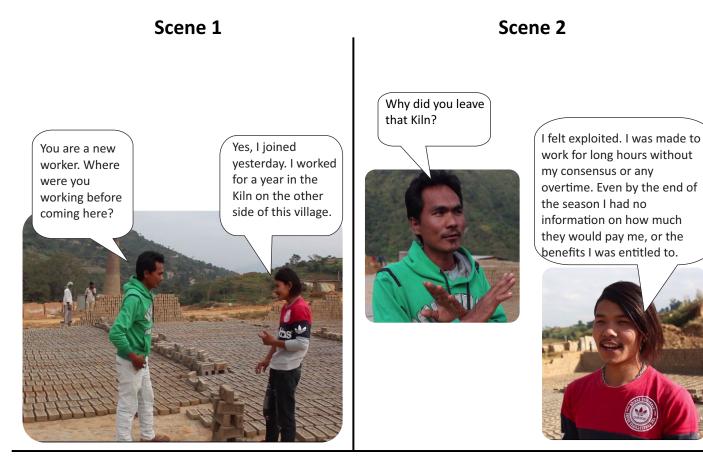


Where Would You Work?

A new worker, Surendra, join a new kiln. He has a conversation with another worker, Gopal, who has been working in this kiln for a number of years.



Scene 3

I am so sorry to hear that. You will find our Kiln to be completely different. Within this week, we will provide you complete details on nature of work that you will do, the piece rate that you an expect, and other benefits that you can access, e.g. utensils, clothes during the festival season, transportation and medical facilities. You should also know that with mutual consensus between you and the management, you can work between 6pm - 6am. And all of this will be in writing.

Frankly we should work as one, and put in sincere and dedicated for the benefit of the industry. If the industry grows, the workers will also grow.

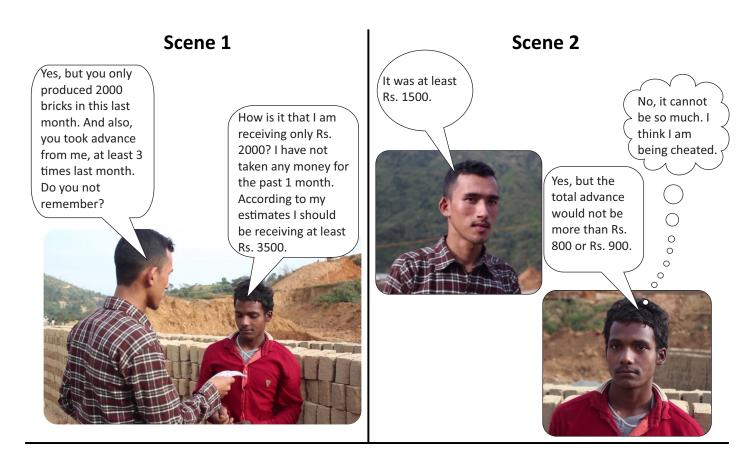
Thank you so much for this clarity. It makes me feel welcome and taken care of. I am happy to have joined this Kiln. As a matter of fact, I am going to let my other friends know about this Kiln, so that they can join too.



Wages and Working Hours



Is Rampal Being Cheated?

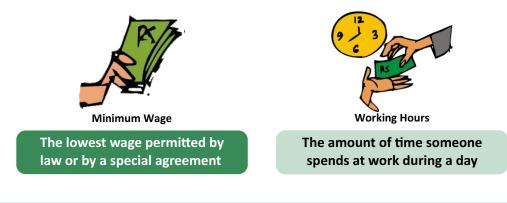


Debriefing: Who is wrong, who is right? In this situation, it is difficult to say. Perhaps management is trying to cheat. Or perhaps the worker is making a mistake. Such situations arise when workers don't keep the daily record of their advance taken, log of production completed, wages earned and paid, and subsistence payment. As they don't have any record, they are not aware of their income, production quota, expenditure (including weekly expenditure) and savings and cannot verify with their record at a time of payment. Explain that such situations are bad for overall morale, and negatively impact both the worker and management.

Emphasize that in order to prevent such situations from occurring, it is critical for both management and the worker to have transparent record of any advance taken, log of production completed, wages earned and paid, subsistence payment. Such records would help them verify income, production quota, expenditure (including weekly expenditure) and savings.



Minimum Wages and Working Hours



Why Minimum Wages?

Minimum wages protect workers and their families. They ensure that employees have enough income for a basic standard of living. Paying the minimum wage is a legal requirement in most countries.

Overtime Payment Piece Rate Workers The Living Wage

Maintaining a Pass Book

#	Pieces Produced	Wages	Advance Received	Total Balance	Signature
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					