



NINTH DIGEST

OF

INDIAN LABOUR RESEARCH

LABOUR BUREAU
MINISTRY OF LABOUR & EMPLOYMENT
GOVERNMENT OF INDIA
CHANDIGARH/SHIMLA

2010

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P R E F A C E

Labour Research is an effort directed to the accumulation and dissemination of scientific knowledge in the world of labour. Labour research could be broadly classified into three parts viz., Basic (concerned with theoretical discovery in the realm of Labour Economics), Applied (designed to achieve practical results by making available new information which can be used to solve existing problems) and Administrative (intended to provide data specially required for the work of Management of Government or other problems of the private agencies concerned in promoting Labour Organization and Welfare).

The need for research in the field of labour arises for understanding the complex nature of industrial and non industrial production and services organizations which continuously evolve in a dynamic setting of the modern societies. Globalisation has further added new dimensions to the world of labour. Advent of information technology however now enables effective dissemination of research in the field of labour in the country. In order to ward off duplication of efforts, there appears to be a need for representative documentation of Labour Research. Having felt the need for such a publication containing co-ordinated details of references of available studies on Labour Research, the Digest of Labour Research was thought of and a beginning was made with the first Digest published by Labour Bureau in 1963 covering the period 1956-62. The 8th issue concerning the period 1998-2003 was released in 2006. The present one is the Ninth in the series and covers the period 2004-2007. Though the Bureau has made considerable efforts to bring forth this Digest pertaining to contemporary research work undertaken in the field of labour in India, yet it is possible that it may not be as exhaustive one keeping in view the volume of research work coming out from diverse agencies. However it is hoped that this publication will prove handy to all stakeholders in making available a reference manual that would help researchers probe deeper into various facets of labour, such as industrial relations, productivity, wages and earnings, etc.

I am grateful to the Universities, Government Departments (Central and State), Social Research Institutes, Employers' and Workers' Organizations and individual researchers but for whose co-operation it would not have been possible to bring forth the 9th attempt of Labour Bureau for a streamlined presentation of the Labour Research

undertaken in the country. I would also like to express my appreciation to the efforts put in by Smt Vir Bala Ahluwalia, Economic Officer, Smt Asha Kak, Economic Officer, Smt. Rama Sharma and Smt. Anita Verma, Investigators Gr. II for compilation and summarization of this publication under the supervision of Shri Harbinder Singh, Deputy Director General and Ms. Archana Naresh, Deputy Director and Shri Devinder Kumar & Shri Virender Singh, Assistant Directors.

Suggestions towards improvement of the contents of the future Digests are welcome. The views, if any, expressed in this volume are not necessarily those of Govt. of India, Ministry of Labour & Employment.

B.N. NANDA
DIRECTOR GENERAL

Labour Bureau
Chandigarh

Dated: 14.03.2011

INTRODUCTION

1.1 Genesis : The idea of compiling the Digest of Indian Labour Research was born out of a long cherished desire of Sh. Gulzari Lal Nanda, the then Union Minister for Labour, Employment and Planning “to gauge the level of generalization in various fields of labour research in India”. Accordingly, the Labour Bureau was entrusted with this onerous task of fulfilling the long felt need of providing all relevant information at a single place. In the absence of any well recognized annotated bibliography on Labour Research in the Country, the whole project had to be conceived and built up from grass root level so as to make it a basis for carrying forward and projecting the cross-section of work pertaining to Labour Research/Survey/Study etc., undertaken and completed or in progress during the period 1956-62.

1.2 Being the starting point of a new venture, the Bureau faced many odds relating to coverage and response, form and uniformity of design of the publication. The end product, however, was a fair collection of details in respect of 147 studies with a scholarly treatise in the field of labour. Despite its none too comprehensive coverage, the first digest evoked favourable comments from the National Commission of Labour and other agencies. Such acknowledgements and references gave strength to the idea that it would, in due course of time, become valuable source book of representative documentation that it was intended to be. The second Digest of Indian Labour Research covering the period 1962-67 was brought out in the year 1974. Since then it has been a regular feature to bring out this Digest periodically.

1.3 Objectives: As stated in the first Digest, this publication is primarily oriented “.... to be of service to research workers and to those who are concerned with the direction and administration of labour policy. Accordingly, the data is so presented as to facilitate communication in a field where the research worker can not rely upon his personal relations, academic and professional, to keep him in touch with development of ideas. The efforts of the Bureau would be amply rewarded if this volume serves as a clearing house of information, which, for the most part is not readily available elsewhere”. With this objective in view, the Digest modestly attempts to annotate the bibliography of presented studies to help the users in getting access to the referral details for fruitful exchange and cross fertilization of ideas and experiences.

1.4 In the Digest, no attempt has been made either to estimate or to evaluate the studies, however, for the purpose of adjudging whether a particular study merited inclusion in our Digest or not on the basis of its being a research project or otherwise, we evolved a working definition and criteria of a research project for all Digests released till date and we continue with this practice for Ninth Digest (2004-2007) too. We laid down that any study to be included in the Digest should;

- a) be connected with labour problems or having a bearing on such problems;
- b) make a scientific and analytical study of such problems;

- c) have an integrated and balanced picture of the problem studied;
- d) bring out the results, findings, conclusions or recommendations of the study;
- e) make an original or significant contribution to labour literature and knowledge in the country;
- f) suggest, especially in the case of applied or need-oriented research, solutions to the specific problems studied.

The prime intention of the digest is to disseminate the studies in a form which is meaningful and comprehensible to a lay reader, a research worker as well as to an administrator. The research work presented in the Ninth Digest of Indian Labour Research (2004-2007) is indented to be useful to gauge the level of generalisation, for fruitful exchange and cross fertilisation of ideas and experience, for further research, for formulation of plans, policies or just for having an overview of the quantum and quality of research work done in the domain of Labour over space and time. The limitation of the coverage would, no doubt, make the task difficult but in the absence of any comprehensive account, the Digest can at least claim to project a cross-section of the research work undertaken, accomplished, during the period of publication. At the same time, for want of better source at present and in order to meet the varied requirements of readers and users, the Digest does disseminate the research/survey work, etc. in a form that is at once meaningful and comprehensible to a lay reader, a research worker as well as to the administrator.

2. The Ninth Digest (2004-2007)

The Ninth Digest is more or less on the same pattern as that of the Eighth Digest. The total number of studies completed, presented in this issue are 38. The Ninth Digest is divided into three parts. The first part contains the introductory chapter. In part II the digest of the research studies have been included while part III is comprised of various annexures including the facsimile of the proforma prescribed for the Ninth Digest for obtaining particulars of each research project undertaken in the field of Labour.

3. Scope:

3.1 The scope of Ninth Digest which remains practically the same as that of earlier eight digests, is primarily confined to the research/survey work done or being carried on in (a) Universities; (b) Social Science Institutes and Worker's and Employer's Organisations etc; (c) Central and State Government Departments concerned with Labour and allied matters and (d) Other organisations and individuals.

3.2 University Research: The research work that is being done at the Universities (either in their Labour Department and/or other allied Departments dealing with Labour problems) or in their affiliated Colleges or Institutes can be classed into two categories, namely;

- 1) Research work carried out in pursuant to the award of a Doctorate Degree or in full or part fulfillment of Master's or Bachelor's Degree or Diploma;
- 2) Other research work undertaken by teaching staff independently or on behalf of some private or state sponsoring agency.

3.3 Government Research: The spectra of Government Research is rather complex. Most of Labour Research undertaken by them is utilitarian and essentially problem – oriented either for policy formulation purposes or ameliorative action and measures or just for gauging the socio-economic conditions of workers for international or internal comparative use. Some of it is essentially a by-product of labour administration. In order to respond appropriately to the global changes in the field of economy in general and labour economy in particular, more and more reliance came to be placed by the Governments on scientifically worked out schemes, surveys and plans in formulating their policies. However, much remains to be done in this field so that a coherent and cohesive pattern of Government research in the shape of scientific investigations, surveys, studies, papers, brochures, publications, etc., emerges.

3.4 Labour Research Institutes: Various types of Institutes in the country are engaged in different types of specialised research in the field of labour and labour related problems.

The research works for the award of Doctorate Degree or otherwise are included in the Digest. However, the research done in part fulfillment of Post Graduate / M.Phil degrees are excluded.

4. Methodology:

A self explanatory proforma for obtaining particulars of the Research work was designed and sent to the various Universities, Research Organisations and Central and State Government Departments dealing directly or indirectly with labour matters and the requisite information for inclusion in the Ninth Digest was obtained.

5. Period Covered:

The Digest broadly takes into account all research work, completed in the field of labour during the period 2004-2007 only. The quinquennial period of coverage of Digest was recommended by the conference on the Labour Statistics convened by the National Commission on Labour in August, 1968.

6. Classification and Arrangement:

The research work has been mainly classified according to the subjects of study. This classification is in no way exhaustive and is purely functional. Since no recognized classification of subjects is available, considerable discretion has been exercised in listing the studies under following subject-heads, arranged in their logical order. The subject-

heads are; (i) Employment, (ii) Absenteeism, (iii) Wages and Earnings, (iv) Level of Living, (v) Industrial Relations, (vi) Productivity, (vii) Trade Unionism, (viii) Working Conditions and Welfare, (ix) Social Security, (x) Workers participation in Management, (xi) Personnel Management and Training, (xii) Industrial Psychology, Health and Safety, and (xiii) Miscellaneous. Under each subject head, the Studies have further been arranged according to four sponsoring agency groups such as: (1) Universities, (2) Institutes, (3) Government Departments (Central/States), (4) Others (Organisations and Individual).

7. Annexures

7.1 Annexure ‘A’

Source – Publications pertaining to Labour Statistics and Information: This furnishes the details of publications such as name of publication, name and address of agency bringing it out and type of information dealt with.

7.2 Annexure ‘B’

This is the facsimile of the proforma utilised for obtaining particulars of each research product for the Ninth Digest.

1. STUDY ON SAMPOORNA GRAMEEN ROZGAR YOJANA

A – GENERAL PARTICULARS

- a) Authors Dr. S.K. Singh, Prof. & Head
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- b) Supervisor Dr. S.K. Singh, Professor & Head
- c) Sponsored by: National Institute of Rural Development,
Rajendra Nagar, Hyderabad – 500030
(Andhra Pradesh)
- d) Commencement (1. 04. 2002 to 31. 03. 2003)
(1. 04. 2003 to 31. 03. 2004)
- e) Completion 31. 03. 2005
- f) Publisher Unpublished
MSS available with
NIRD, Hyderabad.

B. TECHNICAL DETAILS AND FINDINGS

- g) Universe Study was conducted in two phases. The states of Andhra Pradesh, Bihar, Chattisgarh, Haryana, Goa and Uttarakhand were covered in the first phase conducted in 2002-03. The States of Rajasthan, Uttar Pradesh, Himachal Pradesh, Tamil Nadu (including Puducherry), Gujarat, Orissa and Madhya Pradesh were covered in the second phase in 2003-04.
- h) Sample Random Sampling
- i) Methodology a) The study in each state was conducted in one district, One Zila Parishad and two Panchayat Samities and four Gram Panchayats (at least those two Gram Panchayats were taken up where Sampoon Grameen Rozgar Yojana (SGRY) works were going-on) and District Rural Development Agency (DRDA) were selected for collection of primary and secondary data.

- b) For the collection of primary data focus group discussions were held with the villagers regarding the selection of the site, work, implementation process, coordination across Panchayati Raj Institutions and Departments, monitoring and evaluation mechanism. Besides this, interviews with concerned officials, elected representatives and beneficiaries were also held with the help of Interview Schedule prepared for the same.
- c) The secondary data was collected from the published documents, Government orders etc.

j) Objectives

The main objectives of the study were :

- i) To examine the implementation mechanism of the programme through Panchayati Raj Institutions and identify gaps;
- ii) To identify administrative and political aspects affecting the implementation process.
- iii) To ascertain the perception of all stakeholders about the programme and its operational issues; and
- iv) To suggest corrective measures for effective implementation of the programme.

k) Findings

The main findings of the study highlight the following:

- i) As the District Rural Development Agency (DRDA) has taken up the full responsibility, the role of Zila Parishad has been marginalised.
- ii) The Gram Panchayats have taken advantage of the given opportunities and utilized the funds and food grains for benefit of the village development.
- iii) The Panchayat Secretaries are implementing the projects, maintaining muster roll under the overall supervision of the Sarpanch.
- iv) Gender discrimination was observed in the payment of wages between male and female in both skilled and unskilled labour.
- v) Under individual beneficiary Schemes, mostly, the individual house and link roads to Scheduled Castes colony have been taken up.
- vi) In all the States, Village Vigilance Committees were constituted and are actively involved in this mechanism.

Some findings regarding three States namely Haryana, Bihar and Uttarakhand:

- i) In Haryana the Village Development Committees are constituted and practically implement the programmes. They are regarded as parallel institutions to Gram Panchayats and the Sarpanch is a part of the Village Development Committee.
- ii) The wage differentiation was noticed in the states of Uttarakhand and Bihar. This was followed to attract the labour force for completion of works.
- iii) In the case of Bihar, instead of individual beneficiary schemes health camps and school building to scheduled castes areas was taken up.

