteens, 16 are processing units (employing 400-700 workers), 10 are power loom units (employing 3-41 workers) and 6 are embroidery units (employing 2-8 workers). Section 46 of the Factories Act provides as under:

Canteens. (1) The State Government may make rules requiring that in any specified factory wherein more than two hundred and fifty workers are ordinarily employed, a canteen or canteens shall be provided and maintained by the occupier for the use of the workers.

This provision is clearly violated by 16 processing units under study.

Table: 80

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	15	02	17
2	No	31	01	32
3	No reply	01	00	01
	Total	47	03	50

- A male worker between the ages of 31-40 years, working as contract employee since the last 1-5 years in a processing unit, "There is a canteen which is as good as an outside shop. They supply only tea-coffee and snacks. Lunch or dinner is not supplied. The canteen remains closed during the night shift.

Q.105. At what rate do you get food in the canteen? 1. At market rate 2. Lower than market rate 3. Free

Of the 4 units that provide food at subsidised rates, 2 are processing units (6.8% of all processing units). These 2 units employ 500-580 workers. Of the remaining, one is a garment unit

employing 5,000 workers and one is a composite mill employing 1,000 workers.

Table: 81

No	Reply	Number of respondents		Total
		Male	Female	
1	At market rate	12	01	13
2	Lower than market rate	03	01	04
3	Free	00	00	00
4	Not applicable	31	01	32
5	No reply	01	00	01
	Total	47	03	50

Q.106. Are you satisfied with the quality of the food supplied in the canteen?

Out of 16 units, which provide canteen services, respondents from 10 units are not satisfied with the quality of the food supplied. Of these 10 units, 9 are processing units and one is a hosiery unit employing 500 workers. Out of these 9 processing units, one supplies food at subsidised rates, but workers are not satisfied with quality. Workers at the remaining 3 units that supply food at subsidised rates are satisfied with the quality.

Table: 82

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	05	01	06
2	No	10	01	11
3	Not applicable	31	01	32
4	No reply	01	00	01
	Total	47	03	50

Q.107. Do you get clean drinking water?

44 respondents from 43 (86%) units get clean drinking water. Of the 5 respondents from 5 units that do not get clean drinking water, 4 are processing units and one is a power loom unit. 5 processing units employ 600, 300, 700 and 506 workers respectively and still they do not provide the most basic human need. Replies by the respondents may be subjective but why would they carry such an impression?

Table: 83

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	41	03	44
2	No	05	00	05
3	No reply	01	00	01
	Total	47	03	50

- A male worker, 31-40 years old, working as a contract employee since the last 1-5 years in a processing unit said, "Workers themselves contribute to get water bottles from an external supplier. This is limited to a small group of workers. For the remaining workers, there is no facility for drinking water."

Q.107.1. If yes, 1. Filtered by ordinary cloth filter 2. RO Plant 3. Municipal water as supplied 4. Don't know.

Of the 12 units that filter the water by ordinary cloth filter, 10 are processing units and 2 are power loom units. Of the 7 that do not filter the water at all, 5 are processing units, one is a power loom unit and one is an embroidery unit.

Table: 84

No	Reply	Number of respondents		Total
		Male	Female	
1	Filtered by ordinary cloth filter	12	00	12
2	RO Plant	20	02	22
3	Municipal water as supplied	07	00	07
4	Do not know	03	01	04
5	Not applicable	03	00	03
6	No reply	02	00	02
	Total	47	03	50

- A male worker from a processing unit in Sachin replied that water is drawn from the pond nearby. It is not even filtered with a cloth filter.
- Another male worker from a processing unit said water is given without filtering.

Q.108. Do you get cold water during the summer?

Table: 85

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	20	03	23
2	No	25	00	25
3	No reply	01	00	01
	Total	47	03	50

Q.108.1. How do they cool the water? 1. Earthen pot 2. Cooler 3. Any other.

Table: 86

No	Reply	Number of respondents		Total
		Male	Female	
1	Earthen pot	02	00	02
2	Cooler	06	03	09
3	Any other	12	00	12
3	Do not know	01	00	01
4	Not applicable	24	00	24
5	No reply	02	00	02
	Total	47	03	50

Q.109. How many toilets do you have in your factory?

5 units do not have toilets. All these units are power loom units. They employ respectively 40, 07, 20 and 18 male workers. (There is no information on the number of workers in the fifth unit.) These units are located in Pandesara, Bamroli and Unn areas.

Table: 87

No	Reply	Number of respondents		Total
		Male	Female	
1	No toilet	05	00	05
2	1-5	19	01	20
3	6-12	21	00	21
4	>13	01	02	03
5	No reply	01	00	01
	Total	47	03	50

- A male operator, aged between 41-50 years, working since 6-10 years in a power loom unit said, "There are no toilets and urinals for workers. Employers have that facility for themselves, which they keep locked."

Q.110. How many urinals do you have in your factory?

15 units that do not provide urinals include 5 units that do not provide toilets as well. The other 10 have provided toilets and that may be the reason separate urinals are not provided. Interestingly one of them is Banswara Syntex, which employs 5,000 workers, and has provided 30 toilets.

The law clearly states that both toilets and urinals have to be provided. Here I only quote the provision in the Factories Act. There are additional provisions in State Rules in this connection.

Sec.19: Latrines and urinals.

