

## **Socio Economic Conditions of Kalamkari Workers a Study on Machilipatnam Units in Andhra Pradesh**

**By**

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### **Abstract**

Andhra Pradesh has had a reputation for the number variety of handicrafts. It is home of handicrafts products like Ivory, wood carving, metalware etc. Kalamkari is one such important handicraft of the State. Over centuries this handicraft was very popular both in the domestic and world markets. An attempt has been made in this paper to examine socio economic conditions of kalamkari workers. The study offers necessary measures for the effective working conditions and to improve the socio-economic conditions of workers. The study confined to a detailed analysis of the about Machilipatnam kalamkari workers.

**Keywords:** Kalamkari Workers Working conditions Wages Machilipatnam.

### **1. Introduction**

Kalamkari industry is one of the most ancient industries in India. For centuries, Kalamkari work has been very popular in the World Markets. It has been one of the most prominent of the handicrafts in Andhra Pradesh and is being practised at Machilipatnam (Krishna District) predominantly and at Kalahasti (Chittoor District) to some extent. The Kalamkari products of Machilipatnam have become world famous for their exquisite beauty and varied designs. The Kalamkari products of Machilipatnam in the past enjoyed good markets in foreign countries like the U.K., U.S.A., and the Middle East. This craft which is practised by using vegetable dyes only had a set back with the advent of chemical dyes. This caused considerable damage to the craft and the Kalamkari industry decayed causing unemployment and suffering to many of the families which traditionally and for generations practiced this craft and earned their livelihood from it.

After independence, handicrafts have been assigned an important role in our national economic development and Government of India took keen interest in reviving this unique handicraft. The patronage of the Government through its various agencies like the All India Handicrafts Board is largely responsible for the revival of this ancient craft in recent years. Besides, during the last few years, this craft caught the imagination of the foreigners and countries like the U.S.A., Japan, and Germany have begun to evince keen interest in this craft and its products.

### **2. Need for the Study**

In view of the revival of interest in the craft, both within the country and outside and in view of the considerable export potential of the craft, the need for a thorough study of this craft workers very much essential to improve the production . After 1961, there was no study or survey of Handicrafts in the State, in general, and Kalamkari workers in particular. The technical and socio-economic aspects of this kalamkari craft workers have not been studied.

In view of the renewed interest in the craft, it is necessary to have information about the workers of the craft and the problems confronting the workers. The present study is undertaken to fulfil this need.

### 3. Objectives of the Study

The major objectives of the study are

1. To study about kalamkari workers in machilipatnam
2. To examine the socio economic conditions of kalamkari workers
3. To offer necessary measures for the effective working and improve the living conditions of workers

### 4. Methodology

In view of the objectives mentioned above, organisation of the socio-economic conditions of the Kalamkari craft workers has been done in the following manner. A schedule has been prepared and canvassed among all the workers engaged in the craft. The Data obtained in respect of the socio-economic background of the workers, their training and skills, working conditions, standards of living. The study covered around 147 workers various age groups of men and women workers in six units . The collected data, have been analysed and presented in the form of tables, simple averages, percentages have been widely used in the process of analysis.

### 5. Distribution of Workers Unit Wise

The number of workers covered by the present investigation is given in the following table.

**Table 1.** *Distribution Of Workers By Unit*

Sl. No 1	Name of the unit 2	Male workers 3	Female workers 4	Total 5
Unit 1	Balyalagudem Cooperative Society	20	20	40
Unit 2	Sri Rekapalli Pardhasaradhy unit	4	2	6
Unit 3	Anumakonda Nancharayya unit	2	-	2
Unit 4	Srinivasa Kalamkari Printing and Dyeing works	35	-	35
Unit 5	Bandar Kalamkari house	14	34	48
Unit 6	Machilipatnam Vegetable Kalamkari Centre, Polavaram	16	-	16
	Total No. of workers	91	56	147

**Source:** *Field Survey*

The total number of workers covered by the present study is 147. Among them more than 60 per cent of the workers are males.

Among the units Sri Parthasaradhy's unit and Nancharayya's unit employ fewer workers. The Balyalagudem Cooperative Society and the Bandar Kalamkari House, Pedana

employ more than 40 workers.

Though on the whole male workers predominate in numbers, yet in some individual units female workers equal the male workers in number. In the cooperative society male and female workers are equal in number while in the Bandar Kalamkari House female workers are more than the male workers. Among all units two units are having more female workers.

***The Age Distribution Of The Workers:***

The age distribution of the workers of different units is given in the following table.

**TABLE 2**

<b>Age group in years</b>	<b>Unit 1</b>	<b>Unit 2</b>	<b>Unit 3</b>	<b>Unit 4</b>	<b>Unit 5</b>	<b>Unit 6</b>	<b>Total</b>
Below 20	6	1	-	19	18	-	34
20-40	24	5	-	19	22	16	86
40-50	4	-	-	4	4	-	12
50-60	3	-	1	3	3	-	10
Above 60	3	-	1	-	1	-	5
<b>Total</b>	<b>40</b>	<b>6</b>	<b>2</b>	<b>35</b>	<b>48</b>	<b>16</b>	<b>147</b>

**Source:** *Field Survey*

It can be seen from the above table 2 that nearly 60 per cent of the workers are in the age group 20-40, while about 80 per cent of the workers are below 40 years of age. It is clearly appears that most of the workers employed in the craft are relatively young. Even in the two major employing units, (namely unit 1, and unit 5), similar pattern can be observed. The average age of worker in each of these units has been computed and is given in Table 3

**Table 3 Average Age of The Workers**

<b>Unit</b>	<b>Average age (in Years)</b>
Unit 1	32
Unit 2	23
Unit 3	66
Unit 4	27
Unit 5	27
Units 6	24

**Source:** *Field Survey*

It can be seen that in majority of the units the average age of the workers is less than 30 years. Only units 3 employs aged workers. In unit 1, the average age is around 32 years. Majority of the workers engaged in the craft belong to the productive age group.

***Duration Of Employment***

The duration over which the workers covered by the study are employed in different units is given in table 4.

**Table 4.** *Duration of Employment of workers in different units*

<b>Duration (in years)</b>	<b>Unit 1</b>	<b>Unit 2</b>	<b>Unit 3</b>	<b>Unit 4</b>	<b>Unit 5</b>	<b>Unit 6</b>	<b>Total</b>
Less than 1	1	6	-	23	23	1	54
1-5	22	-	2	12	25	9	70
5-10	9	-	-	-	-	5	14
More than 10	8	-	-	-	-	1	9
<b>Total</b>	<b>40</b>	<b>6</b>	<b>2</b>	<b>36</b>	<b>48</b>	<b>16</b>	<b>147</b>

Source: *Field Survey*

Nearly 50 per cent of the workers are employed for a duration exceeding one year but less than 5 years. In unit 1 and in units 5 also the same picture prevails. Very few workers are in employment for more than 10 years in all the units.

#### **Marital status of the workers:**

The marital status of the workers engaged in the craft is given in the table 5

**Table 5** *Marital Status Of The Workers*

<b>Unit .1 (1)</b>	<b>Number of workers married (2)</b>
Unit 1	31
Unit 2	5
Unit 3	2
Unit 4	17
Unit 5	28
Unit 6	14
<b>Total</b>	<b>97</b>

Source: *Field Survey*

Nearly 97 per cent of the workers are married. Even among the individual units most of the workers are married. The data shows most of the workforce engaged in the craft are married.

#### **Number Of Dependents:**

The number of workers with dependents in each of the units is given in table 6

**Table 6** *Number Of Workers With Dependents*

<b>Number of Dependents (1)</b>	<b>Unit 1 (2)</b>	<b>Unit 2 (3)</b>	<b>Unit 3 (4)</b>	<b>Unit 4 (5)</b>	<b>Unit 5 (6)</b>	<b>Unit 6 (7)</b>	<b>Total (8)</b>
Nil	-	-	1	-	1	-	2
1-2	11	2	-	5	6	3	27
3-4	6	2	-	6	5	2	21
4-5	4	1	-	1	-	-	6
More than 5	4	-	1	4	1	2	12
<b>Total</b>	<b>25</b>	<b>5</b>	<b>2</b>	<b>16</b>	<b>13</b>	<b>7</b>	<b>68</b>

Source: *Field Survey*

It can be seen from the table 6 that only 2 workers have no dependents. 66 workers have 1 or more family members dependent on their earnings. The remaining 79 workers are themselves dependent upon other members of the family elder to them. The dependency burden seems to be very high among the workers.

**Level Of Education Of Workers:**

Table 7 gives distribution of workers according to the levels of Education.

**Table 7 Level Of Education Of Workers**

Level of Education of Workers (1)	Unit 1 (2)	Unit 2 (3)	Unit 3 (4)	Unit 4 (5)	Unit 5 (6)	Unit 6 (7)	Total (8)
No formal Education	2	3	2	8	10	9	34
Primary Education	2	15	-	12	18	4	51
Secondary Education	2	20	-	14	19	2	57
Intermediate Education	-	2	-	1	1	1	5
Total	6	40	2	35	48	16	147

**Source:** Field Survey

It can be seen from the table that nearly 39 per cent of the workers have secondary level of schooling. The next highest number of workers i.e. 29 per cent had primary education. Nearly 23 per cent of the workers had no formal education. The mode level of education is found to be secondary level of education. None of the workers had collegiate education and technical qualification. Complete dependence of the majority of the workers on the craft for their livelihood there is a need for taking steps to improve the level of living of the workers.

**Religion And Social Community:**

The religion of the workers engaged in the craft is given in Table 8

**Table 8 Religion Of The Workers**

Religion (1)	Unit 1 (2)	Unit 2 (3)	Unit 3 (4)	Unit 4 (5)	Unit 5 (6)	Unit 6 (7)	Total (8)
Hindu	6	39	2	29	46	16	138
Muslim	-	-	-	1	-	-	1
Christian	-	1	-	5	2	-	8
Total	6	40	2	35	48	16	147

**Source:** Field Survey

It is evident from this table that more than 90 per cent of the workers engaged in the craft belong to Hindu religion. Only 8 workers belong to the Christian religion while one belongs to the Mulim religion.

**Social Community Of The Workers:**

Table 10 gives the classification of the workers according to Social Community.

**Table.9 Social Community Of The Workers**

Social Community	Unit 1	Unit 2	Unit 3	Unit 4	Unit 5	Unit 6	Total
Naidus and Kapus	4	20	2	6	13	6	51
Other Forward Castes	-	4	-	6	1	-	11
Harijans	1	8	-	3	17	7	36
Back ward classes	1	8	-	20	17	3	49
Total	6	40	2	35	48	16	147

**Source:** Field Survey

It can be seen from the table that about 35 per cent of the workers are from the traditional Kalamkari families. About 25 per cent of the workers are Harijans, while 33 per cent of the workers belong to backward communities. It is clear that very few of the workers are from traditional Kalamkari families. In recent times the craft seems to attract workers from the non-traditional Kalamkari social communities. Further, it is found that among the workers Harijans are in good number. There seems to be a tendency towards occupational diversification in this craft and people from other social communities are also coming in recent times.

### ***Occupation Influence Of Workers:***

It has been proposed to examine whether a worker's choice of the Kalamkari craft has been influenced by his/her father/husbands occupation. This is expected to let us know whether the workers are engaged in the craft because of the family's traditional association with the craft. The fact is that the worker's father or husband was connected with the Kalamkari craft might have influenced his decision to choose this occupation. Hence, father's or husband's occupation of the workers in all the units is presented in Table 10 to examine this aspect.

**Table 10** *Father's Or Husband's Occupation Of The Worker*

<b>Nature of occupation</b>	<b>Unit 1</b>	<b>Unit 2</b>	<b>Unit 3</b>	<b>Unit 4</b>	<b>Unit 5</b>	<b>Unit 6</b>	<b>Total</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	<b>(8)</b>
Kalamkari work	-	9	-	-	2	-	11
Kalamkari business	-	1	2	2	1	-	6
Cultivation	-	1	-	5	6	6	18
Agricultural labour	2	3	-	1	8	6	20
Petty trade	-	-	-	-	-	-	-
Retail trade	-	3	-	-	3	-	6
Government Service	-	8	-	4	11	-	23
Weaving	1	2	-	6	2	2	13
Others	3	13	-	17	15	2	50
<b>Total</b>	<b>6</b>	<b>40</b>	<b>2</b>	<b>35</b>	<b>48</b>	<b>16</b>	<b>147</b>

**Source:** *Field Survey*

It can be seen from the above table that only 11 per cent of the worker's fathers/husbands are connected with Kalamkari craft. Most of the workers' backgrounds relates to occupations other than Kalamkari. As in the case of social community of the workers, this further establishes that workers at present engaged in the craft are not only from the traditional families associated with the craft.

### ***Worker's Training Programmes:***

It is desired to see how many of the workers had undergone formal training programmes conducted by different agencies in each of the units. In units 3, 4 and 6 there were no training programmes undertaken by any agency. In the other units there were some training programmes which some of the workers at present working in the units have undergone. The details are given below

**Table 11** *Training Programmes In Kalamkari Units*

Unit/ Sponsors of the training programme (1)	Period of training	Nature of training	Total number of workers trained
<u>Unit 1</u> Woman welfare	1 year	Printing	1 Female
<u>Unit 2</u> Woman welfare	1 year		6 Females
State Government	6 months	Printing	1 Male and 8 Females
Central Government	2 years	Printing and other processes and Block Making	7 Males and 3 Females
State and Central Government Trainees	1 year State 2 years Central	Printing and other processes Block Making Yellow Printing	1 Female
Handicrafts Board	1 year 1½ year	Printing and Indigo	1 Male
<u>Unit 5</u> Woman welfare	1 Year	Printing	4 Females

**Source:** *Field Survey*

It can be seen that 11 female workers in three units have undergone training programmes conducted by the women's welfare department in printing. The duration of the training programme is 1 year. About 6 workers are in the unit 2 i.e. the cooperative society. However these training programmes are restricted to female workers only.

In the cooperative society a number of workers have undergone one or the other training programmes. About 26 workers in this unit have undergone one or the other training programmes 10 workers have undergone training programme sponsored by the central Government for a period of 2 years in Printing, other processes and Block making. 2 workers have undergone the training programmes conducted by both the State and Central Governments. It noted that all these training programmes sponsored by one or the other agencies are in respect of printing - an important part of the Kalamkari craft.

#### ***Acquisition Of Skills Of The Kalamkari Workers:***

Since Kalamkari is a craft requiring great skills and craftsmanship, it is of interest to know how the workers engaged in the craft acquired their skills. The acquisition of skills from different sources is given in Table 12.

**Table 12** *Acquisition Of Skills Of The Kalamkari Workers*

<b>Source (1)</b>	<b>Unit 1 (2)</b>	<b>Unit 2 (3)</b>	<b>Unit 3 (4)</b>	<b>Unit 4 (5)</b>	<b>Unit 5 (6)</b>	<b>Unit 6 (7)</b>	<b>Total (8)</b>
Parents	-	6	2	2	1	-	11
Other members of the family	-	-	-	-	2	-	2
Friends	-	-	-	3	-	-	3
Others	6	34	-	30	45	16	131
<b>Total</b>	<b>6</b>	<b>40</b>	<b>2</b>	<b>35</b>	<b>48</b>	<b>16</b>	<b>147</b>

**Source:** *Field Survey*

It can be seen from the above table, that very few of the workers acquired their skills through heredity. Only 9 per cent of the workers acquired their skills through their parents or other family members. This further shows that this highly skilled craft is no longer confined to the class of people traditionally engaged in the craft. Nearly 90 per cent of the workers acquired the skills through others. Majority of the workers engaged in the craft have acquired their skills by their own effort and not from the family tradition. This is an indication of the fact that the traditional social communities are no longer the suppliers of skills required by for craft and more and more people from other social communities are acquiring the skills required by the craft by their own effort. This represents a weakening of the nexus between the Kalamkari craft and one or two traditional social communities.

#### ***Reasons For Working In The Kalamkari Craft:***

It is a matter of interest to ascertain from the workers the reasons which prompted them to work in the Kalamkari units. The reasons could be many. Either familiarity with the work or the traditional association of the worker's family with the craft may be responsible for the worker to be engaged in the craft. Lack of any other productive employment opportunities might be another reason. The reasons which prompted the workers to work in the Kalamkari units are given in table 13.

**Table 13** *Reasons For Working In The Kalamkari Craft*

<b>Reason (1)</b>	<b>Unit 1 (2)</b>	<b>Unit 2 (3)</b>	<b>Unit 3 (4)</b>	<b>Unit 4 (5)</b>	<b>Unit 5 (6)</b>	<b>Unit 6 (7)</b>	<b>Total (8)</b>
Familiarity	-	3	-	13	3	3	22
Traditional occupation	-	11	2	1	2	-	16
Expectation of high wage	-	2	-	1	2	-	5
Lack of suitable alternative employment	1	14	-	10	25	1	51
Others	5	10	-	10	16	12	53
<b>Total</b>	<b>6</b>	<b>40</b>	<b>2</b>	<b>35</b>	<b>48</b>	<b>16</b>	<b>147</b>

**Source:** *Field Survey*

Only about 25 per cent of the workers decided to work in this craft either because of familiarity with the craft or because it is a traditional occupation. About 35 per cent of the workers have chosen this craft because of lack of any other suitable alternative employment, while 36 per cent have decided to work in this craft for other reasons. Some of the workers joined this craft just as a source of additional income to the family. It can be seen that nearly

70 per cent of the workers joined this craft due to inadequate employment opportunities in the economy. It is interesting to note that very few workers joined this craft expecting a higher wage. This is a reflection on the wages prevailing in this craft. So higher wages do not prevail in the craft and do not attract the workers into this craft. The reasons given by the workers do reflect on the situation prevailing in the local labour market. In particular lack of employment opportunities locally is an important factor responsible for majority of the workers choosing this craft.

**wages in the kalamkari craft :**

An important index of the level of living of the workers is the wages and other benefits available to them. In all the units the workers are on an eight hour work day. In most of the units the workers are paid on a time rate basis. Only in cooperative society and P.V.S unit a few workers are paid on a piece rate basis. The wages are paying on the basis of eight hour work day. However there are differences in the frequency of payment of wages in different units as the following table explains.

**Table 14** *Frequency Of Wage Payment*

Unit (1)	Number of workers paid on monthly basis (2)	Number of workers paid on daily basis (3)	Total (4)
Unit 1	1	5	6
Unit 2	1	39	40*
Unit 3	-	2	2
Unit 4	35	-	35
Unit 5	8	40	48**
Unit 6	16	-	16
Total	61	86	147

**Source:** *Field Survey*

**Note:** \* *Workers are paid on piece rate basis*

\*\* *One worker is paid on a piece rate basis*

The data shows that 41 per cent of the workers are paid on monthly basis while more than 50 per cent of the workers are paid on daily basis. Units 4 and 6 entirely adopt the monthly system while units 2 and 5 adopt daily system for majority of their workers. In unit 2 only the Block maker is paid on monthly basis. The wage structure in the Kalamkari craft is more on the daily system.

**Level Of Wages:**

It can be seen from the table that nearly 68 per cent of the workers get a monthly income of Rs. 20000 or less. 27 per cent of the workers get a wage between Rs. 20000 to Rs. 30000. Very few of the workers get a monthly income exceeding Rs. 30000. In almost all the units 50 per cent of the workers get a monthly wage of Rs. 20000 or less.

In five units the average monthly wage is about 20000 rupees or less. In four units the average wage per worker is 150 rupees or less. It observed that Kalamkari Craft represents an industry in which the wages are rather low and therefore needs it some attention in the matter of re-organisation of the wage structure.

**Other Benefits:**

Only in two Units there is the provision for paying for working over time. In Unit 1 and 2 this systems is prevailing. Very few workers in these two Units would avail this facility

and the less amount paid. There are no other benefits available to the workers in all the units. No provident fund contribution scheme is in vogue in these units. There are no retirement benefits like old age pension. Only in Unit 2 the practice of bonus payment is in vogue. The cooperative society used to pay 20 per cent of the monthly wages as bonus. But this has not been paid during previous decades. All the other Units do not pay any bonus.

Except in Cooperative Society there are no paid holidays for workers. There are also no leave facilities for workers in any of the Units. There is a need for changing the existing situation and provide for better working conditions for the workers.

***Expenditure Pattern Of The Workers:***

The expenditure pattern of the workers is given in table 15

**Table 15** *Expenditure Pattern Of Workers (In Percentages)*

<b>Item (1)</b>	<b>Unit 1 (2)</b>	<b>Unit 2 (3)</b>	<b>Unit 3 (4)</b>	<b>Unit 4 (5)</b>	<b>Unit 5 (6)</b>	<b>Unit 6 (7)</b>
Food	73.29	70.03	89.68	73.48	74.20	81.65
Housing	1.31	3.28	-	3.16	1.96	1.18
Fuel & Lighting	7.50	8.78	10.33	8.64	7.59	9.94
Clothing	2.56	7.63	-	7.67	7.94	2.83
Medicines	4.57	7.14	-	6.20	3.60	4.29
Transport	9.51	1.66	-	0.58	3.72	-
Children's Education	1.28	1.49	-	0.27	0.98	0.11

**Source:** *Field Survey*

The major items of expenditure considered are food, housing, fuel and lighting, clothing, medicines, transport and children's education. The expenditure pattern of the workers is almost similar between the units. In all the units a major proportion of the expenditure is on food. Nearly 70 to 90 per cent of the total expenditure is on food. It is clear that the major part of the expenditure is on necessities. The lowest expenditure on food is 70 percent in unit 2, and the highest is about 90 per cent in unit 3. Next expenditure is on fuel and lighting. The workers are spending on fuel and lighting amounting to 7 to 10 per cent of the total expenditure. It followed by medical expenditure. Majority of workers are having own houses. Few workers are living in rented houses. However, the quality and conditions of their houses are very poor. This indicates those who live in own houses do not live under better environment. Further, it observed that a very small proportion is spent on the children education. This implies that most of the workers are not able to educate their children to ensure better life for them. This may be due to the fact that most of the income of the workers is spent on basic necessities of life. It is evident that the they are living very low quality of life. This needs to be improved.

***Indebtendness Of The Workers:***

The incidence of debt is high in all these Units. Many workers in each of the six Units have some amount of debt out-standing at the time of the investigation. The proportion of workers in each of these Units who have some amount of debt outstanding is as follows:

**Table .16** *Percentage Of Indebted Workers*

Unit (1)	Percentage of workers indebt (2)
Unit 1	83
Unit 2	67
Unit 3	50
Unit 4	74
Unit 5	62
Unit 6	81

**Source:** *Field Survey*

It is evident from table 16 that in all these Units more than half of the workers are in debt. The incidence of indebtedness is highest in Unit 1 in which 83 percent of the workers are in debt. Unit 6 comes next in which 81 percent of the workers are in debt. In Unit 4 with 74 percent and the Units 2 with 67 percent of workers are having debt. The lowest debt recorded in Unit 3 in which 50 percent of the workers are in debt. It observed from the data most of the Kalamkari workers are plagued by the problem of debt.

#### **Size Of The Debt:**

While it is true that most of the workers are in debt the size of the debt varies considerably as the following table indicates.

**Table 17** *Size of the debt*

Amount of debt (In Rs.) (1)	Unit 1 (2)	Unit 2 (3)	Unit 3 (4)	Unit 4 (5)	Unit 5 (6)	Unit 6 (7)	Total (8)
Nil	1	13	1	9	18	3	45
Below 5000	-	10	-	19	18	5	52
5000-10000	1	6	-	5	5	4	21
10000-20000	2	7	1	-	3	3	16
20000-30000	-	1	-	-	4	1	6
30000-40000	1	1	-	-	-	-	2
40000-50000	1	-	-	1	-	-	2
50000 Above	-	2	-	1	-	-	3
Total	6	40	2	35	48	16	147

**Source:** *Field Survey*

The table shows that only 30 per cent of the workers are free from the problem of debt. Of the remaining 70 per cent, nearly 50 per cent have an outstanding debt of less than Rs. 5000. 20 per cent of the workers are having an amount of debt between Rs. 5000 to Rs.10000. About 16 per cent of the workers has a debt between Rs. 10000 to Rs. 2,0000. Nearly 13 per cent have an amount of debt more than Rs.20000. It is significant to note that about 3 per cent are having the debt more than Rs. 50000. This is rather large when compared with the income of the Kalamkari workers. While half of the workers in debt have an amount less that Rs. 5000, the other half have an amount of debt more than Rs. 5000. It shows that burden of debt appears to be higher among the Kalamkari workers.

**Cost Of Borrowing:**

**Table 18** *Cost of borrowing*

Rate of interest (1)	Number of workers						Total (8)
	Unit 1 (2)	Unit 2 (3)	Unit 3 (4)	Unit 4 (5)	Unit 5 (6)	Unit 6 (7)	
No interest	-	4	-	21	14	3	42
Less than 3% per month	-	4	1	-	9	6	20
3% to 5%	4	11	-	4	5	3	27
6% to 10%	1	8	-	1	2	1	13
Total	5	27	1	26	30	13	102

**Source:** *Field Survey*

The debtors in these Units borrow at different rates of interest as can be seen from the above table. Out of 102 workers who have some debt outstanding at the time of the investigation, 42 workers have been able to borrow without paying any interest. These workers borrowed from their owner the money they required without charging any interest rate. Majority of these workers borrowed from their owner while a few borrowed from the relatives and friends without any interest.

About 20 per cent of the workers in debt borrowed at interest rates less than 3 per cent per month. While 27 per cent could borrow at interest rates from 3 per cent to 5 per cent, about 13 per cent borrowed at interest rates ranging from 6 per cent to 10 per cent. It is identified that the money lenders are main source of borrowing at high rate interest. It appears that many Kalamkari workers are groaning under the burden of debt. This situation should be solution and the workers must be freed from the burden of the high cost of borrowing.

**Purpose Of Debt:**

The workers who are in debt borrowed for different purposes as can be seen from the following table.

**Table 19** *Purpose Of Debt*

Purpose (1)	Number of workers						Total (8)
	Unit 1 (2)	Unit 2 (3)	Unit 3 (4)	Unit 4 (5)	Unit 5 (6)	Unit 6 (7)	
Domestic	1	10	1	14	16	7	49
Medical	2	6	-	-	3	1	12
Marriages	2	6	-	3	5	2	18
Agricultural purposes	-	1	-	2	1	1	5
Purchase of House sites	-	1	-	-	-	-	1
Others	-	3	-	7	5	2	17
Total	5	27	1	26	30	13	102

**Source:** *Field Survey*

It is evident from the above table that about 49 per cent of the borrowers borrowed for domestic purposes. This is the single largest purpose for which the workers borrowed. This means that the incomes of the workers are not sufficient for their maintenance and necessitate borrowing just to maintain themselves. About 18 per cent of the workers borrowed for

marriages purpose. The majority of the workers borrowed for various miscellaneous purposes.

### ***Problems Of Workers***

Regarding the problems faced by the workers in their units most of the workers mentioned the wage problem. The workers are dissatisfied with existing level of wages want to increase. Some of the workers felt that the wage that they get is not in matching with the work. This craft is highly skilled and labour intensive. The workers feel they are not adequately rewarded for their work. Though the wages are low most of the workers are continuing this craft due to lack of suitable better alternative employment opportunities. The workers also informed about the lack of leave facilities and paid holidays. The study observed most of the Units are not obeying the Factory's Act, the workers complain. No medical aid is available to the workers in all the Units. Lack of organisation among the workers is the major problem in this craft. There is no union of workers engaged in this craft. This is considerably affected the bargaining power of the workers.

## **6. Suggestions for Improvement of Working Conditions**

The study suggests that In order to improve the living conditions of workers to get efficiency in production the wages must be increased. While paying the wages skill and efficiency of the worker need be considered. Along with wages other benefits like Incentives and bonus retirement benefits must be provide. Further, the study suggests the workers must have leave facilities and provision for paid holidays. The women workers must have maternity leave benefits. Every unit should be provide medical aid. Kalamkari units must have proper amenities at the work place which will help to improve the efficiency and productivity of workers. To maintain better economic conditions the central and state governments special loans facilities must be design.

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