2. STUDY ON REGIONAL ADVANCEMENT AND SOCIO-ECONOMIC STATUS OF AGRICULTURAL LABOUR IN HARYANA

A – GENERAL PARTICULARS

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CCS, Haryana Agricultural University,
Hisar, Haryana,
- c) Commencement In the year 2001
- d) Completion 9th February, 2004
- e) Publisher Unpublished

B. TECHNICAL DETAILS AND FINDINGS

- f) Universe The universe of the study was State of Haryana. Two districts of the state viz., Karnal & Bhiwani were selected, one in which certain forces of change* and development were present and the other where they were absent. This is as per the census of 1991 in which Karnal has been represented as the most advanced district and Bhiwani the least advanced.
- g) Sample From each of the two selected districts a block was selected randomly i.e. Asandh Block from Karnal District and Bhiwani Khera Block from Bhiwani district. Further, a list of all agricultural labourers of the selected villages was prepared with the help of Patwari, Panchayat members and other village leaders. From that list, respondents were selected randomly from each selected village keeping in view the proportion of agricultural labourers to the total population of the villages identified in the cluster. On the whole, 300 respondents were selected from six sampled villages.

h) Methodology

Interview method was used for this study, A list of all agricultural labourers with the help of Patwari, Panchayat members and other villages leaders. Respondents were selected randomly from each selected village. As a whole, 300 respondents were selected from six sampled villages.

i) Objectives

The main objectives were:

- i) To study the changing socio-economic conditions of agricultural labourers especially “Casualisation of agricultural labourers” and resultant insecurity of job and growing poverty.
- ii) To examine the nature and extent of employment of agricultural labourers in context of regional advancement.
- iii) To examine the working conditions of agricultural labourer.
- iv) To study the factors that affected the socio-economic status of agricultural labourers in context of agricultural advancement.

j) Findings

i) Personal Profile of Agricultural Labourers:

- a) Majority of agricultural labourers belonged to middle age group.
- b) They belonged to a low caste group.
- c) There was existence of nuclear families.
- d) Literacy levels were low.
- e) Majority of them were below poverty line.

ii) Employment pattern:

- a) Majority of agricultural labourers were landless and working as casual labourers.
- b) This phenomenon of “Casualisation of Agricultural Labourers” imparted freedom to the workers to work anywhere and also brought changes in agrarian relations.
- c) Majority of agricultural labourers got employment during peak season only that too for harvesting, picking, threshing and transplantation.
- d) Permanent labourers performed all types of agricultural activities along with the household activities of the cultivator with no fixed hours of work.

iii) Wages:

- a) Casual agricultural labourers on an average got 223 days of employment in a year. In lean season, casual labourers earned money by taking up non-farm activities outside or inside the village.
- b) Permanent agricultural labourers were not getting extra wages for the extra hours of work.
- c) Majority of labourers received daily wages between Rs. 80-100 per day. Wages of female agricultural labourers, were less as compared to their male counterparts for similar activities.

iv) Working Conditions:

Agricultural labourers were working in miserable conditions i.e. without benefit of leave, medical aid etc. They were being punished at work place in the form of scolding and reduction in wages. For performing various socio-economic activities they are still dependent on informal sources of credit.

Advancement of the region had positive impact on the socio-economic status. It lead to:

- i) An increase in the wages of agricultural labourers.
- ii) Better remunerative agricultural and non-agricultural employment opportunities during peak and slack season.
- iii) Better educational level of children.
- iv) Reduction in practice of child labour and drudgery in agriculture.
- v) Improvement in consumption pattern, occupational mobility and change in size and type of family.
- vi) Last but not the least, better awareness of rural development programmes.

* Forces of change were measured by agricultural advancement index (Baruh, 1979). This index comprises of following indicators:

- a) Percentage of HYV's to the total cropped area.
- b) Percentage of the gross area irrigated to total cropped area.
- c) Amount of fertilizer/100 hectare gross area irrigated.
- d) Mechanisation index (number of tractors, tube wells and pumping sets etc).
- e) Percentage of agricultural labourers to total agricultural workers.
- f) Percentage of literate and educated persons to the total population.
- g) Percentage of scheduled castes to total population.
- h) Value productivity per hectare or coverage yield per hectare.

The first four indicators were technological and rest institutional in nature. Each of the above indicator of agricultural advancement was given scores and all districts of the state were ranked in descending order of cumulative scores. Karnal represented most advanced district of the state and Bhiwani was least advanced, as per 1991 census. Thus, these two districts were selected for the present study.

3. A STUDY ON WOMEN & EMPLOYMENT: THE EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIAL ESTATES OF GOA

A – GENERAL PARTICULARS

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- c) Commencement 20.08.2000
- d) Completion December, 2005
- e) Publisher Unpublished,
MSS available with Nirmala D'
Abreu and Library,
Goa University

B. TECHNICAL DETAILS AND FINDINGS

- f) Universe The universe of the study comprised 16 industrial estates in Goa.
- g) Sample A sample of 25 percent of industrial estates i.e. 4 out of 16 industrial estates were selected:
- i) Tivin: 34 out of 336 males and 31 out of 311 females
 - ii) Verna: 17 out of 69 males and 21 out of 213 females
 - iii) Corlim: 9 out of 90 males and 7 out of 69 females
 - iv) Mapusa: 15 out of 153 males and 16 all categories of workers.
- h) Methodology Data was collected through primary and secondary sources. Primary data was collected through interview schedules. This data was classified as per industrial estates and gender.

i) Objectives

The main objectives of the study were :

- i) To examine the socio-economic conditions of the working women.
- ii) To find out the type of jobs in which women are employed.
- iii) To examine the conditions of work at the work place.
- iv) To examine whether women have benefited from industrialisation.
- v) To examine the type of problems faced by working women.

j) Findings

The study indicated various job related factors in employment of women:

1. Age Group : Majority of the women were in the age of 20-24 years.
2. Education : Most of them have low level of education.
3. Working Conditions : They were satisfied with their working conditions. No formal training was provided to them and they were not working in shifts.
4. Contribution to the family budget : Most of the females had control to the family over the earnings through their contribution to the family budget.
5. Miscellaneous: Some problems that observed were lack of transport, harassment from seniors, lack of promotional avenues and increments.

4. IMPACT OF CHILD LABOUR ON HUMAN RESOURCE DEVELOPMENT WITH SPECIAL REFERENCE TO AUTOMOBILE WORKSHOPS IN MUMBAI

A – GENERAL PARTICULARS

- a) Author Shri G.D. Giri,
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SOLAPUR
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- c) Commencement May, 2002
- d) Completion December, 2005
- e) Publisher Unpublished
MSS available with Shri G.D. Giri.

B. TECHNICAL DETAILS AND FINDINGS

- f) Universe Workers of the automobile workshops in Mumbai constituted the universe.
- g) Sample A sample of 300 workers was selected for this study.
- h) Methodology Purposive sampling method was used to select the workers. Various methods viz., on the spot observation, interview, descriptive survey & projective technique were used to conduct the survey.
- i) Objectives The study aims to study the impact of Child Labour on Human Resource Development.
- j) Findings
- a) The study revealed the following causes of child labour:
 1. Poverty
 2. Illiteracy
 3. Lack of education
 4. Lack of unionism
 5. Migrated population and
 6. Large family size.
 - b) The impact of child labour on human resource development was found as under :
 - 1) Exploitation
 - 2) Low earnings of workers
 - 3) Low career options

5. NATIONAL STUDY ON BEEDI WORKERS- AN ERGONOMIC APPROACH

A – GENERAL PARTICULARS

- a) Authors
Dr. R. Iqbal, Deputy Director
Shri B.L. Bairwa, Deputy Director (STS)
Shri Roy Chaudhary, Assistant Director (Arch.) H.Q.
Shri Subhash Chandra, Deputy Director (Safety)
- b) Supervisor
Shri P.C. Ghosh,
Director Incharge (Phy & Erg.)
- c) Sponsored by:
Director General,
Factory Advice Service & Labour Institutes,
N.S. Mankikar Marg,
Sion, Mumbai – 400 022
- d) Name & Address of bodies
(Govt. and Others), other
sponsoring agency who are
actively associated with the
research study & the method
association.
Welfare Commissioner of the following states:
Nagpur, Karnataka, Uttar Pradesh
& Madhya Pradesh
- e) Commencement
February, 2002
- f) Completion
November, 2004
- g) Publisher
Published in Proceedings of International
Ergonomic Conference, 2005

B. TECHNICAL DETAILS AND FINDINGS

- h) Universe
The study was conducted all over India in the states in which beedi workers are densely populated especially in the States of Uttar Pradesh, Madhya Pradesh, Karnataka, Andhra Pradesh & Tamil Nadu, etc.
- i) Sample
The method of random sampling was used to carry out the study.
- The study was covered in three phases:
Phase-1 The first phase of the study was conducted in Vidarbha region of Nagpur (Maharashtra).
Covering 246 workers
(Males 103, Females 143)
Phase-2 In the second phase the study was carried out in Mangalore (Karnataka), Kannur (Kerala) where 25 workers were covered.
(Males 10, Females 15)

Phase-3 The third phase was carried out in Jabalpur (Madhya Pradesh), Kanpur (Uttar Pradesh) covering 31 workers (Males 17, Females 14)

j) Methodology

Various methods of conducting research were used in carrying out this study and these are:

1. Observation
2. Questionnaire
3. Anthropometric measurement
4. Photography
5. Development of Prototype

k) Objectives

The study was undertaken with the following objectives:

- i) Ergonomic intervention of Beedi Workers.
- ii) To study the occupational health hazards of Beedi Workers.
- iii) To improve working environment and unhygienic conditions of Beedi Workers.

l) Findings

Important findings of the study are:

- i) Beedi Workers start their work at tender age.
- ii) It was observed that occupational hazards like neck pain, shoulder pain, chest pain, elbow pain and back pain etc. was highly predominant.
- iii) The tobacco was handled with bare hands which causes direct absorption of Nicotine into the blood of the workers.
- iv) The dust was in high concentration in the work environment and was being directly inhaled by the workers.
- v) Beedi Workers were not using personal protective equipments.
- vi) The level of illumination was also inadequate.

m) General Remarks

- i) Awareness and educating programme need to be conducted for Beedi Workers.
- ii) Training Programme based on hygiene, health and safety can be conducted through display and demonstration.
- iii) Superfine gloves should be introduced to avoid direct contact with the skin.

- iv) Periodical health check-up should be done.
- v) Awkward working posture and its effects should be taken care of by designing proper workstation.
- vi) Prototype of workstation and various working tools should be developed.

6. NATIONAL STUDY ON OCCUPATIONAL HEALTH PROFILE OF VISUAL DISPLAY TERMINAL (VDT) OPERATORS AND ERGONOMIC APPROACH

A – GENERAL PARTICULARS

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- c) Sponsored by: Director General,
Factory Advice Service & Labour Institutes,
Government of India, Ministry of Labour and
Employment, N.S. Mankikar Marg, Sion,
Mumbai – 400 022
- d) Commencement February, 2003
- e) Completion January, 2004
- f) Publisher INDOSHNEWS
Directorate General Factory Advice Service
& Labour Institutes, Govt. of India,
Ministry of Labour & Employment,
N.S. Mankikar Marg, Sion,
Mumbai – 400 022

B. TECHNICAL DETAILS AND FINDINGS

- g) Universe The data was collected from the various industries and software installations in the states of Goa, Gujarat, Maharashtra, Uttar Pradesh and Rajasthan covering Control Panel Operators, Office Computer users and I.T. professionals.
- h) Sample The method of random sampling was used to conduct the study. Category-wise Sample size and number of Units / Workers actually covered :
- 1) IT Professionals (Goa State)
Sample size-121
No. of units covered- 4
 - 2) Control Panel Operators
(Gujarat and Maharashtra)
Sample size-101 and No. of units covered-2

- 3) Office Computer Users (Maharashtra, Gujarat, Uttar Pradesh and Rajasthan)
Sample size-127 and No. of units covered-5

i) Methodology

The data was collected with the help of Factory Inspectorate. Various methods of research were used to carry out the study and these were:

1. Questionnaire,
2. Anthropometry of workstation and working posture
3. Photography.

j) Objectives

The study was conducted with the following objectives:

- i) To study the working conditions, working postures and other factors and its impact on physical and mental health.
- ii) To find out musculoskeletal stress like back pain, neck pain, shoulder pain, knee pain and wrist pain etc.
- iii) To identify the mismatch between man and workstation.
- iv) To study eye stress like fatigue, strain, watering, burning, blurring, itching etc.

k) Findings

i) Most frequent problem in Visual Display Terminal (VDS) operators was pain in back and neck followed by pain in other parts of the body. The cause of this problem was prolonged working hours and / or awkward sitting posture. awkward sitting posture during the working hours.

ii) Prolonged static work leads to loss of strength, flexibility and endurance which are the basis for triggering musculoskeletal problems.

iii) Ignorance of human factors like design of chair, computer table, positioning of monitor, key boards, mouse, room lighting etc. are the factors primarily responsible for permanent damage/injuries to the muscle-skeletal system.

l) General Remarks

Ignorance of human factors at work place/work-station causes awkward posture, postural stress and visual stress. Day-to-day stress becomes cumulative

and prolonged exposure to stress leads to occupational hazards since the body cannot overcome the stress due to lack of strength, flexibility and endurance. Lack of awareness among the users towards reducing the stress through physical exercises is an added component to the problem.

7. STUDY OF COAL MINES DISASTERS: A TECHNO – MANAGERIAL EVALUATION

A – GENERAL PARTICULARS

- | | |
|--|---|
| a) Author | Sheo Chandra Prasad,
Bharat Cooking Coal Ltd. Dhanbad. |
| b) Supervisor | Prof. Pramod Pathak,
Department of Management Studies,
Indian School of Mines, Dhanbad - 826 004. |
| c) Name and address of bodies (Govt. and others) other than sponsoring agency who are actively associated with the research study and the method of association. | Tata Iron and Steel Company Dhanbad &
Bharat Coking Coal Ltd. Dhanbad. |
| d) Commencement | January, 1998 |
| e) Completion | February, 2004 |
| f) Publisher | Unpublished
MSS available with Research Scholar,
Guide & ISM,
Dhanbad |

B. TECHNICAL DETAILS AND FINDINGS

- | | |
|----------------|--|
| g) Universe | The study was conducted in the Coal Sector. |
| h) Sample | Purposive Sampling method was used for this study. |
| i) Methodology | Various methods for conducting the research were used in carrying out this study and these are :

1) Survey Method: Interview & Observation method was used to conduct the survey. A structured questionnaire was designed for the purpose.

2) Historical Study: Historical study involved a study of past records and other information sources. |
| j) Objectives | i) To re-construct the origin and causes of the disasters and discovering the trends of their occurrences in the past. |

- ii) To examine the basic reasons for which Managements of Coal Mines in India have failed in reducing the rate of occurrence of disasters while substantial improvements in the field have been experienced and recorded in coal mines of countries like USA and Australia.
- iii) To find out arrangements required to be made to combat the disasters to remove the effect of the disasters, and to mitigate the aftermath in case they occur.

k) Findings

The findings of the study indicate that disasters though appear to have a precipitating cause, yet there is a certain background that builds up due to long periods of systematic neglect on the part of human element particularly those whose decisions are crucial in day-to-day functioning.

l) General Remarks

Given the various issues involved in coal mines disasters, more studies like these need to be carried out so that an attempt can be made to make coal mines in India disaster free.

8. BONDED LABOUR IN PUNJAB: A STUDY OF PATIALA, AMRITSAR AND LUDHIANA DISTRICTS

A – GENERAL PARTICULARS

- a) Author Dr. Himal Chand,
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Chandigarh – 160 019
- b) Supervisor Dr. Himal Chand
Professor, Hudco Chair,
- c) Sponsored by: Department of Labour,
Govt. of Punjab (Financial Grant was provided)
- d) Commencement May, 2004
- e) Completion April, 2005
- f) Publisher Unpublished,
MSS available with Department of Labour,
Government of Punjab,
Chandigarh.

B. TECHNICAL DETAILS AND FINDINGS

- g) Universe The universe of the study was Bonded labour in Punjab.
- h) Sample Purposive sampling method was used in carrying out this study.
- i) Methodology Three districts of Punjab state viz., Patiala, Amritsar & Ludhiana were selected for the survey. Six thousand agriculture and brick kilns labourers were surveyed who had taken advance payment from employers. A structured questionnaire was used to collect the information.
- j) Objectives The study was conducted with the following objectives:

- i) To identify the incidence of bonded labour;
- ii) To study the socio-economic status of the bonded labour;
- iii) To find out its causes.

k) Findings

The survey revealed that :

- i) All the workers surveyed were debt bonded.
- ii) Most of them were either scheduled caste or belonged to socially and economically backward classes.
- iii) Their working and living conditions were highly unfavourable.
- iv) The system of attached labour in agriculture was on the decline due to exploitation and opportunities in non-farm sector.
- v) The bonded labour Act is rarely implemented. Rehabilitation of released workers is a cumbersome process and nobody knows their fate.

l) General Remarks

Strict Implementation of all the Acts and Legislations pertaining to bonded labour are required to redress such problems.

Rehabilitation of the released labourers should be done. Centrally Sponsored Scheme for rehabilitation should be framed for the long term sustainability of such workers.

9. A STUDY OF EVALUATION AND IMPACT ASSESSMENT OF NATIONAL RURAL EMPLOYMENT GUARANTEE SCHEME IN BIHAR

A – GENERAL PARTICULARS

- | | |
|---------------------|---|
| a) Authors | Ashok K. Pankaj
Principal Researcher |
| b) Project Director | Alakh N. Sharma |
| c) Sponsored by | Ministry of Rural Development, Government of India
& United Nations Development Programme |
| d) Commencement | February, 2006 |
| e) Completion | November, 2006 |
| f) Publisher | Alakh N. Sharma
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New Delhi – 110 002 |

B. TECHNICAL DETAILS AND FINDINGS

- | | |
|----------------|---|
| g) Universe | The universe of the study was the state of Bihar. |
| h) Sample | Sample of the survey comprised of 13154 households in the 60 sample villages in six districts and twelve blocks. |
| i) Methodology | This study is based on primary and secondary data and information collected from the field and government sources. Primary data was collected through a survey conducted in selected six NREGS districts in the state and the secondary information was collected from the Govt. offices at Block, District and State level. IHD library provided literature/theoretical inputs for the report. Methods of non-participatory observation, structured and non-structured interview, focused group discussions, worksite surveys were also applied for the purpose. |

First of all, six districts were selected on the basis of composite development and where National Rural Employment Guarantee Scheme (NREGS) works were already in progress. Then, 12 Blocks (two

blocks from each district); 60 villages (five village from each block); and 38 worksites/(three worksites from each selected block from each selected district) were selected. All the households (13154) in the sample villages were listed and surveyed first and, then, 1214 households from sixty villages across six selected districts were comprehensively surveyed.

j) Objectives

This study aims at documentation and evaluation of the process and status of National Rural Employment Guarantee Scheme (NREGS) implementation; impact assessment in terms of improvement in livelihood conditions and income security of the rural households, reduction in migration from rural area, impact on labour market and local wage rate, women empowerment through work participation and creation of community assets; and suggesting strategies and policies for its better and effective implementation in the state.

k) Findings

i) Socio-economic characteristics of the rural households/population

Demographic features of the sample households/ population indicate average household size of 6.2 and positive correlation between the size of land and size of household; dependency ratio of 0.47 per cent and literacy rate of 57.11 per cent and a correlation between caste, land, occupation and literacy. There is high level of disguised unemployment, rural household indebtedness and migration from the rural areas.

ii) Awareness: Level, Quality and Sources

Despite low level of literacy rate in the rural areas of the state, 62.45 per cent of the rural population were aware of the National Rural Employment Guarantee Scheme (NREGA). However, the level of awareness was not uniform across the districts and across socio-economic groups.

Quality of awareness was generally lacking, as only 44.03 per cent of the sample rural population was aware of minimum wages; 26.45 per cent of the distance provision (travel allowance); 4.52 per cent of worksite facilities; and merely 0.81 per cent of the

roles and responsibilities of the Panchayati Raj Institutions.

The highest percentage i.e. 48.84 per cent of the respondents came to know about the NREGS through Gram Pradhans and informed villagers, but ironically, only 0.81 per cent of the respondents were aware of the roles and responsibilities of the PRIs.

Access to radio, newspapers, and Television still appears to be very low among the rural population of the state. Gram Pradhans and informed villagers are the most important source of information for NREGA awareness in the state. The role of NGOs and government officials seems to be inadequate; only 8.33 per cent of the respondents came to know through NGOs and merely 4.54 per cent through government officials.

iii) Application for Job Card, Registration and Distribution

Although 62.45 per cent of the total population were aware of the NREGA, only 25.32 per cent applied for the job card. However, the proportion of those who applied for job cards varied among different socio-economic groups, indicating that the need for manual work was not the same among different sections of the society. 37.27 per cent of Muslims; 33.92 percent of SCs; 14.76 per cent of OBC-II. 10.77 per cent of OBC-I and even 6.09 percent of upper castes applied for the job cards. Among the land and occupation categories, expectedly the largest number and percent of applicants came from the landless or nearly landless households and casual labour in agriculture and non-agriculture. Most of the upper castes and big landholders applied under the impression that they would be entitled to get unemployment allowance once they got the job card. **Job card distribution appears to be slow and tardy:** merely 3.92 per cent of the rural households and only 27.66 per cent of the applicants were provided job card during the survey period.

Merits of the job card distribution gives the impression of a non-discriminatory process (to the disadvantaged groups), as job card distribution did not indicate pronounced variation across socio-

economic groups. Moreover, it appears to be favorable to the expected beneficiary groups such as landless labourers, SCs, STs, casual labour in agriculture and non-agriculture.

Demerits are: overall low coverage in terms of both population and applicants; coverage across districts not the same. Rather, very pronounced differences exist across the districts.

Further, job card registration and distribution have been vitiated by difficulties in getting forms; charging payment for forms and job cards as well; non pasting of photographs; and applicants bearing payment for photographs; considerably long time in preparation of job card; poor verification; non-issue of job cards even after preparation.

The process was considerably hampered by ongoing panchayat elections as there was shortage of Panchayat Secretaries and the training of the grass-root level officials was very poor.

iv) Schemes

Between 2nd February and 30th May, 2006, 17352 schemes were taken up: 5759 were completed and 11860 were in progress.

However, against the NREGS guidelines, that give top priority to schemes of water conservation, 49.19 per cent of the schemes in the state were related to rural connectivity; 14.23 per cent to water conservation; 1.73 per cent to flood control; 1.34 per cent to drought proofing, mainly tree plantation; and the rest to others.

Sectoral distribution of schemes varied across districts. Though schemes related to rural connectivity dominated overall schemes in the state, yet schemes of rural connectivity were more in number in the flood affected districts of North Bihar and schemes of water conservation were generally in more number in drought prone low irrigated districts of South Bihar.

The nature of schemes undertaken across the districts gives the impression of requirement oriented, demand

driven selection of schemes. However, it raises question about the rationale of fixing priority in order under the NREGS, or for that matter BREGS (Bihar Employment Guarantee Schemes) instead of priority order to be decided at the district, block and panchayat levels.

Nevertheless, very low percentage of schemes related to forest and tree plantation, improvement upon the land of SCs, STs and beneficiaries of land distribution are important gaps in the selection of schemes.

Moreover, selection of schemes by the Gram Panchayat Heads without calling Gram Sabha meetings, selection influenced by political interests of PRI representatives, occasional disagreement between officials and PRI representatives are other difficulties.

v) **Implementation Status**

A total of 505281 individuals were provided jobs against 533009 applicants for job, out of 1071522 job cardholders and 2401836 job card applicants. More than a million (1330314) applicants were waiting for a job card and about 27000 job applicants were waiting for a job to be provided.

About 50 per cent gap between the number of job card applicants and job cardholders and huge gap between the number of job card applicants and job seekers are matters of concern. Moreover, about 27000 job applicants were neither provided jobs, nor were paid unemployment allowances.

The fund utilization ratio appears to be slow: only 12.76 per cent of the allotment received up to June 2006 and only 6.29 per cent of the total balance amount. However, the matter of concern is that the state would end this financial year with very low fund utilization ratio if it were not expedited. Moreover, main season to undertake kacha work between March to June which is the lean season for manual workers has already passed. Suspension of Kacha work between 15th June and 15th October leaves only six months for the state, but again there would be constraint of demand for manual job, as October to March remains the most agriculture intensive period

in the state.

vi) Enforcement of minimum wages and worksite facilities

Amidst regular complaints received from other states regarding violation of minimum wage payment the overall impression of the actual wage payment in the state is better, though not free from complaints and violations.

Though actual wage payment varied across districts and worksites, yet the state average of the actual payment to the workers was Rs 62.19 per day, only 5.81 rupees less than the minimum wage rate of 68 rupees per day in the state. Minimum wage of Rs. 68 per day was paid to the workers at 18 out of 38 worksites surveyed; Rs. 60 to 67 at 9 worksites; and Rs. 50 to 60 at the rest.

In most of the cases, daily wage system instead of scheduled task rate was applied for the actual wage payment. And wherever the scheduled task rate was applied, due to the inability of the workers to meet the target of task rate, the actual wage payment was lower. Moreover, the task was difficult during the summer, the main season for Kutcha work due to hardness of soil and adverse weather conditions.

Wage payment in the state is caught in an inextricable situation. Due to the history of labour mobilization and a series of struggles for minimum wage payment in the state, consciousness about the wage payment is high among the labourers. Consequently, they insist for the minimum wages unmindful of the scheduled task rate.

In a situation of organized workers insisting for minimum wages and unable to perform up to the scheduled task rate, implementing agencies are caught in an administrative dilemma. If they are paying minimum wages without performance of the task, they fudge the muster rolls; if they do not pay, they violate the Act.

Cash was the mode of wage payment throughout the state. But more than 50 per cent of the workers reported their preference for wage payment both in cash and in kind. They prefer two to three kilograms of food grains at PDS rate per day and the rest in

cash.

Workers were happy with the wage payment in majority of the cases. However, cases of delayed payment, paying less than the promised amount were also reported. There was also report of cheating occasionally. For example, in one case workers were reportedly put on job on trial basis and they were not paid any amount as they were on trial for the work in NREGS.

Out of 38 worksites surveyed, drinking water was available at only eleven; first aid at only one; shelter at three; and crèche at not a single worksite. Implementing agencies were found insensitive to the worksite facilities and workers were generally unaware of these new facilities.

vii) Socio-economic Dimensions of NREGS beneficiaries

SCs, STs, OBCs and Muslims, casual labour in agriculture as well as non-agriculture, landless and marginal landholders constituted the majority of workers who were provided jobs under NREGS.

SCs with 33.77 per cent of the workers was the largest social group followed by the OBC-II with 26.30 per cent; Muslims with 27.95 per cent; and OBC I with 3.18 per cent. SCs and OBCs collectively constituted 70.40 per cent of the total NREGS workers. Among the SCs, Mushars were in the largest number followed by Ravidas (Chamar) and Paswan as found at the worksites.

The landless people constituted the largest number and percentage of NREGS workers: 89.74 per cent were landless and 5.90 per cent were marginal landholders.

55.78 per cent of the workers were engaged as casual labour in non-agriculture; and 8.02 per cent were self-employed in agriculture.

Female participation was 30 per cent which was not up to the mark. Nevertheless 25.47 per cent of those households provided jobs also reported participation of female workers. However, most of the female workers came from SC, ST, OBC and Muslim households. Households belonging to casual labour in

agriculture as well as non-agriculture reported the highest ratio of female workers. The landless households followed by marginal landholders reported the highest number and percentage of female worker's households. Socio-economic profiles of NREGS workers justify the utility and objectives of NREGA. Moreover, despite shortcomings in implementation, benefits of the NREGS appear to reach the target group.

viii) Impact of NREGS

Due to the sheer magnitude of poverty and unemployment in the rural area of the state, the amount of jobs created so far under the NREGS appears to be insufficient to make any major impact on livelihood conditions or migration from the rural areas.

However, once the NREGS takes off, it would be able to create conditions for better livelihood, reduce migration rates and improve village and community life. A few potential impacts may be highlighted:

Firstly, Rs. 6800 per household as guaranteed by the provision of a minimum of 100 days employment at the minimum wage rate would be able to wipe out the household indebtedness of SCs, STs, OBC-I, casual labour in agriculture and landless families, as average debt of these households approximate to the guaranteed earning through NREGS.

Secondly, the average earning of the migrant workers outside state is Rs.91, only Rs.23.16 higher than the minimum wage of Rs. 68 per day. However, the average surplus of the migrant workers keeping in mind the expenditure required for staying outside would be less than that of the NREGS workers getting job at home. Moreover, the happiness of NREGS workers would be greater while enjoying family and community life. This would help in substantial reduction of seasonal migration.

xi) Operational Difficulties

Coincidence of Panchayat elections and commencement of NREGS hampered initial operationalization process. However, NREGS

implementation in the state has been constrained by a number of structural and temporal, NREGS specific and Bihar specific problems.

Massive shortage of staff particularly panchayat secretaries and junior engineers, incapacity of panchayat secretaries (almost 75 per cent have been promoted from Dalpati) and absence of pre-implementation training and capacity building programme created the greatest hurdles in implementation. Another problem relating to personnel was overburdened BDOs being given additional charge of Programme Officer.

Further, lack of institutionalization of panchayat offices, poor habit of record keeping, and limited exposure of panchayat secretary to paper work resulted in slow and tardy process of job card registration, distribution, apart from poor maintenance of record, incomplete muster rolls, and incomplete job cards.

Macro level structural problems also existed which pertained to the absence of power, road, infrastructure in the offices as there is a shortage of vehicles as about 50 per cent of blocks are without vehicles.

Some NREGS specific structural problems are; low level of literacy that fundamentally constrained awareness programme though audio-visual media; lack of credible NGOs; other grass-root level organizations; outsourcing agencies; social power relations; incapacity of PRI representative, etc.

Scheduled task revision; constitution of state Employment Guarantee Council; appointment of Gram Assistants, etc. are some of the temporal problems.

A few problems viz., low development delivery capacity of the state; low capacity of development related technical agencies; implementation of development works through administration; poor quality control; absence of social and political mobilization for development were also found. Naxalism, and some Bihar specific problems like, levy and insecurity to officials; politicization of administration over the years; decline of discipline in

the offices; and excess exposure to politics were also found.

ix) Overall Remarks

NREGS implementation in the state in the very first few months has yielded some good results like, moderate level of general awareness, commencement of works in almost all the districts, relatively better enforcement of minimum wage payment, benefits reaching the target group, female household participation only little less than the fixed target, etc despite the coincidence of the commencement of NREGS and panchayat elections that staggered into 10 phases and well upto the end of June 2006. Further, some of the districts have done reasonably good work for instance overall performance of Rohtas and Kishanganj is appreciable. Nevertheless, there is much to be done to make it a successful rural upliftment programme. Moreover, districts with lethargic performance need to be alerted and warned. A few policies and strategies may be suggested in this direction.

10. OCCUPATIONAL WAGE SURVEY (SIXTH ROUND) REPORT ON FOUR SERVICE SECTOR INDUSTRIES (VIZ., ELECTRICITY GENERATION AND DISTRIBUTION, RAILWAY, PUBLIC MOTOR TRANSPORT AND PORTS AND DOCKS)

A – GENERAL PARTICULARS

- | | |
|-----------------|---|
| a) Author | Director General,
Labour Bureau, Chandigarh/Shimla |
| b) Commencement | 2003 |
| c) Completion | December, 2005 |
| d) Publisher | Controller of Publications,
Civil Lines, Delhi-110054
No. of Pages : 185, Price : Rs.115.00 |

B. TECHNICAL DETAILS AND FINDINGS

- | | |
|----------------|---|
| e) Universe | The universe of the study comprised four Service Sector Industries viz., Electricity Generation and Distribution, Railway, Public Motor Transport and Ports and Docks. |
| f) Sample | Stratified sampling method was used for this study. A total of 332 units were sampled for the survey out of 3163 units in the frame. |
| g) Methodology | The list of establishments covered under Factories Act, 1948 received from the State and Central Authorities governing the four service industries served as the frame. For the purpose of the survey, stratification of industries was done on the basis of areas of concentration of industry to ascertain regional variations. Each area of high concentration, generally a state or a group of states was taken as a separate stratum of the industry. A two stage sampling design was adopted. The selection of units was the first stage, whereas, the selection of the workers employed in different occupations in the selected units formed second stage. The field staff of the Bureau conducted the field survey. The data were also collected for Badli, Casual and Contract workers working in the selected units. |

h) Objectives

The main objectives of the study were :

1. To collect basic data for building up Wage Rate Indices.
2. To obtain data on different components of pay roll earnings in respect of different occupations which would facilitate scientific studies of inter-industry and intra-industry differentials in earnings in selected Service Sector Industries.
3. To evaluate the implementation of equal Remuneration Act, 1976.

i) Findings

i) Work force: - The total workforce in the Four Service Sector Industries was estimated to be about 19.84 lakh, out of which 98 per cent workers were men and 2 per cent were women. None of the adolescents or child worker was employed in any of these industries. All these industries were dominated by the male workers. It was observed that 99.95 per cent of the workers were employed on time-rate system of wage payment and remaining 0.05 per cent were employed on piece-rate basis. Piece rated workers were observed only in the Electricity Generation and Distribution and Public Motor Transport Industries. It was also found that the highest per centage of the total work force was employed as 'Helper' (11.74 per cent) followed by 'Khalasi' (8.87 per cent).

ii) Wage Rates: - The lowest average daily minimum wage rate was reported as Rs. 161.23 in Public Motor Transport Industry, whereas the highest of Rs. 218.12 was recorded in Ports and Docks Industry. Similarly, the lowest and the highest average daily maximum wage rates were reported as Rs. 355.79 in Public Motor Transport Industry and Rs. 480.23 in Ports and Docks Industry respectively.

The average daily minimum and maximum wage rates in the Four Service Sector Industries combined were recorded at Rs. 180.77 and Rs.391.43 for men workers and Rs.162.02 and Rs. 295.38 for women workers respectively. The overall average daily minimum wage rate for all the workers in Four Service Sector Industries was Rs. 180.38, whereas, the overall average

daily maximum wage rate was Rs. 389.46 for all the workers. In Electricity Generation and Distribution Industry, the average daily minimum wage rate for women worker was higher than their male counterparts. However, the average daily maximum wage rate for women workers was lower than their male counterparts in all the four service sector industries.

iii) Wage Rate Differential and the Equal Remuneration Act, 1976:-

The difference in wage rates for men and women workers did not indicate violation of Equal Remuneration Act, 1976 as no definite pay scales were prevalent for different occupation in these units and also there were differences in seniority / length of service amongst different workers. It was reported that 99.65 per cent of units paid dearness allowance as separate component to 99.27 per cent of the employees in the industry. All the units in the three Service Sectors Industries namely Railways, Public Motor Transport, Ports & Docks were paying dearness allowance to its employees. In Electricity Generation and Distribution Industry, 99.49 per cent of units were paying dearness allowance as a separate component of pay. About 98.83 per cent of the D.A. paying units were using CPI(IW) numbers brought out by Labour Bureau, about 0.28 per cent were using CPI(IW) series brought out by the State Governments and the remaining 0.89 per cent were not using any CPI(IW) series for payment of Dearness Allowance. Out of the total units using CPI(IW) Numbers compiled by Labour Bureau, 3.30 per cent were formed to use 1960=100 as base year whereas 95.51 per cent of units were using CPI(IW) Numbers with base year 1982=100.

iv) Pay Roll Earnings:-

In all the Four Service Sector Industries the overall average daily earnings of men, women and all workers were reported as Rs. 281.07, Rs. 200.91 and Rs. 279.43, respectively. It was also observed that earnings of women workers were less than their male counterparts. The highest average daily earnings of women workers were Rs. 265.88 in Ports & Docks followed by Rs. 239.83 in Electricity Generation and Distribution Industry and lowest at Rs. 160.02 in Public Motor Transport Industries, It was found that more than 51 per cent of workers earned above Rs. 250 per day. About 10 per cent workers earned between Rs. 225.01 to Rs. 250.00, 13.78 per cent

workers earned between Rs. 200.01 to 225.00, 13.05 per cent workers earned between Rs. 175.01 to 200.00 and remaining workers in Rs. 175.00 per day.

v) **Overtime:-** It was observed that overtime has been given in all the Four Service Sector Industries. More than 47 per cent occupations were engaged in overtime work, whereas, only 25.74 per cent of the total number of units reported overtime working. A total of 2.01 per cent workers worked on overtime in the Four Service Sector Industries.

The highest average hourly overtime earnings were observed for occupation ‘Supervisors’ (Rs.144.19) in Electricity Generation and Distribution Industry and the lowest earnings were observed for occupation “Security Guards” (Rs. 30.15) in Public Motor Transport Industry.

11. OCCUPATIONAL WAGE SURVEY (SIXTH ROUND) REPORT ON PLANTATION INDUSTRIES (VIZ; COFFEE PLANTATIONS, RUBBER PLANTATION AND TEA PLANTATIONS)

A – GENERAL PARTICULARS

- a) Author Director General,
Labour Bureau, Chandigarh / Shimla
- b) Commencement 2005
- c) Completion 2006
- d) Publisher Controller of Publications,
Civil Lines, Delhi-110 054
Price : Rs.50.00, No. of pages : 70

B. TECHNICAL DETAILS AND FINDINGS

- e) Universe The list of Plantation Industries viz; Coffee, Rubber and Tea, registered under section 3-B of the Plantations Labour Act, 1951 was used to prepare the frame. The UPASI Planting Directory (1996) published by United Planters Association of South India was used in preparing the frame for Plantation Industries which was further updated with the information received from other Planters Associations.
- f) Sample Stratified Sampling method was used to conduct this study. A total of 192 units were sampled for the survey out of 4376 units in the frame.
- g) Methodology Sample Survey Techniques were employed for the survey. The data from the records of selected units was collected through the personal visits of staff of Labour Bureau. The data was also collected for badli, casual and contract workers working in the selected units.
- h) Objectives
- i) To provide basic data for building up Wage Rate Indices.
 - ii) To examine inter and intra wage differentials in different occupations in three plantation industries viz., Coffee, Rubber and Tea.
 - iii) To study inter Industry and intra Industry differentials in earnings in selected plantation industries.

i) Findings

i) Workforce: - The total estimated work force in the three plantations industries was about 9.78 lakh out of which 45.25 per cent workers were men and 53.54 per cent were women and the remaining 1.21 per cent were adolescent workers. No child worker was employed in these industries. It was found that 80.79 per cent were employed on piece rate basis and the remaining 19.21 per cent workers were employed on time rate basis. The employment of piece rated workers was observed in all three plantations. The highest per centage of the total work force was employed as 'Plantation Labour' (89.48 per cent), followed by Rubber Tapper (3.80 per cent).

ii) Wage Rates:- The average daily wage rates were recorded as Rs. 89.77 in Rubber Plantations, Rs. 71.66 in Coffee Plantations and Rs. 54.27 in Tea Plantations. It was also observed that average daily wage rates of men, women and adolescent workers combined for all Plantations were recorded at Rs. 60.47, Rs.57.15 and Rs. 33.49 respectively. The overall average daily wage rate for all the workers in three Plantations stood at Rs. 58.37.

In Coffee Plantations, the highest and lowest average daily wage rates were reported for 'Supervisor' (Rs. 103.67) and 'Plantation Labour' (Rs. 69.90) categories, respectively. In Rubber Plantations, the highest and lowest average daily wage rates were reported for Supervisor (Rs.146.89) and 'Field Worker' (Rs. 85.50) categories respectively. In Tea Plantations, the highest and lowest average daily wage rates were reported for 'Diver' (Rs. 107.98) and 'Plantation Labour' (Rs. 52.83) categories respectively.

The average daily wage rates of female workers were higher than that of their male counterparts in about 63 per cent of all the occupations, in which female workers were employed. However, the average daily wage rates of women workers at the industry level were less than that of their male counterparts in all the three plantations.

iii) Dearness Allowance :- Dearness Allowances as a separate component of earning were paid in 62.09 per cent of the units covering about 26.53 per cent of the employees in three selected plantations. At the Plantation level, 51.73 per cent units in Coffee

Plantation, 62.46 per cent units in Rubber Plantations and 73.95 per cent units in Tea Plantations were paying Dearness allowance to their employees.

iv) Pay Roll Earnings: - It is observed that earning of women workers were less than that of their male counterparts in all the three plantations. The average daily earnings of male and female workers were highest at Rs. 95.51 and Rs. 91.86 observed in Rubber Plantations followed by Rs. 73.90 and Rs. 72.25 in Coffee Plantations and the lowest at Rs. 64.17 and Rs. 63.05 in Tea Plantations respectively. The average daily earnings of piece-rated men, women and adolescent workers were reported at Rs. 63.57, Rs. 64.50 and Rs. 38.67 respectively. The average daily earnings of piece-rated women workers were higher than that of their male counterparts in all the Plantations taken together.

The overall average daily earnings of men, women, adolescent and all workers for all three plantations combined together were Rs. 67.71, Rs. 65.47, Rs. 39.72 and Rs. 66.18 respectively.

The real earnings of the workers have increased in all the three plantations. The highest increase in real earnings has been reported at 55.31 per cent in the Coffee Plantations followed by 12.76 per cent in Rubber Plantations and only 4.82 per cent in Tea Plantations only.

v) Variation in Average Daily Earnings:- At industry level the highest co-efficient of variance in average daily earnings was observed in Tea Plantations at 37.93 per cent followed by 30.76 per cent in Rubber Plantations and lowest was reported in Coffee Plantations at 23.20 per cent. At occupation level, the highest and the lowest co-efficient of variance in average daily earnings was reported for 'Supervisor' (46.42 per cent) in Tea Plantations and 'Watchman' occupation (10.26 per cent) in Coffee Plantation Industry.

12. OCCUPATIONAL WAGE SURVEY (SIXTH ROUND) REPORT ON TEA PROCESSING INDUSTRY

A – GENERAL PARTICULARS

- | | |
|-----------------|--|
| a) Author | Director General,
Labour Bureau, Chandigarh/Shimla |
| b) Commencement | 2005 |
| c) Completion | 2006 |
| d) Publisher | Controller of Publications,
Civil Lines, Delhi-110054
Pages : 58, Price : Rs.45.00 |

B. TECHNICAL DETAILS AND FINDINGS

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|----------------|--|
| e) Universe | The universe of the survey comprised of all the workers in Tea Processing Factories registered under Section 2m (i) and 2m (ii) of the factories Act, 1948 Besides this, the data was also collected for badli, casual & contract workers working in selected units. |
| f) Sample | Stratified sampling method was used in the study. A total of 72 units were selected out of 1300 units in the frame. |
| g) Methodology | Sample Survey Techniques were employed for the survey. The data from sampled Tea Processing units was collected from the records of the firms by personal visits of Bureau staff. |
| h) Objectives | <ul style="list-style-type: none">i) To provide basic data for building up Wage Rate Indices.ii) To obtain data on different components of pay roll earnings in respect of different occupations which would facilitate scientific studies of inter and intra industry differentials in earnings in selected Tea Processing industries. |
| h) Findings | i) Work Force: - The total workforce in the Tea Processing Industry was estimated at about 1.33 lakh out of which, 86.21 per cent workers were men, |

13.50 per cent were women and the remaining 0.29 per cent were adolescent workers. Child workers were not found to be employed in this industry. During the survey in Tea Processing Industries, it was observed that the entire workforce was employed on time-rated basis. The highest percentage of work force was observed as 61.24 per cent in occupation “Picker-Coolie” followed by 4.31 per cent in “Tea Sorter” and 3.57 per cent in “Driver” occupation.

ii) Wage Rates:- The average daily wage rate for the Tea Processing Industries was reported as Rs.64.75 at all India level. The average daily wage rates were reported for men at Rs. 65.03, for women Rs. 63.82 and for adolescent workers at Rs. 24.36. The highest daily wage rate was reported for occupation Mechanic (General) as Rs. 132.54 and lowest average daily wage rate for “Fermenting Room Attendant” as Rs. 52.37. In the Tea Processing Industry, it has been observed that out of a total 27 reported occupations, the female workers were found employed in only 8 occupations. The average daily wage rate of female workers were higher in 5 occupations than that of their male counterparts.

iii) Dearness Allowance: - It was found that 87.08 per cent of the units covered in the survey were paying dearness allowance as a separate component of wages / salaries in the industry. Majority of the D. A. Paying units i.e. 84.28 per cent were paying dearness allowance according to changes in Consumer Price Index Number, while the remaining 15.72 per cent of the D. A. Paying units were using flat rates.

iv) Pay-Roll Earnings: - The average daily earnings of all workers worked out to be Rs. 74.10. The average daily earnings of men, women and adolescent workers were reported at Rs. 73.85, Rs. 76.48 and Rs. 38.36 respectively. It was observed that earning of women workers were less than their male counterparts in Tea Processing Industry.

The highest average daily earnings were reported at Rs. 184.24 for “Packer” followed by Rs. 149.85 for ‘Fitter’, whereas, the lowest average daily earnings were reported at Rs.61.83 for occupation

“Fermenting Room Attendant”. The highest average daily earnings of the women workers were reported at Rs. 87.84 in the occupation “Withering Loft Attendant”, whereas lowest were reported at Rs. 60.00 in occupation “Fermenting Room Attendant”. The adolescent workers were employed only as Picker Coolie with earnings of Rs. 38.36 per day. It was observed that majority of the workers were paid less than Rs.100 in most of the occupations of the industry. The highest percentage of workers being paid more than Rs.250.00 was reported at 13.97 per cent in occupation “Fitter” followed by 8.91 per cent in occupation ‘Packer’, 3.84 per cent in occupation ‘Tea maker/Tea Taster’ and 3.14 per cent in occupation ‘Electrician’. The average daily earnings of women workers have registered steady increase in different rounds of the survey in this industry.

v) Real Earnings :- The real earnings of workers have increased at the rate of 3.02 per cent only during 6th round as compared to 5th round survey.

vi) Variation in Average Daily Earnings: - The overall co-efficient of variance in average daily earnings for Tea Processing Industry worked out to 49.27 per cent. At the occupation level the highest co-efficient of variance in average daily earnings was reported in occupations “Tea-maker/Tea-Taster” (59.79 per cent) followed by 50.42 per cent in ‘Supervisors’ occupation and the lowest co-efficient of variance was reported at 18.22 per cent in ‘Sign Maker’ occupations.

**13. WOMEN IN THE UNORGANISED SECTOR OF EMPLOYMENT IN HARYANA
– A CASE STUDY OF WOMEN WORKING IN AGRICULTURE,
CONSTRUCTION AND DOMESTIC LABOUR – RESEARCH PROJECT**

A – GENERAL PARTICULARS

- a) Authors
1. Dr. Reicha Tanwar,
Director,
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 2. Dr. Vandana Dave, Research Officer
- b) Sponsored by: UGC
- c) Commencement March, 2006
- d) Completion June, 2007
- e) Publisher Unpublished
MSS available with Women's Studies
Research Centre, Kurukshetra University,
Kurukshetra.

B. TECHNICAL DETAILS AND FINDINGS

- f) Universe The universe of the study was the state of Haryana. The study was conducted in 3 districts i.e. Panipat, Kaithal and Kurukshetra covering both rural & urban areas.
- g) Sample Multistage stratified sampling technique was used for this study.
- h) Methodology A total of 350 women workers were selected out of which 110 were construction workers, 120 were agriculture workers & 120 were domestic workers. The data was collected through observation & personal interview method for which a schedule was prepared. The data was analysed by simple percentages.
- i) Objectives The objectives were to study :
- i) Working conditions of women labourers in Construction, domestic and agriculture sectors.
 - ii) Nature of work
 - i) Socio-economic status
 - ii) Wage pattern

- iii) Causes of Wage discrimination
- iv) Attitudes of Employees
- v) No. of working days
- vi) Migration Pattern

j) Findings

- i) Women were only employed in unskilled and low paying jobs as labourers, helpers and coolies. They were valued less in terms of wages although their work required more stamina.
- ii) Women were paid less as compared to their male counterpart for the similar nature of work and hours of work.
- iii) The tenure of work was insecure.
- iv) Lack of proper drinking water facility and sanitation was seen at the work place.
- v) The migrant workers were found in the construction sector mainly from the States of Chhattisgarh, Madhya Pradesh and Bihar.
- vi) Exploitation especially of the seasonal workers by the employers was observed.

k) General Remarks

- i) Gender discrimination was observed predominantly in the construction and agriculture sectors.
- ii) It was observed that the women workers put in longer working hours and performed tougher low skilled jobs as compared to their male counterparts but paid less than men workers.
- iii) It was found that construction sites were unsafe and unhealthy for children who play around since the workers move from one site to another in search of employment.

14. SOCIO-ECONOMIC CONDITIONS OF LICENSED RAILWAY PORTERS AT FIVE SELECTED CENTRES

A – GENERAL PARTICULARS

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|-----------------|--|
| a) Author | Director General,
Labour Bureau, Chandigarh. |
| b) Commencement | 2003 |
| c) Completion | 2004 |
| d) Publisher | Controller of Publications,
Government of India, Civil Lines,
Delhi-110054 |

B. TECHNICAL DETAILS AND FINDINGS

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|-------------------------|---|
| e) Objectives | The objectives of the study was to collect the information on income & expenditure, assets, indebtedness, housing conditions, working conditions, standard of living, consumption habits, welfare facilities, grievance redress mechanism etc. in respect of the licensed Railway Porters and their families, with a view to have a better understanding of their problems. |
| f) Universe | The universe of the study was Railway Porters who had been issued licenses by the Indian Railways to carry passenger's luggage at the Railway Stations in the country. The study was conducted only of Sampled Porters at selected Railway Divisions restricted to the jurisdiction of five Railway Divisions, viz., Delhi, Bangalore, Kolkata, Chennai and Mumbai subject to manpower & time limitation. |
| g) Sample / Methodology | The preliminary information like station wise number of licensed Railway Porters in the Delhi Division, procedure for issuing license to the porters, criterion for transfer of such licenses, supervision of the working of licensed porters at the Railway Stations etc. was collected through personal visits to the office of Delhi Division. |

A sample size of 800 porters with equal importance to all the five selected centres was

taken. Labour Bureau's field staff collected the primary data through questionnaire method.

h) Findings of the Survey

i) Licensed porters belonging to Hindu Religion were in majority at Delhi, Mumbai, Chennai and Kolkata Centres, whereas Muslim Porters were in Majority at Bangalore Centre.

ii) A vast majority of the porters working at Delhi (98.1 per cent) and Kolkata (99.4 per cent) centres had migrated from other states.

iii) 'Low wages' and 'non-availability of work' at the place of Origin were reported to be the main reasons of migration.

iv) At All-Centre literacy rate was found to be 81 per cent among male family members and 72.4 per cent among females. It was highest at Chennai Centre for both the sexes.

v) At All Centre level 19.5 per cent of the family members were earner, 6.5 per cent were earning dependents and the rest were non-earners.

vi) Percentage of the sample Porters families living at the place of work was found to be in the range of 6.9 per cent at Kolkata to 95.0 per cent at Bangalore.

vii) Around 84 per cent of the dwellings owned by the sample porters families were comprised of up to two rooms. Most of the sample Porters (81.7 per cent) reportedly worked on all the seven days of the week, 14.2 per cent worked on six days of the week and the remaining worked for lesser days in a week.

viii) At the all Centre level average monthly earnings of sample porters were found to be in the range of Rs. 2778/- to Rs. 3617/-.

ix) Earnings of the sample porters at various Divisions was found to be as follows:

- a) Delhi : Rs. 1700/- to Rs. 18500/-
- b) Bangalore : Rs. 1800/- to Rs. 9750/-
- c) Mumbai : Rs. 2400/- to Rs.10000/-

- d) Chennai : Rs. 1650/- to Rs. 9050/-
- e) Kolkatta : Rs. 1200/- to Rs. 9600/-

x) At all centre level maximum proportion of family earnings (45.6 per cent) was spent on food items, followed by clothing/bedding/footwear (7.2 per cent), housing (5.0 per cent), transport and communication (4.3 per cent), fuel and light (3.8 per cent), education (3.7 per cent), medical and personal care (3.4 per cent), religious and other ceremonies (2.1 per cent), pan / bidi / tobacco (1.5 per cent) and liquor/ other intoxicants (less than one per cent), Savings and investments constituted 13.1 per cent and 0.3 per cent respectively of the total family earnings.

xi) At all Centre level 76.6 per cent sample Porters owned a house, 37.8 per cent owned agricultural land and 2.4 per cent owned other types of immovable property. Families possessing livestock and conveyance worked out to be 37.6 per cent and 36.6 per cent respectively.

xii) At all Centre level, 31.4 per cent of the total sample Porters families were indebted and maximum of these (41.0 per cent) were in the loan range of Rs. 20001/- to Rs. 50000/-.

15. REPORT ON THE WORKING AND LIVING CONDITIONS OF SCHEDULED CASTE WORKERS AT JAIPUR CENTRE

A – GENERAL PARTICULARS

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|-----------------|--|
| a) Author | Director General
Labour Bureau, Chandigarh. |
| b) Commencement | 2003 |
| c) Completion | 2005 |
| d) Publisher | Controller of Publications
Govt. of India, Civil Lines,
Delhi – 110054 |

B. TECHNICAL DETAILS AND FINDINGS

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|-----------------------|--|
| e) Objectives | The main objective of the study was to collect socio-economic data of the scheduled caste labour in four unclean occupations viz., Bone-Crushing, Shoe-making, Flaying, Tanning, Sweeping and Scavenging at Jaipur Urban and its adjoining rural areas with a view to study their working and living conditions and welfare amenities available to them. |
| f) Universe | The universe of the study comprised of workers belonging to the Scheduled Caste communities as defined under Article 56 of the Constitution and engaged in four unclean occupations viz., Bone-Crushing, Shoe-making, Flaying, Tanning, Sweeping and Scavenging as well as those engaged in the clean occupations. The coverage of the study extended to the unclean occupations as well as clean occupations in the geographical boundary of the Jaipur City and five adjoining villages namely Jahota, Pachar, Sarna Dungar, Khora-Bisal and Kalwar. |
| g) Sample/Methodology | The details of the survey like fixing the boundary of the centre, identifying the sources for preparing the frame etc. was worked out on the basis of preliminary investigations carried out in consultation with various agencies. The units employing SC workers were divided into four strata of unclean occupations and two strata of clean occupations (Factories-urban and Factories-rural). A sample of 172 units consisting of both clean (34) and unclean occupations (138) was taken for the study out of 933 units in the frame available. From |

172 sampled units 415 SC workers/households were selected for further study. (Labour Bureau's field staff collected data through a set of five schedules).

h) Findings of the Survey

i) Out of 7364 Scheduled Castes workers engaged in 172 sample units, 99.4 per cent worked on full-time basis and 0.6 per cent worked on part-time basis. Share of permanent Scheduled Caste workers was 98.8 per cent.

ii) Out of 172 sample units, 59.9 per cent units permitted earned leave; 51.7 per cent casual leave; 41.9 per cent sick leave; 78.5 per cent festival holidays; 78.5 per cent national holidays and 79.7 per cent weekly off with wages.

iii) Average monthly income per family worked out to be Rs. 6255.80 in **Flying Stratum**; Rs. 3438.06 in Shoe-making; Rs. 7579.64 in **Sweeping** (Urban), and Rs. 3838.89 in Factories (Rural) Stratum.

iv) A sizeable number of Municipal Corporation Workers (SC) had taken debt from private money lenders at rates of interest, which, in some cases, were up to 25 per cent per month.

v) A large number of SC workers have not been able to avail the benefit of scholarship/hostel facility available under the welfare schemes meant for them (and being implemented by the State Government), as most of them were reportedly sending their wards to Private Schools and not to the Government Schools. The reason cited for doing so was to give better education to their wards, which, in their opinion was imparted by the private schools.

vi) In some of the sampled units visited by the field staff no worker had reportedly been paid gratuity during the last 15-16 years. Explanation tendered by the management was that workers generally left the job either within three years of service, or they still continued to be employed and as such the question of payment of gratuity did not arise.

vii) The workers of the Municipal Corporation said that they were often required to enter the choked sewers causing them a number of diseases. They were also reportedly exposed to inhalation of dangerous gases. They consumed liquor with the impression that it would save them from harmful effects of such gases and unclean objects. They, however, suggested restoration of temporary washing facility at the site of sewer mouth as one of there remedies. Provision of safety masks also could be considered.

viii) All the workers in the sample units belonging to all strata were engaged on time rated basis.

16. EVALUATION STUDY (2004) ON THE IMPLEMENTATION OF THE MINIMUM WAGES ACT, 1948 IN STONE BREAKING AND STONE CRUSHING INDUSTRY IN RAJASTHAN

A – GENERAL PARTICULARS

- | | |
|-----------------|---|
| a) Author | Director General
Labour Bureau, Chandigarh |
| b) Commencement | 2004 |
| c) Completion | 2006 |
| d) Publisher | Director General,
Labour Bureau, Ministry of Labour & Employment,
Chandigarh, un priced publication (for official use
only) Running into 71 pages |

B. TECHNICAL DETAILS AND FINDINGS

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|-----------------------|--|
| e) Objectives | The main objectives of the study was to assess: <ul style="list-style-type: none">i) The extent to which the provisions of the Minimum Wages Act, 1948 have been enforced in establishments engaged in “Stone Breaking and Stone Crushing Industry in the State of Rajasthan”.ii) The extent of awareness about the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976 among the employers and workers;iii) Level of compliance with regard to the statutory minimum wages; andiv) The problems faced by the enforcement machinery in the enforcement of the Act. |
| f) Universe | The universe of the study comprised 983 units employing 16989 workers in stone breaking & stone crushing industry scattered across 24 districts of Rajasthan. However, 12 districts employing 16081 workers where these industries were heavily concentrated were selected for the survey. |
| g) Sample/Methodology | A two stage sampling procedure was adopted for fixing the required sample size. 10 per cent of the total units were taken as the first sample from the 12 selected districts. The units located in these districts were further stratified into three employment size |

classes (i) units employing less than 10 workers, (ii) units employing 10 to 19 workers and (iii) units employing 20 and more workers. It was ensured that at least one unit was selected from each employment size class in a district to give proper representation to different districts. Accordingly, 113 units were selected as first stage sample units. During the second stage sampling 10 per cent of the workers in a unit were selected, subject to a minimum of 4 and maximum 10 workers. It was ensured that at least 1 male and 1 female worker is selected from each occupation in the establishment in which both categories of workers are employed. In total, 472 workers were selected as the second stage sampling.

Three schedules viz. Employer Schedule, Worker Schedule and Enforcement Officers/Labour Inspectors Schedule were canvassed by Labour Bureau's field staff during the survey.

h) Findings of the Survey

- i) All the units surveyed were privately owned.
- ii) Of the total units surveyed, 73.5 per cent were engaged in Stone Breaking activity and the remaining 26.5 per cent in Stone Crushing activity.
- iii) Of the 1886 manual workers employed in the units surveyed, 93.4 per cent were men and 6.6 per cent were women.
- iv) All women workers belonged to unskilled category.
- v) It was observed that all the workers covered under the study were paid on time rated basis with monthly pay period.
- vi) The minimum and maximum per day earnings earned by directly employed Skilled and Semi-skilled workers were between Rs. 68.07 & Rs.423.07 and Rs.61.54 & Rs.207.40 respectively. The per day earnings of Unskilled men workers ranged between Rs.60.00 and Rs.136.96. All the women workers were employed in the unskilled category and their per day earnings ranged between Rs. 60.00 and Rs.109.23.

- vii) About 47.8 per cent of the total units surveyed paid lower than the prescribed minimum wages to their workers.
- viii) Of the directly employed workers who were paid lower than the prescribed minimum wages, 57.6 per cent were Unskilled, 21.3 per cent Skilled and remaining 21.1 per cent were Semi-skilled.
- ix) Of the 472 sampled workers, 441 workers (93.40 per cent) were working for 8 hours, 13 workers (2.80 per cent) for more than 8 to less than 10 hours and the remaining 18 workers (3.8 per cent) for 10 hours or more a day.
- x) About 89 per cent of the sampled workers were not aware about the Minimum Wages Act, 1948.
- xi) The inspections by Labour Inspectors for the enforcement of the Minimum Wages Act, 1948 in the establishments under scheduled employment of 'Stone Breaking and Stone Crushing' were found to be very low.

17. EMPLOYMENT AND UNEMPLOYMENT OF RURAL LABOUR HOUSEHOLDS (1999-2000)

A – GENERAL PARTICULARS

- a) Author Director General,
Labour Bureau, Shimla/Chandigarh
- b) Sponsored by National Sample Survey Organisation
(Field Operations Division) NSSO (FOD)
Undertook the field work of the enquiry.
- c) Publisher Director General,
Labour Bureau, Shimla/Chandigarh

B. TECHNICAL DETAILS AND FINDINGS

- d) Universe The universe of the study consisted of the list of census villages as per 1991 population census (1981 census for the J& K) i.e. the rural areas of the whole country except Ladakh and Kargil districts and few other areas of J&K, 768 interior villages of Nagaland (situated beyond 5 kms of the bus route) and 172 villages in Andaman & Nicobar Islands (which are inaccessible throughout the year).
- e) Methodology A stratified multistage sampling design was adopted for selection of the sample units for the survey. The First Stage Units (FSUs) were the census villages (Panchayat Wards for Kerala) and the Ultimate Stage Units (USUs) were the households.

Selection of First Stage Units (Villages)

The list of census villages as per 1991 population census (1981 Census villages for the J&K) constituted the sampling frame for selection of sample First Stage Units (FSUs) for most of the states. Two special strata were formed by considering villages of each State/UT.

- a) Stratum–I With very small population
(1 to 100)
- b) Stratum–II With very high population
(more than 15000)

These strata were formed if at least 50 such First Stage Units (FSUs) were there in the respective frames; otherwise these villages were included in

‘general strata’.

At All-India level, a total number of 10384 First Stage Units (FSUs) (6208 villages and 4176 urban blocks) were selected for the survey in the central sample. State/UT level rural sample size was allocated among the rural strata in proportion to population.

Selection of Households:

Depending upon the values of approximate present population (P) and approximate total number of non-agricultural enterprises (E) of the villages the First Stage Units (FSUs) were further divided into fixed number of hamlet-groups (hgs).

Hamlet group having maximum concentration of non-agricultural enterprises was selected with certainty for listing of households which formed segment – 1. Two more hamlet groups were selected from the remaining hamlet groups using circular systematic sampling method forming segment – 2.

All households of segments 1 and 2 of First Stage Units (FSUs) were listed independently which formed the sampling frame for selection of sample households from corresponding segments.

All the households listed in segments were stratified into two second stage strata viz. Affluent households (owning items like motor car/jeep, colour TV, telephone, etc.) or (owning land/livestock in excess of certain limits) which formed second stage stratum – 1. The rest of listed households formed second stage stratum-2.

Sample households were selected from the respective frames by using circular systematic sampling with equal probability.

A total of 3,74,856 persons spread over 71,385 rural households in 6046 villages were surveyed.

f) Objectives

The main objective of the study was to provide up to date serial data on employment and unemployment of rural labour in general and agricultural labour in particular.

g) Findings

1) Number of Days Worked:-

i) 1999-2000 Vs 1993-94: Labour time disposition of usually occupied men, women and child workers belonging to all the four classes of rural labour households showed that during the major part of the year 1999-2000 they remained employed. Average annual number of days worked by men of all classes, 'Scheduled Castes' 'Scheduled Tribes' and Other Backward Classes' were 298, 294, 308 and 302 days respectively and in case of women these were 256, 249, 267 and 260 days. The relevant figures for child workers were 290, 286, 310 and 291 days respectively. However, during the previous survey i.e. 1993-94, the average number of days worked by men of the three category of social-group i.e. all classes, Scheduled Castes and Scheduled Tribes were 305, 300 and 314 days respectively. In respect of women these were 265, 254 and 282 days respectively. In case of children these figures were reported at 306, 294 and 322 days respectively. The two sets of information reveal that during 1999-2000 there was decrease in number of days worked over previous survey in respect of all the three classes of workers as the fourth category of worker was not in the survey during 1993-94.

ii) 1999-2000 Vs 1974-75: An analysis of the employment and un-employment pattern for the last 25 years (i.e. 1974-75 to 1999-2000) has revealed an upward trend in the duration of days worked by usually occupied men, women and child workers belonging to rural labour households. Duration of days worked by men workers increased from 250 days in 1974-75 to 298 days in 1999-2000. Similarly, it increased from 185 days to 256 days for women workers and from 262 days to 290 days for child workers over the same period. However, the days worked by usually occupied workers during 1999-2000 have decreased in comparison to 1993-94 survey.

2) Number of Days not worked (Absenteeism) : -

i) 1999-2000 Vs 1993-94 : The number of days not worked by men, women and child workers and all

other category of all rural labour households in 1999-2000 is as under:

Sr. no.	Category	1999-2000	1993-94
1) All			
	i) Men	67	60
	ii) Women	109	100
	iii) Children	75	59
2) Scheduled Caste			
	i) Men	71	65
	ii) Women	116	111
	iii) Children	79	71
3) Scheduled Tribe			
	i) Men	57	51
	ii) Women	98	83
	iii) Children	55	43
4) Other Backward Classes			
	i) Men	63	-
	ii) Women	105	-
	iii) Children	74	-

This shows that during 1999-2000, there was an increase in number of days not worked by men, women and child workers of scheduled castes, scheduled tribes and all rural labour households as against in 1993-94.

ii) 1999-2000 Vs 1974-75: The duration of days not worked, as expected, has also shown downward trend. The duration of days not worked by men workers declined from 99 days in 1974-75 to 67 days in 1999-2000. It declined from 160 days to 109 days in respect of women workers and from 92 days to 75 days in respect of child workers over the same period. The actual unemployment i.e. the number of days not worked for want of work has also shown downward trend. It declined from 71 days to 36 days for men workers, from 115 days to 32 days for women workers and from 72 days to 32 days for child worker over the same period. However, the duration of days not worked/un-employment days has increased for all the three categories when compared to previous round (1993-94).

iii) Reasons of Absenteeism: An interesting feature of the duration of days not worked was that the major part of the days not worked in 1999-2000 by usually occupied workers belonging to rural labour households was due to sickness and bad weather etc. with the exception of men workers of all classes, scheduled castes and other backward classes. The number of days not worked due to non-availability of work, i.e. the duration of factual unemployment accounted for 54 per cent, 29 per cent and 43 per cent of the total number of days not worked respectively by men, women and child workers belonging to all classes of rural labour households. Similarly, it accounted for 55 per cent, 28 per cent and 43 per cent of the total number of days not worked by men, women and child workers belonging to scheduled castes rural labour households whereas the respective figures for scheduled tribes rural labour households were 44 per cent and 20 per cent for each of the last two categories. In case of other backward classes rural labour households, the respective figures were 51 per cent, 28 per cent and 36 per cent.

3) Employment Pattern and Days worked:-

i) Wage Paid Employment: Among various modes of employment, wage paid employment was the most popular mode for workers of all rural labour households. The wage-paid employment accounted around 75 per cent of the total number of days worked by both men and women workers of 'all-classes' of rural labour households. In case of child workers, it accounted for 64 per cent. Similarly, it accounted for 77 per cent & 80 per cent of the total number of days worked, for men and women workers and 72 per cent for child workers belonging to scheduled castes rural labour households. The respective figures were 72 per cent, 71 per cent and 52 per cent for scheduled tribes rural labour households. In case of other backward classes, the respective figures were 74 per cent of the total number of days worked both by men & women workers and 65 per cent for child workers.

ii) Wage Paid Employment in Agricultural and Non-Agricultural Occupations: Details of wage-paid employment of men, women and child workers of Rural Labour Households revealed that agricultural labourers besides being mainly employed

in agricultural occupations were also marginally engaged in non-agricultural pursuits. The 1999-2000 data shows that of all the four groups of households viz., 'all-classes', 'scheduled castes', 'scheduled tribes' and 'other backward classes', men were in agricultural labour occupations for 238, 242, 235 and 237 days respectively out of total number of wage-paid days of 245, 249, 245 and 245 days during the year. Similarly, women were in agricultural occupations for 213, 211, 210 and 213 days out of 216, 213, 215 and 216 days respectively. The child workers' participation in agricultural occupation was 243, 251, 261 and 227 days out of total number of wage-paid days of 248, 253, 263 and 235 days respectively during the year 1999-2000.

i) Wage Paid Employment in Agricultural Operations-Harvesting: Among specified agricultural operations 'harvesting' provided the maximum days of wage paid employment to men, women and child workers belonging to all the four groups of households in 1999-2000. The relevant figures of wage-paid employment in harvesting operations for men of 'all classes', 'scheduled castes', 'scheduled tribes' & 'other backward classes' were 34, 40, 32 and 34 days, for women workers 38, 44, 37 and 39 days and in case of child workers these were 29, 40, 29 and 26 days respectively.

iv) Self Employment: Another mode of employment which appeared to be significant was self-employment, especially among children. It accounted for 32 per cent, 25 per cent, 46 per cent and 30 per cent of the total number of days worked during the year by the child workers of all classes, scheduled castes, scheduled tribes and other backward classes respectively.

v) Self employment in Agricultural operations-Cultivation: Data for 1999-2000 with regard to self-employment of usually occupied persons reveal that the nature of self-employment was mostly cultivation of owned or leased-in land by rural labour households. It accounted for 31 days out of a total of 52 days in respect of usually occupied men belonging to 'all households'. Women and child workers belonging to same group of households worked in cultivation for 28 and 22 days out of total of self employment of 55 and 93 days respectively.

18. RURAL LABOUR ENQUIRY – CONSUMPTION EXPENDITURE OF RURAL LABOUR HOUSEHOLDS (1999-2000)

A – GENERAL PARTICULARS

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- b) Sponsored by Field work of this enquiry was undertaken by the
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during its 55th round.
- c) Publisher Director General,
Labour Bureau, Chandigarh/Shimla
- d) Reference Period July, 1999 to June, 2000

B. TECHNICAL DETAILS AND FINDINGS

- e) Universe The universe of the study consisted of the list of
census villages as per 1991 population census (1981
census for the J&K) i.e. the rural areas of the whole
country except Ladakh and Kargil distts. and few
other areas of J&K, 768 interior villages of Nagaland
(situated beyond 5 kms. of the bus route) and 172
villages in Andaman & Nicobar Islands (which are
inaccessible throughout the year).
- f) Methodology A stratified multistage sampling design was adopted
for selection of the sample units for the survey. The
first stage units (FSUs) were the census villages
(Panchayat Wards for Kerala) and the ultimate stage
units (USUs) were the households.

Selection of First Stage Units (FSU's) Villages :

The list of census villages as per 1991 population
Census (1981 Census villages for the J & K)
constituted the sampling frame for selection of
sample First stage Units (FSUs) for most of the
states. Two special strata were formed by considering
villages of each State/UT:

- a) Stratum–I With very small population
(1 to 100)
- b) Stratum–II With very high population
(more than 15000)

These strata were formed if at least 50 such First

Stage Units (FSUs) were there in the respective frames; otherwise these villages were included in 'general strata'.

At All-India level, a total number of 10384 First Stage Units (FSUs) (6208 villages and 4176 urban blocks) were selected for the survey in the central sample. State/UT level rural sample size was allocated among the rural strata in proportion to population.

Selection of Households:

Depending upon the values of approximate present population (P) and approximate total number of non-agricultural enterprises (E) of the villages, the First Stage Units (FSUs) were further divided into fixed number of hamlet-groups (hgs).

Hamlet group having maximum concentration of non-agricultural enterprises was selected with certainty for listing of households which formed segment – 1. Two more hamlet groups were selected from the remaining hamlet groups using circular systematic sampling method forming segment – 2.

All households of segments 1 and 2 of First Stage Units (FSUs) were listed independently which formed the sampling frame for selection of sample households from corresponding segments.

All the households listed in a segment were stratified into two second stage strata viz. Affluent households (owning items like motor car/jeep, colour TV, telephone, etc.) or (owning land/livestock in excess of certain limits) which formed second stage stratum – 1. The rest of listed households formed second stage stratum-2.

Sample households were selected from the respective frames by using circular systematic sampling with equal probability.

A total of 3,74,856 persons spread over 71,385 rural households in 6046 villages were surveyed.

g) Objectives

To provide analysis of data on the consumption expenditure of rural labour households which contains:

i) The basic results on household consumption expenditure at states and all-India level giving distribution of households and persons by value of monthly per capita consumption expenditure for adults and children by sex.

ii) The breakup of average annual expenditure by important groups of consumption and average annual per capita expenditure on food items separately for cereal and non-cereal items for rural/agricultural labour households.

k) Findings

1. There were 55.1/ 44.2 million rural / agricultural labour households constituting 40.2 per cent/32.2 per cent of the total estimated rural households (137.1 million) in the country. A significant proportion of the rural labour households belonged to the weaker classes i.e. the scheduled castes (33.8 per cent), the scheduled tribes (13.2 per cent) and other backward classes (34 per cent). The average size of the rural labour household showed a marginal increase from 4.5 in 1993-94 to 4.7 in 1999-2000.

2. The study reveals that there is an inverse relationship between the monthly per capita expenditure and the size of household. The average household size of Rural Labour Household was 5.98 for the lowest monthly per capita expenditure class (less than Rs.225) as against the household size of 3.03 for the highest monthly per capita expenditure class (Rs.950+). This difference was accounted for mainly by the composition of households with preponderance of children (below 15 years) in the poorer households. The average number of children in Rural Labour Households is seen to decline from 3.04 in the lowest monthly per capita expenditure class to 0.62 in the highest monthly per capita expenditure class. Apart from being younger in composition, the poor households had higher proportion of female members.

3. The dependency ratio (i.e. children per adult member of household) is observed to decline with the increase in monthly per capita expenditure class. The dependency ratio of Rural Labour Households at the bottom class of Rural Labour Households of less than Rs.225 was 1.03 which goes on declining over higher class and was 0.26 at the highest class of

monthly per capita expenditure class of Rs. 950 & above. The largest cluster of Rural Labour Households (12.11 per cent) fell in the monthly per capita expenditure class of Rs.255-300. Monthly per capita expenditure class of Rs.380-420 is the median class for Rural Labour Households (i.e. dividing households between two groups). In respect of Agricultural Labour Households the lower class of 340-380 is the median class.

4. Twenty five per cent of Rural Labour Households were below monthly per capita expenditure class of Rs.300 and 13 per cent of such households were exceeding monthly per capita expenditure class of Rs.615. Among the 15 major states, the median class monthly per capita expenditure class of Rural Labour Households in six states (viz., Kerala, Punjab, Gujarat, Haryana, Rajasthan and Tamil Nadu) was higher than the all-India average of Rs.380-420. In 5 states (Viz. Bihar, Madhya Pradesh, Orissa, Assam and Uttar Pradesh), it was lower than the All-India average. In 4 states (viz. Andhra Pradesh, Karnataka, Maharashtra and West Bengal), it corresponded with the All-India median class.

5. At All-India level, the average annual expenditure of Rural Labour Households at Rs. 23,152 was higher by 86 per cent in 1999-2000 over 1993-94. It was the lowest in Orissa (Rs.16,780). In 9 States/Union Territories (viz. Andhra Pradesh, Assam, Bihar, Madhya Pradesh, Orissa, Chhattisgarh, Tamil Nadu, Jharkhand and Tripura) which accounted for 49.2 per cent of total Rural Labour Households in the country, the annual consumption expenditure per Rural Labour Households was below the national average while in other States/Union Territories it was above the national average.

6. The distribution of annual consumption expenditure on different item groups of consumption reveals that expenditure on food/non food items constitute the major proportion (61.4 per cent) of the total expenditure of Rural Labour Households. The percentage of annual consumption expenditure on food items in 1993-94 was 65.3 per cent. This decline was also noticed in Stimulants & Intoxicants group whereas in two groups of Clothing, Bedding & Footwear and Miscellaneous & Services an upward

trend was noticed during the survey period. Even though the preponderance of food group item in total consumption expenditure of Rural Labour Households is all pervasive in all the states, they still reflect a sufficient variability among themselves. It was observed that in less developed states the food items accounted for a much higher proportion than the All-India average of 61.4 per cent.

7. Within food group, cereal items accounted for major proportion of the consumption expenditure (42 per cent). Percentage share of cereal items in total expenditure on food items of Rural Labour Households declined from 44 per cent in 1993-94 to 42 per cent in 1999-2000. The per capita daily consumption of cereals at All-India level has gone down from 428 grams in 1993-94 to 414 grams in 1999-2000. Besides cereals, the percentage expenditure on Oils & Fats and Sugar & Gur also showed some decline over the period. With the decline in the percentage share of total expenditure on cereals among the food items, there seems to be a major shift in consumption pattern of Rural Labour Households towards non cereal items such as milk & milk products, pulses & pulse product, vegetables & fruits, meat, fish & eggs and other food items. Among the states/UTs, the percentage expenditure of Rural Labour Households on cereals among food items was much higher than the national average (42.0) in the poorer states like Orissa (62.4 per cent), Bihar (54.8 per cent), West Bengal (52.1 per cent), Chhattisgarh (61.9 per cent), Jharkhand (57.3 per cent) and Manipur (63.3 per cent). Whereas, in the better off states, it was comparatively low. It was the lowest in Delhi (20.2 per cent).

8. An analysis of the pattern of consumption expenditure during the last 25 years (i.e. 1974-75 to 1999-2000) has revealed a secular downward trend in the share of food items as well as cereal items in the total expenditure of Rural Labour Households. The share of food which stood at 78.4 per cent in 1974-75 had steadily declined in the subsequent enquiries and stood at 61.4 per cent in 1999-2000. Similarly, expenditure on cereals as percentage to total expenditure which was 54.1 per cent during 1974-75 showed a secular downward trend to reach the level of 25.8 per cent in 1999-2000.

19. A STUDY ON “EMPLOYMENT AVAILABILITY FOR HIRED WORKERS A COMPARATIVE STUDY OF TWO VILLAGES”

A – GENERAL PARTICULARS

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- e) Publisher Published as paper in Indian Journal of Labour
Economics, Vol.49, No. 3, 18 pages

B. TECHNICAL DETAILS AND FINDINGS

- f) Universe The universe of the study was the state of Gujarat
- g) Sample Two villages from different agro climatic conditions and irrigation availability: one in green revolution area of Gujarat (Anand Taluka), the other in a dry region, dependent on ground water for irrigation (Chanasma Taluka, Patan) were selected. From Chanasma Taluka, Jitoda village with cropping pattern dominated by course cereals and spices was selected. From Anand Taluka, Napad talpad village having a more diversified cropping pattern was selected.
- h) Methodology The data for the study was collected from Primary Survey of selected households through house list obtained from Gram Panchayat. A stratified random sampling technique was adopted for the survey, land asset status and caste groups were the two stratums. A total of 100 households from Napad and 68 households from Jitoda villages were selected. The interview method was adopted to fill up a structured questionnaire. The households identified comprised of landless labourers and marginal farmers only, the latter substituting their farm incomes by selling their labour.
- i) Objectives The main objectives of the study was :
- a) To explore the role of farm technology as a

crucial variable affecting the livelihood concerns of rural labour households.

- b) To analyze the volume and pattern of hired employment available to rural labour households, their level of participation in different activities, and the level of unemployment and under utilization of rural labour.
- c) To study the economic conditions of marginal farmers and labourers in terms of number of days of employment available and total earnings from different sources for 2 villages having diverse irrigation regions and agriculture.

j) Findings

- i) The present investigation illustrates in a microcosm, the recurrent theme of India's agriculture related development that technological advancement, in this case spread of surface irrigation, and resultant growth does not guarantee equitable distribution.
- ii) There is a large mass of propertyless labourers in both the villages. Worker density of the households was far greater, but livelihoods were confined to agricultural sector alone. In Jitoda, it is the non-agricultural manual workers, which form a larger economic class. In Napad, the labour engaged in agriculture dominates. Here the propertyless had available to them several employment avenues in sectors other than crop production.
- iii) The nature of irrigation in the villages is the chief factor in deciding the type of agriculture followed, crops selected and whether they are labour absorbing or not. Often the type of labour required – males or females are also crop specific. In Napad there are peak seasons of labour requirement which attract large numbers of emigrants who are willing to work at rates below the prevailing wages. Abundance of labour relative to demand has kept the wages low and this along with the prevailing production techniques have resulted in widespread unemployment and under-employment. This best describes the scenario in Napad village, despite the occurrence of year round cultivation, and a much more commercialized nature of agriculture.
- iv) Seasonally, lack of irrigation access to poor peasantry and absence of first-hand processing

have exacerbated the dismal condition of hired labourer in Jitoda village. Factors that counteract seasonality, such as employment avenues in sectors other than crop production, livestock rearing and dairying, have not played a significant role in improving the quality and magnitude of employment. Here deployment of labour time amplified the notion of diversity of tasks performed by a majority of labourers.

- v) In the more irrigated village, the migration rates were high which increased population pressure in the village. These migratory inflows had a depressing effect on the wages prevailing in that village by creating a situation of excess supply of labour. Since, the land-man ratio rises due to increased land use intensity, portion of irrigation benefits to farm households are nullified as they are shared amongst a large number of heads.
- vi) The analyses revealed that there existed considerable inter village variations in the prevailing wage rates. Quite significantly, share of earnings from “labour in crop production and farm related jobs” formed a substantial proportion of the total earnings of the households falling below the poverty line. This scenario was more acute in Napad. Households above the poverty line had income from much more diverse sources.
- ii) Since the land-man ratio rises due to increased land use intensity, portion of irrigation benefits to farm households are nullified as they are shared amongst a large number of heads.

Suggestions :

Both the villages present a strong case for improvement of rural infrastructure facilities coupled with investments for non-farm employment generation that may in the long run arrest the widespread unemployment. Moreover, application of technology alone is not a sufficient condition for guaranteeing employment and high wages. At least this case study shows that oversupply of agricultural labour not only brings down the overall employment and wages, but inflexible wages offered by employers under conditions of labour over supply, set the stage for considerable unemployment and

underemployment that is involuntary in nature. Seasonality in agriculture also has to be tackled through special employment programmes of the government.

**20. LABOUR MARKET CHANGES AND LIVING STANDARDS:
A STUDY OF HOMELESS POPULATION IN SLUMS IN INDIA**

A – GENERAL PARTICULARS

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B. TECHNICAL DETAILS AND FINDINGS

- e) Universe Homeless Population and Slum Dwellers in India.
- f) Sample Survey of 200 odd households in Delhi and a three stage random sampling technique was adopted for the survey.
- g) Methodology For collection of primary data, a micro survey of 200 low income households residing in slums/squatter settlements was conducted in Delhi slums. Both primary and secondary data sources were used for carrying out the study. For secondary data the National Sample Survey data and Population Census data were used to discuss the labour market changes.
- h) Objectives The main objectives of the study were to:
- i) To assess the labour market changes that are taking place in the India in the back drop of the changes in the labour market that the economy is undergoing since early nineties.
 - ii) To identify the real cause of slums in terms of employment problem vis-a-vis housing problem.
- i) Findings i) The study reveals that during the period of “jobless growth”, sub-contracting and outsourcing of activities including the rise in employment of the contract workers, who are employed through labour intermediaries or labour contractors have increased tremendously.

In India, the slum problem is seen to be a reflection of 'employment problem' rather than housing problem.

- ii) The employment growth rate in the non-agricultural sector in India did not decline in the nineties. Downward mobility of the homeless population is reflected in their occupational structure prior to the movement to the street. The occupational structure was quite diverse and did not reveal that any large percentage of them was engaged in petty activities. On the other hand, some of them were employed in manufacturing activities and as skilled employees in technological jobs and as managers and supervisors and clerks in firms and as skilled and unskilled workers in construction. Further, a substantive percentage of the respondents agreed that they became homeless because of the closure of the units and/or business failure. The overlaps between job-retrenchment and job-loss and homelessness are evident. All these tend to provide support to the proposition that declaration in manufacturing employment accompanied by a decline in construction activities and the overall recession in the nineties led to a decline in fulltime employment and day employment, which in turn raised marginal employment and homelessness. Also, it is true that some of them were once engaged in construction activity (possibly at a relatively younger age) and moved into streets as they grew older and lost the ability to pursue labour-intensive activity. However, this is not to deny the fact that family problem, alcoholism and gambling did not aggravate the situation though they account for a nominal percentage in the total.
- iii) The main survival mechanisms that the low-income households have evolved over time fall into the domain of "social capital". The entry into the urban labour market is sought on the basis of these informal networks in search of a livelihood. The importance of these networks is evident from the multinomial logit model for occupational choice estimated for the slum workers in Delhi. The possibility of experiencing upward mobility in terms of occupation and/or income over time exists to a limited extent.

- iv) The standard of living in slums is extremely poor. Not only head count measure of poverty but also the well being index calculated on the basis of a number of indicators at the household level show that a large percentage of the households are lying at the lower echelons of the socio-economic ladder.
- j) Suggestions
- i) Government policy on the employment front for the urban poor has been scanty, and it requires a great deal of effort to identify the exact need and requirements of the low productivity workers engaged in the highly heterogeneous urban informal sector.
 - ii) For the Government policy to be effective in the context of slums, it is important that the informal networks through which the low income households operate are taken into consideration.

21. LABOUR MARKET ANALYSIS : ISSUES AND FACTS

A – GENERAL PARTICULARS

- | | |
|-----------------|---|
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B. TECHNICAL DETAILS AND FINDINGS

- | | |
|----------------|--|
| e) Universe | Universe of the study is issues, models and empirical findings relating to labour market behaviour in developed and developing countries. |
| f) Methodology | Based on various studies, it surveys the recent developments in the literature and techniques adopted to analyse some of the research questions. |
| g) Objectives | <ol style="list-style-type: none">i) To analyse agriculture and non-farm sectors in the rural context.ii) To analyse the urban labour market with the major points viz., agglomeration economies, urbanization, segmentation, non-farm, informal sector, poverty, slums, basic amenities, rural-urban migration, low income households and remittances.iii) To analyse the labour demand and supply. |

Rural Work Market

Employment in agriculture is often an outcome of excess supply of work implying gross under employment. Acreage response depends on both irrigation and price factors. Agriculture is the primary source of employment in the rural areas; agriculture performance in turn is one of the major determinants of the living standards, which can be seen from the

work on rural poverty. Agricultural wage, which directly impacts the rural living standards, is a complex endogenous variable being influenced by several other variables in turn. Rural-to-urban migration may cause work shortage in the rural areas, particularly during the agricultural peak seasons, and this tends to raise wages. The aggregate non-farm employment, particularly the manufacturing employment in the rural sector varies positively with urbanization.

Urban Work Market

An important aspect of urban work market analysis relates to informal sector employment, poverty and slums. Large city size is often viewed as a negative outcome – an epitome of pollution, congestion, deterioration in sanitation and sewer system and fiscal and administrative unmanageability. The demographers view large cities as manifestation of excess supplies of work relative to demand, prompted by the rapid flows of population from rural to urban areas.

Urbanization and Industrialization : Agglomeration Economics

Total factor productivity growth, which is an important index of industrial performance, can broadly be divided into two components, technological progress (or regress) and change in technical efficiency. While improvement in technology means an overall shift in the production function, rise in technical efficiency indicates movements towards the frontier or better utilization of the available technology. While factors like technology etc, are internal to the firm, availability of infrastructure, better quality of inputs, large demand potential in the local market and cost relating to information sharing etc. are location specific and they are indeed external to the firm. The literature on such external economies of scale is vast and has recognized mainly two varieties of them – urbanization economies and localization economies. The main objective of this section is to dwell upon such factors, which are external to manufacturing

firms and yet influence their productivity levels. Indian states with higher urbanization have experienced higher industrialization, which in turn contributed to higher economic growth.

Concept of Agglomeration Economics

Some industries are said to induce concentration of economic activity as they exhibit high economies of scale in operation; others benefit from concentration because of the operation of agglomeration economics. Concentration not only strengthens the forward and backward linkages, but also reduces the cost of operation by developing complementary services. The effective price of infrastructure services like power, water supply, roads etc. gets reduced if there is concentration of users of these services. In all, interdependence of industries in terms of input-output linkages, ancillarization and availability of infrastructure contribute to the growth of agglomeration economies.

Limited Industrialization, Slums, Informal Sector Employment and Poverty

This section has attempted to study the framework that explains inter-connections among informal sector employment, slums and poverty. Though populations in large cities may be better off compared to those in small towns in terms of accessibility to employment, the growth of slums is quite significant in large cities. Possibly in such cities non-consumption poverty, informal sector employment and slums tend to coincide, whereas in other cities and towns the links can be seen in terms of consumption poverty as well. On the whole, this framework tries to bring inter-connections among informal sector employment, poverty and slums in the urban context.

Segmentation of the Labour Market

The other issues of relevance are strategies, which are important for survival and upward mobility, if any, for the low income households. But these strategies along with the concept of concentration of different activities in different nodes of the city. What

kind of interventions are needed for improving the well-being of the low income households, which has both the aspects of consumption and non-consumption poverty, and how to measure them quantitatively are some of the important research issues. Studies on urban labour market have confirmed extensively the role of contact in accessing information pertaining to jobs in both formal and informal sectors.

Remittances

The other issue, which has been examined to assess the effects of urban labour market on rural living standards, includes remittances. If remittances sent or help given are based on exchange relationship, we have included the responses of the remitter or the benefactor to the question if he/she received any monetary or non-monetary help in the past as an explanatory variable in the equation. Literacy or education is likely to raise the probability of transfers as better awareness and higher labour market status, which move positively with the level of education, enable one to help others. However, when an individual is guided by the principles of exchange or strategic exchange, the probability to remit and the level of education would move in the same direction, as an educated individual is able to understand better the purpose and implications of his/her action and response.

Political Factors

Policies in the slums are not rocket science. Slum dwellers want ration cards, water and a guarantee that their shacks won't be demolished. Politicians want to maximize votes while expending limited campaign funds and time. High-density slums and squatter settlements with a vast population whose survival depends upon government assistance in the form of land recognition, amenities, or public works programs present politicians with easy pickings.

Furthermore, slum dwellers, which lack other social networks, rely especially heavily on political networks for improvements in living conditions. As these voters become increasingly marginalized, the prospect of political mobilization presents slum dwellers an opportunity to voice their concerns.

h) Findings

- i) For the rural labour market, agriculture and non-farm sector both are of great significance. Since agriculture alone cannot generate productive employment opportunities for the growing labour force, it is the rural non-farm sector, which is expected to absorb the rural labour productively. Those who cannot afford to migrate to the urban areas in search of livelihood and have been displaced from the agriculture sector can seek alternative employment opportunities in the non-farm sector. This sector derives its strength both from the rise in agricultural productivity, development of rural infrastructure and strategies for rural industrialization on the one hand and the expansion of urban specific activities on the other.
- ii) Several factors that influence labour force from supply side include age composition of the population, educational status, fertility rate, the ongoing wage rate and the overall business status of the economy. In fact, one important aspect of labour market analysis is the responsiveness of labour force participation rate to the business cycle. With rise in the unemployment rate, the participation rate is expected to decline due to the phenomenon of discouraged dropouts.
- iii) Turning to labour demand, its analysis is required to determine the level of wages as long as the supply of labour is not perfectly elastic in the long run. However, if labour supply is perfectly elastic (or there exist instances of unionized employment), work demand allows one to determine the impact of exogenous changes in wages.
- iv) The rural non-farm sector has been viewed both in terms of 'supply push phenomenon' and 'demand induced' growth hypothesis. In favour of this hypothesis is the positive impact of land concentration, rural incomes and cropping pattern (inclined towards the non-food crops) on the proportion of male work force engaged in non-agricultural activities. An increase in agricultural productivity can raise non-agricultural employment either by raising the demand for non-agricultural products and services or through a residual absorption of work

displaced from agriculture because of mechanization, into non-agricultural activities.

- v) In the case of unorganized trade, the coefficients of urbanization and the relative size of agricultural work show negative and positive signs respectively. The latter is indicative of a residual sector growth in trading, which is prompted by the fact that entry barriers in terms of skill etc., do not exist in this sector. The total non-farm sector employment, however, showed a positive association with infrastructure and a negative correlation with rural poverty, revealing the phenomenon of demand induced growth. Since during the nineties poverty has declined in several states, it may, therefore, be inferred that the growth of the non-farm sector in these states have occurred partly in response to the demand side factors.
- vi) Economic growth varies considerably across space; even within India, states have recorded different growth rates, which do not seem to have any tendency towards convergence in the long run. Among several factors that influence economic growth, industrial performance has been treated as the engine of economic growth, implying that equalization of industrial productivity can bring in equalization of economic growth across space.
- vii) The rural-to-urban migration rates, and particularly the interstate flows are quiet modest in the Indian context given the socio-cultural and linguistic variations across regions. Even the inter-state flows are not spectacularly high as the rural-urban continuum factors are not present. In fact, the rural poor are not the ones who migrate in large numbers as they cannot afford to migrate and those belonging to the top expenditure size classes are not required to migrate.
- viii) Segmentation along the lines of caste, skill and education has of course drawn adequate attention of the scholars, but the physical segmentation of the labour market is an issue, which has received relatively less attention. By physical segmentation, we mean

inaccessibility of certain kind of jobs by certain group of individuals, primarily because of the distance factor within a city. Even inexpensive (intra-city) transport for commutation need not eliminate these labour market barriers, especially in developing countries.

- ix) Population in the urban areas expands due to the following three factors: natural growth of population, rural to urban migration and reclassification of rural areas as urban in course of time. Around two-fifth of the total urban growth is accounted for by the rural-to-urban migration. The process can be identified as 'over-urbanization' as long as (a) rural-urban migration leads to a misallocation of labour between rural and urban sectors in the sense that it raises urban unemployment, underemployment and poverty, and (b) rural-urban migration increases the social cost for providing for a country's growing population. Though the rural to urban migration rate is not necessarily found to be very high in some of the countries like India.

i) Suggestions

Employment and income support measures are realized much later compared to the programs relating to basic amenities. But the poor must have income first to pay for the user charges towards basic amenities. The employment and income support, measures, productivity levels in the informal sector need to be enhanced, which may improve the wages. The role of institution for social justice, social security and employment, insurance to the poor is indeed essential. For improving the levels of productivity, micro credit, marketing assistance, training and skill upgradation are of great relevance. Dissemination of information pertaining to jobs in the informal sector is an effective way of reducing the mismatch between labour demand and supply across space within the city. The urban specific measures, however, need to be adopted simultaneously with the rural development programmes else it will inflate the rural-urban migration.

22. TERTIARY SECTOR GROWTH : ISSUES AND FACTS

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New Delhi – 110 007
- b) Commencement 2006
- c) Completion 2007
- d) Publisher Institute of Economic Growth ,
Delhi University Enclave,
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B. TECHNICAL DETAILS AND FINDINGS

- e) Universe The study aims at analysing the growth –spur experienced by the tertiary sector and its role in sustaining the overall growth of the economy at an impressive high level, its contribution in generating productive employment opportunities and reducing poverty.
- f) Sample/ Methodology Based on secondary data of CSO|NSSO over the period 1999-2000 through 2003-2004 and the relative size of the dynamic components of the tertiary sector in 1993-94 prices.
- g) Objectives The study was conducted with the following objectives:
- i) To examine the contribution of the tertiary sector in the industrial growth ;
 - ii) To assess the effect of tertiary sector growth on poverty;
 - iii) To study the employment opportunities.
- h) Findings 1) The important feature of the foregoing analysis is the contribution of the tertiary sector in reducing poverty. Both in terms of value added and employment, the beneficial effects come out quite distinctly though as per the 61st round estimates of poverty, several states continue to have high poverty incidence as well as a

relatively large dynamic component within the tertiary sector value added.

- 2) The tertiary sector have been growing rapidly and contributing to the overall growth of the economy. Though the **econometric results** are not substantive to suggest that the dynamic components like transport, storage and communication (inclusive of IT sector) and banking, real estate and business services are driving the overall growth in the **Kaldorian sense**, the effect of these sectors on other sectors like manufacturing is noticeable. This pattern of services-led-growth is desirable because it can contribute to productivity growth in other activities as well. However, this must not be taken to interpret that sectors other than the services do not matter in driving the overall growth rate. On the whole, while it may be an exaggeration to suggest as a **policy implication** that tertiary sector can reduce poverty significantly, it would be equally erroneous to overlook its effect altogether. Though the effects of the high productivity services growth cannot be felt directly on poor, the indirect effects are not negligible. So the whole question is how to evolve mechanism that can raise the pay-offs of the new features that are arising in the process of growth, and how to make these gains favorable to poor as well. The challenge before the Indian economy is not to be selective; rather how best the newer trends can be turned to be beneficial, that is, faster growth with faster reduction in poverty.
- 3) Outdated laws in road transport, quantitative restrictions in financial and accountancy services, excessive administrative and regulatory burdens in construction services and overlapping responsibilities with regard to multi-modal transport have created a fragmented and uncompetitive industrial structure, denying the opportunities to the domestic service providers to reap the benefits of large size. With the recognition of the Indian service providers' qualifications and licenses at the international level, the foreign governments and regulators' effective access to foreign markets can be obtained. From the point of view of poverty alleviation compulsory bank branches in underprovided areas as well as

compulsory lending to priority sectors are important.

- 4) The sustainability of the services growth depends on India's ability to secure improved access to foreign markets, create a more competitive liberalized domestic economy, and develop appropriate regulatory institutions.
- 5) Commitment of all WTO member countries to liberal cross-border trade in services rather than only in transport and financial services and liberal access to the strictly temporary movements of skilled professionals are some of the basic pre-conditions which need to be met for enhancing India's service revolution and making the contribution of the services sector to overall growth sustainable.
- 6) Consumerism in India being on the fast track the Indian market is attracting the attention of the world's most luxurious brands and major companies such as Ferrari, Kohler, Gessis and Grohes and BMW will be soon rolling out their India operations. Whether such luxury retail franchise would eliminate some of the Indian products and thus reduce employment is an important issue.
- 7) The low productivity segment within the tertiary sector is quite large in terms of employment shares. Therefore, poverty alleviation, would be a distant dream without the expansion of social infrastructure (education, health etc.) since the knowledge-intensive economy driven by IT sector requires educated and skilled employees.
- 8) Investment in the social sector will not only raise the employment and value added growth in the high productivity segment but also contribute to poverty alleviation through skill formation and productivity enhancement among those located in the lower echelons of the socio-economic ladder.
- 9) The relationship among the tertiary sector growth, overall growth and poverty reduction, a more rigorous analysis needs to be pursued based on primary data. The primary survey can help us understand the inter-sectoral linkages by identifying the specific activities that depend on each other. Besides, the direct and indirect effects of growth and its composition in terms of specific activities on poor households need

to be delineated more precisely, which is possible through primary surveys.

i) Policy Suggestions

Increasing the role of the government in implementing the objectives of growth, employment generation and poverty reduction, expansion of defence and public administration, the historical role of the urban middle class in wholesale trade and distribution and demonstration effects in developing countries creating demand patterns similar to those of high income countries have been highlighted to offer a rationale for the expansion of the tertiary sector.

23. THE INDIAN LABOUR MARKET : AN OVERVIEW

A – GENERAL PARTICULARS

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- d) Completion 2006-2007
- e) Publisher International Labour Organization Sub regional
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B. TECHNICAL DETAILS AND FINDINGS

- f) Universe / Methodology This study is an analysis of the Labour Market situation in India over the last two decades. The concept of pro-poor growth envisages acceleration in economic growth with the concomitant growth in employment opportunities for the poor.
- Organised or registered manufacturing units include those that are registered under the Factories Act, 1948.
- g) Sample Based on secondary data of NSS and Population Census, study was conducted on work participation rates, employment structure, status of employment, informal sector employment, unemployment rates and poverty.
- h) Objectives The study was conducted with the following objectives:
- i) To study the worker population ratio;
 - ii) To examine the trends in the unemployment rate;
 - iii) To analyse employment elasticity and labour productivity;

- j) Findings
- iv) To study the composition to employment in terms of formal-informal sectors;
 - i) The study revealed that the Economic growth does not seem to have been generating employment opportunities for the poor on a large scale.
 - ii) It was observed in the study that during the year 1990, economic growth was not accompanied by rapid growth in employment.
 - iii) During the year 1990, the withdrawal of women from the labour force, caused a major decline in the employment growth. It was also promoted by the phenomenon of discouraged dropouts.
 - iv) The dynamic sectors have continued to grow rapidly, generating employment opportunities. However, most of the activities in these sectors are less likely to absorb the poor, who are mostly unskilled, and hence the direct effects of growth on poverty are still not spectacular. All this is compatible with the fact that the extent of decline in poverty after 1993-94 has been slower than the extent of decline between 1983 and 1993-94. However, dividing the post-1993 period into two sub-periods, it is observed that the extent of decline in poverty is sharper during 1999-2000 through 2004-05 compared to that over 1993-94 through 1999-2000.
 - v) Incidentally, employment growth was sluggish during the first sub-period, though it picked up during the second, suggesting strong inter-connections between employment growth and poverty reduction. While economic growth is a necessary condition for poverty reduction, it is not sufficient, as brought out by the interrelationship between value added growth and poverty incidence across states.
 - vi) For the positive effects of growth to be felt on low-income households, employment generation has to take place simultaneously.

24. MIGRATION AND WELLBEING AT THE LOWER ECHELONS OF THE ECONOMY: A STUDY OF DELHI SLUMS

A – GENERAL PARTICULARS

- | | |
|---------------------|---|
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| b) Reference Period | 2004-2005 |
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B. TECHNICAL DETAILS AND FINDINGS

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|----------------|---|
| e) Universe | The working and living conditions of the rural to urban migrant labour of Delhi slums. |
| f) Sample | Primary data was collected from a slum survey carried out in the year 2004-2005 in Delhi. A three-stage stratified random sampling technique method was used in this study. In the 1 st stage using the Jhuggi Jhompadi, the Delhi Development Authority prepared the list. |
| g) Methodology | