

# 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 1



You are a new worker. Where were you working before coming here?

Yes, I joined yesterday. I worked for a year in the Kiln on the other side of this village.

## Scene 2



Why did you leave that Kiln?

I felt exploited. I was made to work for long hours without my consensus or any overtime. Even by the end of the season I had no information on how much they would pay me, or the benefits I was entitled to.

## 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 can 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.



## Is Rampal Being Cheated?

### Scene 1

Yes, but you only produced 2000 bricks in this last month. And also, you took advance from me, at least 3 times last month. Do you not remember?

How is it that I am receiving only Rs. 2000? I have not taken any money for the past 1 month. According to my estimates I should be receiving at least Rs. 3500.



### Scene 2

It was at least Rs. 1500.



No, it cannot be so much. I think I am being cheated.

Yes, but the total advance would not be more than Rs. 800 or Rs. 900.



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



Minimum Wage

The lowest wage permitted by law or by a special agreement



Working Hours

The amount of time someone spends at work during a day

## 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					