(1) *In every factory--*

- (a) *sufficient latrine and urinal accommodation of prescribed types shall be provided conveniently situated and accessible to workers at all times while they at the factory;*
- (b) *separate enclosed accommodation shall be provided for male and female workers;*
- (c) *such accommodation shall be adequately lighted and ventilated, and no latrine or urinal shall, unless specially exempted in writing by the Chief Inspector, communicate with any workroom except through an intervening open space or ventilated passage;*

- (d) *all such accommodation shall be maintained in a clean and sanitary condition at all times;*
 - (e) *sweepers shall be employed whose primary duty it would be to keep clean latrines, urinals and washing places.*
- (2) *In every factory wherein more than two hundred and fifty workers are ordinarily employed-*
- (a) *all latrine and urinal accommodation shall be of prescribed sanitary types;*
 - (b) *the floors and internal walls, up to a height of 2* [ninety centimeters] of the latrines and urinals and the sanitary blocks shall be laid in glazed tiles or otherwise finished to provide a smooth polished impervious surface;*
 - (c) *without prejudice to the provisions of clauses (d) and (e) of sub-section (1), the floors, portions of the walls and blocks so laid or finished and the sanitary pans of latrines and urinals shall be thoroughly washed and cleaned at least once in every seven days with suitable detergents or disinfectants or with both.*
- (3) *The State Government may prescribe the number of latrines and urinals to be provided in any factory in proportion to the numbers of male and female workers ordinarily employed therein, and provide for such further matters in respect of sanitation in factories, including the obligation of workers in this regard, as it considers necessary in the interest of the health of the workers employed therein. (See Table-88)*
- ✓ A female helper, aged 41-50 years, working since the past 6-10 years in a processing unit said, "Workers use open spaces outside for urination. There are only two toilets, and no urinals. The unit employs 68 male and 20 female workers."

Table:88

No	Reply	Number of respondents		Total
		Male	Female	
1	No Urinal	13	02	15
2	1-5	21	00	21
3	6-10	09	00	09
4	15-20	02	01	03
5	No reply	02	00	02
	Total	47	03	50

Q.111. Are toilets and urinals kept clean?

There are 33 units that have toilets and urinals. Out of these, 11 units do not keep them clean. All these 11 are processing units. 4 units are located in Pandesara, 2 each on Ved road and Varachha, 1 each in Unn, Katargam and Sachin.

Table: 89

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	27	03	30
2	No	14	00	14
3	Not applicable	05	00	05
4	No reply	01	00	01
	Total	47	03	50

Q.112. How are they maintained? 1. Good 2. Okay 3. Poor

Out of 33 units that provide both toilets and urinals, 11 units do not maintain them. These are the same units that do not keep them clean (Please refer to commentary on Q.111). 16 units are okay

while 6 units are rated as good. Among these 6 units are 3 power loom units and 1 each of embroidery, processing units and composite mills.

Table: 90

No	Reply	Number of respondents		Total
		Male	Female	
1	Good	07	00	07
2	OK	21	03	24
3	Poor	13	00	13
4	Not applicable	05	00	05
5	No reply	01	00	01
	Total	47	03	50

A male respondent from a processing unit replied that the toilet/urinals are cleaned once in a fortnight.

Another respondent from another processing unit said that the toilets at that unit are cleaned once in a week.

Q.113. Are there any restrictions on the number of times you can visit toilet-urinals?

Only 14 % reported that there are some restrictions.

Table: 91

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	06	01	07
2	No	34	02	36
3	Not applicable	06	00	06
4	No reply	01	00	01
	Total	47	03	50

Q.114. Do you have separate toilet and urinals for women workers?

39 respondents from 37 units reported that female workers are employed in their units. They responded to this question as under:

Table 92

No.	Yes	No	Don't know	No reply	Total Units
1	21 (23 respondents)	04	11 (All male respondents)	01	37

The 4 units which employ female workers but do not have separate toilets for them are 2 embroidery units each employing 1 female worker. The other two are processing units employing 20 and 60 women workers respectively. We do not know about the 11 units where female workers are employed but no female worker was interviewed. The male respondents from these units expressed their ignorance. We may consider being on the safe side that these 15 units do not have separate facilities for women workers.

Q.115. Are visiting outside workers allowed to use the toilet and urinals?

44% of the units allow outside workers to use the toilet and urinals while 14% do not allow.

Table: 93

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	20	02	22
2	No	06	01	07
3	Not applicable	05	00	05
4	Don't know	15	00	15
5	No reply	01	00	01
	Total	47	03	50

Q.116. Do you have closed bathrooms for washing?

79% of the respondents replied that there are no washrooms with doors. One unit among them is Ginza, which employs 200 male and 300 female workers.

It is mandatory for the units registered under Factories Act to have washrooms. Sec.42 is as under:

Washing facilities.

(1) *In every factory--*

- (a) *adequate and suitable facilities for washing shall be provided and maintained for the use of the workers therein;*
- (b) *separate and adequately screened facilities shall be provided for the use of male and female workers;*
- (c) *such facilities shall be conveniently accessible and shall be kept clean.*

Among the 38 units that do not have washrooms, 23 are processing units which employ 200-680 male workers and 6-100 female workers; 9 are power loom units employing 3-40 workers and one is a hosiery unit employing 200 male and 300 female workers. Clear violation of the legal provision is evident.

Table: 94

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	10	01	11
2	No	37	02	39
	Total	47	03	50

- ✓ A female helper, aged 41-50 years, working since the past 6-10 years in a processing unit said, "There is a washroom but it is only for the use of the Master Supervisor. Workers use

the water hose used in the production process to wash at the end of the shift.”

Q.117. If not, are there taps that you can use for washing?

The 29 units that do not have washrooms have the facility of taps, which can be used by workers for washing but 10 units do not have even this facility. Among these 10 units are 5 processing units employing 200-680 male workers and 0-100 female workers, 2 power loom units one of which employs 7 male workers (no reply on the number of workers employed by the other unit), 1 embroidery unit employing 2 male workers and one hosiery unit referred above in Q.116 – employing 200 male and 300 female workers.

Table: 95

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	36	00	36
2	No	09	03	12
3	Don't know	01	00	01
4	No reply	01	00	01
	Total	47	03	50

Q.118. Do you and your colleagues use it?

Table: 96

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	37	01	38
2	No	01	00	01
2	Don't know	01	00	01
3	Not applicable	08	02	10
	Total	47	03	50

Q.119. If not, what is the reason?

No reply from any respondent.

Q.120. Do you have a safety committee in your factory?

9 of the respondents replied that there is a safety committee in their unit. These respondents are employed by 6 processing units, 2 hosiery and garment units and one composite mill. It is possible that safety committees aren't reported in power loom units because these units are not registered under Factories Act. Processing units are normally registered and hence they are required to abide by the law. Still, it can be seen that out of 29 processing units in this study, only 6 (20%) report having a safety committee.

Table: 97

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	08	01	09
1	No	24	02	26
2	Don't know	15	00	15
	Total	47	03	50

Q.121. Are there workers members in the committee?

It is a consolation that all 6 processing units with safety committees also have worker representatives in these committees. The respondent from the composite mill did not know about it as he was a trainee while the respondent from the hosiery unit categorically said that worker representatives are not included in the committee.

Table: 98

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	06	01	07
2	No	02	00	02
3	Not applicable	36	02	38
4	Don't know	03	00	03
	Total	47	03	50

Q.122. Are you given training for safety?

5 respondents from 4 units replied that they receive safety training. The 4 units are power loom, processing, hosiery and garment.

Table: 99

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	03	02	05
2	No	43	01	44
3	Not applicable	01	00	01
	Total	47	03	50

Q.123. Are you given information on work hazards?

Table: 100

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	21	02	23
2	No	26	01	27
	Total	47	03	50

Q.124. If yes, what is the mode of communication? 1. Display on notice board. 2. Orally by Supervisor. 3. Printed booklet distributed. 4. Other __ (Specify)

In composite mills, hazard communication is done through notice board. 20 units (21 respondents) communicate orally through the supervisor. Among these 20 units, 7 (out of total 10 units) are power loom units, 7 are processing units (out of total 29 units), 4 are embroidery units (out of total 7 units) and 2 are garment/hosiery units (out of total 2 units). In this regard, the track record of processing units is poor.

Table: 101

No	Reply	Number of respondents		Total
		Male	Female	
1	Display on notice board	01	00	01
2	Orally by Supervisor	19	02	21
3	Don't know	01	00	01
4	Not applicable	26	01	27
	Total	47	03	50

Q.125. Did you sign a written contract of employment?

No respondent had signed any legal contract document. Our subsequent questions like, with whom, what duration, if any changes while renewing etc. were not applicable.

Q.129. Does your factory employ contract workers?

36% said their factory employs contract workers. These respondents are from 17 units. Out of these 17 units, 14 are processing units while rest are hosiery, garment units and one

composite mill. This indicates that the power loom industry does not employ contract workers. Out of 29 processing units in this study, respondents from 6 replied that contract workers are not employed in their units.

Table: 102

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	16	02	18
2	No	21	01	22
3	Don't know	10	00	10
	Total	47	03	50

Q.130. Are contract workers given benefit of laws for social security like PF, ESI, Bonus?

Table: 103

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	01	02	03
2	No	06	00	06
3	Not applicable	32	01	33
4	Don't know	08	00	08
	Total	47	03	50

Q.131. Are apprentices appointed in your factory as provided by Apprentice Act?

56% respondents do not know if their factory appoints an apprentice or not. 42% said no and only one respondent said yes. In later replies it seems that the one unit which appoints an apprentice, treats the apprentice in a good manner.

Table: 104

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	01	00	01
2	No	20	01	21
3	Don't know	26	02	28
	Total	47	03	50

Q.132. Are they taught/given practical training at work?

Table: 105

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	01	00	01
2	No	00	00	00
3	Not applicable	43	03	46
4	Don't know	03	00	03
	Total	47	03	50

Q.133. Is work extracted from them as if they were regular workers?

Table: 106

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	00	00	00
2	No	01	00	01
3	Not applicable	44	03	47
4	Don't know	02	00	02
	Total	47	03	50

Q.134. Did you have to pay any fee to get the job in your factory?

All respondents said “No”.

Q.135. Any comment: No comment

Q.136. Do you know about P.F. Act?

Only 20% know about the provision of the Act. Low level of awareness about laws is due to low literacy rate, low unionization and a large proportion of migrant workers.

Table: 107

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	08	02	10
2	No	36	01	37
3	No reply	02	00	02
4	Don't know	01	00	01
	Total	47	03	50

Q.136.1 Is PF contribution deducted from your wages?

Only 10% of the respondents said PF is deducted from their wages. PF is mandatory for the units employing 20 or more workers. In this study there are 36 units employing 20 or more workers. Out of these only 4 units deduct PF from wages. Clearly 32 units are violating the law, as stated by the interviewed worker. (See Table-108)

- A male operator, aged 31-40 years, working since the past 6-10 years in a processing unit said, “I know that some amount from my wages is deducted and credited in the bank. I do not

know anything more than that.” In reply to Q.53 he said they are given pay slips. The unit employs 500 male and 150 female workers.

Table: 108

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	03	02	05
2	No	43	01	44
3	Don't know	01	00	01
	Total	47	03	50

Q.137. On retirement, are you paid gratuity?

Only 6% said they would be paid gratuity when they retire.

Table: 109

No	Reply	Number of respondents		Total
		Male	Female	
1	Yes	02	01	03
2	No	41	01	42
3	Don't know	04	01	05
	Total	47	03	50

Description of accidents:

1. One of the workers has described, “When the cotton is being woven, its fine dust would get into the air. Sometimes if there is spark in the machine, the dust would catch fire but the fire extinguishers were used immediately.” He added, “Employers keep fire extinguishers so that they do not have to face property damage in case of fire. They do not do anything to protect workers.”

2. A male worker in the age group 41-50 years, working as an operator in a processing unit since 6-10 years had an accident 4 years ago. During the day shift, chemical spilled over his hands. He was immediately taken to a dispensary. He had to take rest for 3 weeks. He was not paid wages for this period. Nor was he paid treatment expenses. He was given hand gloves but he was not wearing them on that day.
3. A month ago a worker was mixing colour. Some colour splashed in his eyes and he had to be rushed for treatment. The incident took place during the day shift. No equipment was given for eye protection. Now, the worker does not come for duty.
4. A worker in a power loom unit met with an accident during the day shift 3 years ago. This happened while the beam was being loaded on the machine. Three toes had to be amputated. He was not compensated for any treatment cost. He had to be on leave for 10-12 days and was paid for that period. Had he been given safety shoes, the injury could have been avoided.
5. A male worker from a processing unit has described, "I had seen a worker working in the boiler getting burnt on his hands and thigh because of hot coal. He was feeding the boiler with coal when this accident took place. He was given first aid treatment and then fired." (Other)
6. A male operator in the age group of 31-40 years working since 1-5 years in a processing unit said, "7-8 years ago, when I was employed in a power loom unit, my shirt (maybe his sleeve) got entangled in machine and finger was drawn by machine and got amputated. Employer paid for treatment expenses. Took rest for 20 days after which I resumed duty. Had the machine better technology, this could have been avoided.
7. A male operator, aged 26-30 years, working since 1 year or less in a processing unit has described, "6 months ago in the roller department, a worker got scalded on his palm as it

touched a hot roll by accident. He had to be on leave for 20-25 days. He was not paid wages for that period. No compensation was paid.”

8. A male operator, aged 31-40 years, and working since the last 1-5 years in a processing unit has described, “In 2012-13 I was boiler operator and was feeding coal. Suddenly there was some leakage and hot water spilled over my body. I was given some tube for cooling. Treatment went on for 20-25 days. Employer paid treatment cost only for one day. I had to bear the expenses of Rs.10-12,000. I did not demand compensation. Even now when hot water comes in contact with the injured part, it burns.
9. A male helper, aged 31-40 years, working since 1 year or less in a processing unit described, “While carrying a hot plate, it fell on a worker's legs and he was badly injured. The incident happened during the day shift. Had he been given safety shoes, this could have been avoided.”
10. A male helper, aged 26-30 years, working since the last 1-5 years in a processing unit has described, “During the day shift, when a worker was bringing down a cloth roll from rack, he was hit on the head and had to be given 3 stitches. He had to take treatment for 6 days. They paid for the treatment but did not pay wages for absence. Neither did he demand compensation nor was he given any.”
11. A male worker, aged 41-50, helper, working since 1 year or less in processing unit described: A vehicle which came to deliver chemical carboys, while taking vehicle in reverse, injured a helper. (No more details given.)
12. A female helper, aged 41-50 years, working since the last 6-10 years in a processing unit said she fell down and sustained an injury 4 months ago. She had to take rest for 4 days.
13. A male operator, aged 41-50 years, working since the last 6-10 years in a power loom unit has described, “There was a head injury sustained during the day shift. The employer immediately took the worker for treatment. The worker resumed duty in 2 hours.”

14. A male operator aged 41-50 years, working since the last 2 years in a power loom unit said, "Once I experienced severe pain in my waist while lifting the beam. I could not attend duty for 7-8 days. The employer did not pay for the treatment or wages for those days.
15. A male worker aged 31-40 years, working as a contract employee since the last 1-5 years in a processing unit said, "I have heard that 8-10 years ago, a drum washer exploded in this factory, killing 5-7 workers."
16. A 50 year-old folding operator in a processing unit said, "About a year ago, a migrant worker, aged 30-35 years was working on the stinter machine when his leg got entangled in the machine. His leg had to be amputated."
17. A 55 year-old male, working as a supervisor in a power loom unit said, "In 2003, a worker got an electric shock because the junction box of the red light kept on the weaving machine was damaged. The spanner dropped from his hand, he fell down and his legs hit the damaged junction box. He was wearing rubber or plastic slippers. He was a 20-22 year old Muslim migrant from Maharashtra and had been working since the past 4-5 months. His legs were burnt and he fell down. He was alone in that department since most workers were not attending duty due to some problem in the department. He was looking after 4 machines. Others rushed to his help when they knew, but not before 10 minutes had lapsed. The machines stopped working automatically. People tried to straighten the worker's leg but could not. He was taken to Mahavir Hospital in the employer's car. He spent 2-3 months in hospital. His brother was attending to him in hospital. The company paid for the treatment expenses, which came to around Rs. 50,000. He was left with a permanent disability. He left the job since he could not stand on his legs. He started driving a rickshaw.
18. A trainee in a composite mill said, "Last November, I was working on the Jupiter machine in the dyeing department

during the second shift. Here the fiber is coated with chemicals, dye and gum. There are 4 rolls in one tank and the fiber will pass through 17 tanks. The operator has to keep an eye on the fibers passing through the rolls - they have to be rejoined if they break. The operator also has to keep watch over the tanks to check if they have the adequate quantity of chemicals and dye. 2 operators and 4 helpers run the machine. Fiber broken by the hook blade has to be shortened further and if the force applied isn't sufficient, there is a chance of getting your finger entangled in the nip of the rolls. At 5.20 pm my finger was crushed in between the rolls but I was fortunate that my finger was relieved when the roll was lifted. A bandage was wrapped over the bleeding finger and I was taken to a private hospital. They took an X-ray and dressed my wound. I went to the ESI dispensary the next day. I had to spend Rs. 14,500 for treatment in the private hospital.

19. A worker was taking rest during the night shift when his fingers got entangled in a table fan near the machine. His colleagues helped him wrap a bandage to stop the bleeding. At 2 am he stopped machine and slept. He was taken to the dispensary the next morning when the employer came to the factory. The worker could not attend duty for 4-5 days and was paid treatment expenses as well wages.
20. A male operator between 19-25 years old, working in an embroidery unit said, "A needle stick injury took place around 11:30 pm. The company did not pay for the treatment cost and the worker had to attend duty daily. Another colleague also sustained a needle stick injury when the gears were switched on while he was lifting fibers.

Our experiences and observations:

1. I visited a processing unit with a friend. The unit employed 600 male and 100 female workers. All workers, except

administrative department were contract workers. 8-10 contractors handled different departments. Each contractor had 15-20 workers. Even design department was on contract and design workers were daily wagers. Cloth merchants supply grey cloth and the cloth is dyed and printed as per the order. The unit has three floors but the toilets and urinals are only on the ground floor. There were 5 urinals and partitions for two urinals were broken. Toilets had badly corroded metal doors. I could not see any protective equipment. Contractors do not give PPEs. The drinking water facility was not good. All contract workers work in 12-hour shifts. They are not given benefits of any labor law like PF or ESI. They were all daily wagers.

2. Dhamanwala industry is located in the Bhindi Bazaar area of the village Unn. There are several power loom units in this area. Around 100 workers operate the estimated 400-500 looms. All of them work for 12 hours. They are not given leave for any reason. If a guest is visiting, the worker is not allowed to go out and spend some time with them. If the worker gets sick or meets with an accident, he is fired. None of the treatment expenses are paid for. If for some reason the worker remains absent for 2-3 days, he is fired. Workers do not enjoy any rights – no privilege leaves, PF, ESI, gratuity etc. No allowances are paid. You find toilets and drinking water only at a few places. There is no facility in the rest of the places. When I visited, I saw 90-liter carboys outside the factory and workers were taking out water from these for drinking. I could see workers urinating on the opposite wall. I could also see dried human feces (excreta) in a small open space in between the units. Units run in two shifts and workers often need to go to the toilet. The factory does not store enough water for the workers to relieve themselves. Workers fetch a bottle of water from the nearby tea stall and sometimes the tea stall runs out of water. Most workers get bottles filled with drinking water from home.

Table: 110

No	Name of the unit	No. of male workers	No. of female workers	Total	If covered under ESI Act		
1	Punit Textile, Kapodra, Varachha	12	0	12	No		
2	Arav Enterprises, Kapodra, Varachha	27	2	29	No		
3	Satya DP, AK Road, Varachha	550	30	580	No		In our record unit is located in Unn
4	Shree Labdhi DP, AK Rd, Varachha	600	8	608	No		
5	Bharat Printers, AK Rd, Varachha	650	50	700	Covered	114	
6	Shree Sai Baba DP, AK Rd, Varachha	500	50	550	No		

7	Jay Ranchhod DP, Sachin GIDC	500	80	580	No		
8	Anupam DP, Sachin GIDC	600	150	750	No		
9	Punam Print, Sachin GIDC	450	90	540	No		
10	Paras DP, Pandesara GIDC	400	80	480	Covered	107	
11	Dhanraj Dyeing, Pandesara GIDC	500	100	600	No		
12	Shree Nathji Industrial, Pandesara GIDC	200	20	220	Covered	13	
13	Virag DP, Pandesara GIDC	200	70	270	Covered	65	
14	Krishna Print, Pandesara GIDC	400	90	490	No		
15	Ashoka Dyeing, Pandesara, GIDC	500	50	550	Covered	180	

16	Maa Krupa Dyeing, Unn Industrial	350	40	390	No		
17	Bhavin DP, Udhana Rd	400	50	450	No		
18	Mittal DP, AK Rd, Varachha	400	80	480	No		
19	Pankaj Dyeing, Hariom Mill, Ved Rd	500	70	570	No		
20	Madhvand Dyeing, Hariom Mill, Ved Rd	350	40	390	No		
21	Aditi Silk Pvt Ltd, Sachin GIDC	470	30	500	Covered	209	
22	Ginza Ind. Ltd,	200	300	500	Covered	2497	
23	Arman DP, Sachin GIDC	600	60	660	Covered	95	
24	Rajhans Silk Mill Pvt Ltd, Sachin GIDC	392	8	400	No		

25	Minaxi Fashion Pvt.Ltd, Sachin	680	20	700	Covered	172	
26	Banswara Synthetic Ltd	2000	3000	5000	Covered	2012	
27	Girnar Fashion, Udhna-Pandesara Rd	40	1	41	No		
28	Jalaram Ind, Bamroli	20	0	20	No		
29	Agarwal Textile Mills, Katargam	600	100	700	Covered	120	
30	Power-loom Unit Pandesara	18	0	18	No		
31	Firozbhai's Unit, Bhindi Bazar, Unn	?	?	?	No		
32	Vipul Fashion, Sachin GIDC	400	0	400	Covered	205	
33	Naxatra Creation Pvt Ltd, Sachin GIDC	350	50	400	Covered	4	

34	Kusum Dyeing Printing, Sachin GIDC	500	6	506	No		
35	Maya Sachin GIDC	400	10	410	Covered	37	
36	PADMA- VATI Textile. Sachin GIDC	18	0	18	Covered	3	

Areas notified under ESI Act in Surat District:

No	Areas	Since when
1	Surat Municipal Corporation Area	30.03.69
2	Nana Varachha village	30.03.69
3	Adajan village	30.03.69
4	Kapodra village	30.03.69
5	Karanj village	30.03.69
6	Utran village	30.03.69
7	Udhna village	30.03.69
8	Katargam village	30.03.69
9	Bhestan village	30.03.69
10	Pandesara village	22.02.77
11	Tunik	20.01.80
12	Singanpur	20.01.80
13	Dabholi	20.01.80
14	Ved	20.01.80
15	Fulpada	20.01.80
16	Sachin	01.01.99
17	Unn	01.01.99
18	Kadodra	01.02.2010
19	Vareli,Palsana,Tantithaiya,Jolva,Vakenada	01.02.2010
20	Hajira,Kawas,Bhatpor	01.09.2012

9. CONCLUSIONS AND RECOMMENDATIONS.

While drawing conclusions we tend to look at the changes that may have taken place in the working condition of workers in the textile industry in Surat. We compared the results of the study carried out in 1984 by South Gujarat University and this study in 2016. Some of the indicators have been tabulated in following table:

Table: 111-A

Year	Women	Child	Perma- nent	Con- tract	Casual	Identity card	Pay slip
1984	6%	6%	8%	11%	74%	9%	9%
2016	6%	12%	12%	16%	70%	20%	18%

Table: 111-B

Year	ESI	PF	12 Hr of work	10 Hr of work	8 Hr of work	Union members
1984	19%	19%	90%	3%	4%	3%
2016	10%	10%	72%	2%	22%	0%

Those who know Gujarat from close corners would not be surprised to see that almost nothing has changed. Progressive forces in Gujarat have remained historically weak. Industry and

political leaders enjoy maintaining the status quo in Gujarat. Some more workers now get identity cards and pay slips but the number of contract workers has gone up and with that those who get benefits of social security laws have gone down significantly. After 32 years of the first study, if 72% workers work for 12 hours a day, what kind of progress has been made? We did not find a single worker who was a member of a trade union in these 48 units. Gujarat is known as one of the most industrialised states of India and to some extent that is true. Surat is the economic capital of Gujarat. This data indicates the cost at which this so called development has taken place. Workers are exploited to the core. Gujarat is, again well known for its low human development index and this data supports that notion. Tribal, Dalit, Muslim, migrant and women workers get exploited here.

As for the ILO conventions, conclusion can be drawn as under:

A. Prohibition of Forced Labour

As stated above India ratified Convention 29 Forced Labour Convention (1930) in 1954 and C.105 Abolition of Forced Labor (1957) in 2000. Forced labour is not only the labour where a worker is chained or kept in captivity. Indian judiciary has, in its orders, termed forced labour as cases where workers are paid less than stipulated minimum wages; where workers are not allowed to work with the employer of their choice. Workers cannot be forced to work over time without their consent. Article 13 of the said convention reads as under:

Article 13

- 1. The normal working hours of any person from whom forced or compulsory labour is exacted shall be the same as those prevailing in the case of voluntary labour, and the hours worked in excess of the normal working hours shall be remunerated at the rates prevailing in the case of overtime

for voluntary labour.

- 2. A weekly day of rest shall be granted to all persons from whom forced or compulsory labour of any kind is exacted and this day shall coincide as far as possible with the day fixed by tradition or custom in the territories or regions concerned.

Overtime and weekly off are two important elements. Where do the textile industry workers in Surat stand? The phrase used here is 'normal working hours'. Normal working hours are 8 hours. 72% respondents have replied that they work for 12 hours a day out of which 64% replied that it is condition of employment. If you are agreeable to this condition, you get the employment or you are free to remain unemployed and die of hunger. So, on paper India has ratified this convention but the state is not willing to get this implemented and anger the industry. This is despite several court orders.

B. Prohibition of Child Labour

India did not ratify ILO C.138 Minimum Age convention (1973). But it ratified C.5 Minimum Age (Industry) convention (1919) in 1955. The term industry here is defined as mines, quarries, transport, construction and manufacturing. Article 2 of the convention reads:

Children under the age of fourteen years shall not be employed or work in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed.

In Child Labour (Protection and Regulation) Act, 1986, employment of a child below age of 14 is prohibited in "cloth printing, dyeing, weaving including processes preparatory and incidental thereto" (Item no. 4 of the Part B of the Schedule of the Act). In the questionnaire that we prepared, Q.no.33 to 41 were

received different responses. 22% respondents reported that they face verbal abuse from the employers or supervisors but not physical coercion. We can say that in this case, the behaviour of employers has changed since 1984. Only 2% reported religious discrimination. So, as far as C.100 and C.111 are concerned, it can be said that the textile industry in Surat is still not complying with the provisions in letter and spirit.

D. Freedom of Association and Right to Collective Bargaining.

ILO C.87 Freedom of Association and Protection of the Right to Organise Convention, 1948 and C.98 Right to Organise and Collective Bargaining, 1949 have not been ratified by India. But the elements of these conventions have been taken care of in laws like Trade Union Act, Industrial Disputes Act and Bombay Industrial Relations Act and so on.

In our questionnaire Q.15-18 and 51 were included to examine fulfillment of the provisions of these instruments. We could not find any respondent among 50 who said that he or she is a member of the trade union. Only one respondent who was from a composite mill replied that there is a union in the factory but since he is a trainee, he cannot join it as a member. This indicates a repressive socio-political environment. Most workers are migrant workers; they are made to work for long hours and paid less than minimum wages in most cases. The state is not benevolent to the trade unions. In such circumstances, workers tend to move away from getting organised. Culture, traditions and religion also play their own role in keeping workers unorganised. The state has enacted laws but failed in creating conducive social atmosphere for workers to use their right of freedom of association and collective bargaining. The state claims to spend huge amount of the budget to alleviate poverty. Had it succeeded in encouraging workers to get their legal rights, poverty would have been on its way out much earlier without spending budgetary allocation. Workers in public sector have been successfully organised. The

pertaining child labour. In spite of clear legal provision, 12% respondents replied that child labour is employed in the unit they work. 2 (4%) respondents said they work for 12 hours and 2 said they work for 8 hours and rest two said they work for 4 hours. It may be said that since 1984, the proportion of child labour may have gone down and although a positive indication, this is not satisfactory. For one of the child labourers, doing overtime is compulsory. But these responses are from the adult respondent and not the child labourer. Had we been able to talk to the child labourers themselves that would have been more valuable. We can conclude safely that provisions of CLPR Act and C.5 remain to be enforced strictly.

C. Prohibition of Discrimination in Employment:

ILO C.100 equal remuneration convention (1951) was ratified by India in 1958 and C.111 Discrimination (Employment and occupation) (1958) was ratified in 1960. In 1976 India enacted Equal Remuneration Act. The Act also has provisions to prevent discrimination.

In our questionnaire Q.43 to Q.49 were in relation to these provisions. In response to Q.43, 4% - one male and one female respondent - replied that women workers face sexual harassment. 50% including two female respondents replied No to this question while 28% - all male- replied they do not know.

18% respondents including two female workers replied that female workers are paid less than their male counterparts. 34% including one female worker replied in the negative. No discrimination with pregnant women has been reported in the course of interviews. It is possible that the 3 female workers may not have been explained the meaning of discrimination by the interviewers fully. Our questionnaire did not include the question if women workers are given benefits of Maternity Benefit Act. Had we included that question, we might have

private sector has only weakened in this regard in the post-liberalisation era.

E. Living Wages:

ILO C.26 Minimum Wage Fixing Machinery, 1928 and C.131 Minimum Wage Fixing, 1970 has not been ratified by India but India has Minimum Wages Act. Under the Act, Minimum wage fixing machinery has been set up and still no minimum wages have been fixed in scores of occupations in organised and unorganised sectors. Minimum wages have been fixed for factories but in Surat, the textile weaving industry wages are paid per piece and this has not been fixed by the state under tripartite mechanism.

In our questionnaire Q.53-68 were pertaining to the wages. Looking at the responses received we arrive at the conclusion that 94% did not know about minimum wages. 72% receive less than minimum wages, 18% get equal to minimum wages and only 4% receive more than stipulated minimum wages. The state does not seem to be interested in ensuring that the workers get their minimum wages.

F. Working Hours

ILO C.1 Hours of Work (Industry) 1919 was ratified by India under the British rule in 1921. According to the convention, "Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate." India has enacted the Factories Act, which is applicable to the units employing 10 or more workers. In this study we covered 48 units out of which 9 units employ less than 20 workers.

Questions 69-76 in our questionnaire were pertaining to working hours and overtime. 82% respondents replied that they work for more than 60 hours in a week. i.e. in excess of 48 hours. 78% do not get a weekly off and no one is paid for the weekly off. 56% said they are required to work on holidays. 39 units employing 10 or more workers do not follow the law. The state has remained a dumb spectator to this violation of legal provisions. It may be argued that leeway is given to the industry in the interest of economic progress but the truth remains that leniency is given for them to make profits for individuals.

G. Health and safety:

India has not ratified ILO C. 155 Occupational Safety and Health. Hence workers in all economic sectors have no legal protection for safety and health at work. But some of the workers in manufacturing have the legal protection in the form of Factories Act, which is applicable to units employing 10 or more workers. In some specific cases it is applicable to units employing even one worker. However textile units in Surat do not fall under this category. Most textile-weaving units are not registered under Factories Act but processing units are covered under the Act. As discussed earlier, 39 units in this study employ 10 or more workers to which Factories Act is applicable. Factories Act has provisions for safety, health and welfare.

Q.77-90 in our questionnaires was for safety and health. 62% units provide emergency medical care. It only means that if some worker meets with an accident at work or has severe health problems, one is either sent to a dispensary or hospital as the case may be. But in this case, not all get paid for the medical expenses or the pay is protected. 98% respondents replied that neither pre-employment nor periodical medical check-ups are carried out. 60% said that they do not get any personal protective equipment. 16% have met with accidents at work while 26% have seen an

accident take place in the unit. 74% said they are exposed to elevated temperature at work out of which 26% said that the heat is intense. Some said that they are not given the facility of even an ordinary fan.

68% are exposed to noise out of which 22% said that the noise is intense. Weaving, in particular is a noisy process. But most of these units are not registered under the Factories Act. In that sense, these are units in an unorganised sector for which there are no laws. No one knows how many workers may have gone deaf in the last 50 years this industry because there is no data. 90% of the respondents from power loom units, 56% respondents from processing units, 85% respondents from embroidery units and 33% respondents from garment/hosiery units have complained of high levels noise. If we leave power loom units, which are not registered under Factories Act, what about processing units? Threshold limit value has been lowered from 90 to 85 recently. Though we do not have environmental data on noise levels in these units, it is safe to believe that these units do not monitor the noise levels. The Indian government has failed miserably in enforcing legal provisions to protect the health of the workers in registered units in the textile industry in Surat.

Recommendations:

1. Drinking water and toilets/urinals are the most basic human needs. Government should see to it that irrespective of whether the unit is covered under Factories Act or not, these needs should be fulfilled in a time-bound manner. If India has to be strong, it will have to take some concrete steps to ensure these facilities for all workers. The Workers Welfare Board in Gujarat should come forward to build common toilets/urinals in areas where the industry is weak and unable to make that arrangement on its own. The textile industry in Surat and their associations should come

forward to carry out a survey, prepare a list where such services are required and contribute to building common facilities. Government of India has initiated a campaign for clean India under which it can also help the industry.

2. 12-hour shifts are a reality and huge amount of money that should have gone to workers is not being paid to them as required by the law. All the provisions of the Factories Act should be strictly followed wherever applicable. The government should fill up all the vacant posts in the labour department and see that the law is enforced well.
3. It is high time that the power loom industry is brought under the scope of labour laws. Governments have the power to declare the divisions as one factory and bring them under the law and that should be utilized.
4. ESI Act is a good piece of law though it is not enforced well. It should be enforced at all places where the law is applicable. Only 17 units are covered under the Act and not all the workers in these workers are covered.
5. PF Act too is violated largely. Again, high time for it to be enforced.
6. The Factories Act is poorly enforced. The government needs to strengthen the department by appointing more officers and enhancing their skills. It could be seen that out of 50 units only 16 are registered. Complaints filed by the department for violation of the provisions are still for not issuing identity cards, lifting of weight, hours of work, not maintaining registers and so on. We could not see any complaints for violation of maintaining workplace environment standards. The department employs a full time medical expert for monitoring of health of workers who are exposed to several physical, chemical and biological hazards at work and get occupational diseases but they have utterly failed in locating victims of occupational diseases.

ANNEXURE

Ratification for India

45 Conventions and 1 Protocol

- Fundamental Conventions: 4 of 8
- Governance Conventions (Priority): 3 of 4
- Technical Conventions: 38 of 177
- Out of 45 Conventions and 1 Protocol ratified by India, of which 42 are in force, 4 Conventions and 0 Protocol have been denounced; none have been ratified in the past 12 months.

Fundamental

Convention	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No.29)	30 Nov 1954	In Force	
C100 - Equal Remuneration Convention, 1951 (No.100)	25 Sept 1958	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No.105)	18 May 2000	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No.111)	03 Jun 1960	In Force	

Governance (Priority)

Convention	Date	Status	Note
C081 - Labour Inspection Convention, 1947 (No.81) Excluding Part II	07 Apr 1949	In Force	
C122 - Employment Policy Convention, 1964 (No.122)	17 Nov 1998	In Force	
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No.144)	27 Feb 1978	In Force	

Technical

Convention	Date	Status	Note
C001 - Hours of Work (Industry) Convention, 1919 (No.1)	14 Jul 1921	In Force	
C002 - Unemployment Convention, 1919 (No.2)	14 Jul 1921	Not in force	Denounced on 16 Apr 1938
C004 - Night Work (Women) Convention, 1919 (No.4)	14 Jul 1921	In Force	
C005 - Minimum Age (Industry) Convention, 1919 (No.5)	09 Sept 1955	In Force	
C006 - Night Work of Young Persons (Industry) Convention, 1919 (No.6)	14 Jul 1921	In Force	
C011 - Right of Association (Agriculture) Convention, 1921 (No.11)	11 May 1923	In Force	

C014 - Weekly Rest (Industry) Convention, 1921 (No.14)	11 May 1923	In Force	
C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No.15)	20 Nov 1922	In Force	
C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No.16)	20 Nov 1922	In Force	
C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No.18)	30 Hep 1927	In Force	
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No.19)	30 Hep 1927	In Force	
C021 - Inspection of Emigrants Convention, 1926 (No.21)	14 Jan 1928	In Force	
C022 - Seamen's Articles of Agreement Convention, 1926 (No.22)	31 Oct 1932	In Force	
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No.26)	10 Jan 1955	In Force	
C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No.27)	07 Hep 1931	In Force	
C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No.32)	10 Feb 1947	In Force	

C041 - Night Work (Women) Convention (Revised), 1934 (No.41)	22 Nov 1935	Not in force	Automatic Denunciation on 27 Feb 1951 by convention C089
C042 - Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No.42)	13 Jan 1964	In Force	
C045 - Underground Work (Women) Convention, 1935 (No.45)	25 Mar 1938	In Force	
C080 - Final Articles Revision Convention, 1946 (No.80)	17 Nov 1947	In Force	
C088 - Employment Service Convention, 1948 (No.88)	24 Jun 1959	In Force	
C089 - Night Work (Women) Convention (Revised), 1948 (No.89) P089 - Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 ratified on 21 Nov 2003 (In Force) Has ratified the Protocol of 1990	27 Feb 1950	In Force	
C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948 (No.90)	27 Feb 1950	In Force	
C107 - Indigenous and Tribal Populations Convention, 1957 (No.107)	29 Sep 1958	In Force	

C108 - Seafarers' Identity Documents Convention, 1958 (No.108)	17 Jan 2005	Not in force	Automatic Denunciation on 08 Oct 2016 by convention C185
C115 - Radiation Protection Convention, 1960 (No.115)	17 Nov 1975	In Force	
C116 - Final Articles Revision Convention, 1961 (No. 116)	21 Jun 1962	In Force	
C118 - Equality of Treatment (Social Security) Convention, 1962 (No.118) Has accepted Branches (a) to (c)	19 Aug 1964	In Force	
C123 - Minimum Age (Underground Work) Convention, 1965 (No.123) Minimum age specified: 18 years	20 Mar 1975	In Force	
C127 - Maximum Weight Convention, 1967 (No.127)	26 Mar 2010	In Force	
C136 - Benzene Convention, 1971 (No.136)	11 Jun 1991	In Force	
C141 - Rural Workers' Organisations Convention, 1975 (No.141)	18 Aug 1977	In Force	
C142 - Human Resources Development Convention, 1975 (No.142)	25 Mar 2009	In Force	

C147 - Merchant Shipping (Minimum Standards) Convention, 1976 (No.147)	26 Hep 1996	Not in force	Automatic Denunciation on 08 Oct 2016 by convention MLC, 2006
C160 - Labour Statistics Convention, 1985 (No.160) Acceptance of Article 8 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.	01 Apr 1992	In Force	
C174 - Prevention of Major Industrial Accidents Convention, 1993 (No.174)	06 Jun 2008	In Force	
C185 - Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)	09 Oct 2015	In Force	
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: maternity benefit; invalidity benefit and survivors' benefit.	09 Oct 2015	In Force	



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Peopels Training & Research Centre

PTRC was established in 1992 to work on the issue of Occupational Health & Safety (OHS). OHS is one of the most neglected aspects of public health in India for a long time. Large numbers of workers die in accidents at work each year in organized and unorganized sector. Health at work is totally neglected. There is no reliable official data about the status of occupational diseases in India. There are statutory provisions in Factory Act and Mines Act to notify the cases of occ. diseases and protect workers health at work. These are seldom implemented. Workers, in most places are not organized. Where organized, neither Trade Unions nor workers know about the provisions. Even if one knows, it is difficult to get them implemented because of large labor force available in labor market. Central Trade Unions, in most cases, are political wings of this or that political party. The sum of the total is prevailing situation, where despite legal provisions for part of organized workers, neither occupational diseases are not recognized. Legal cover for the protection of Health at work is not available to millions of workers in organized sectors like health care, education, banks and insurance, transport, telecom workers and so on and agriculture, retail trade, home workers or self employed in unorganized sector. The work waiting for us is to generate political will through public opinion, better statutory provisions and implementation, information and training. We strive to bring about change through various activities.

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Study of Labour Conditions in Surat Textile Industry



The author of and spirit behind this report, Jagdish Patel is a human rights and occupational health activist. His dream of a working environment with social justice is a part of his larger commitment to shape a better, humanitarian world order worth living in.

The labour situation in Surat has always been problematic.

The labour situation does not seem to have improved in last 35 years. This is mentioned in this research report. The report is based on secondary and primary data and aptly describes the working and living conditions along with health and environmental issues faced by the workers. This is done in the backdrop of human rights and International Labour Organization conventions and recommendations. The findings of this study are shocking.

Stronger democratic pressure, observation of human rights laws and a more active judiciary are needed to improve the life of the toiling masses. Our universities must have some courses on sustainable development, human rights and civil rights so that young minds learn lessons of balanced development.

I congratulate Shri Jagdish Patel for this excellent report. This report can be equated to a seminal report on the same issue authored by Upendra Baxi and his team at South Gujarat University in 1984. I am sure this report will receive wide recognition and attract the attention of concerned government departments, industry, academicians and activists.

Dr. Vidyut Joshi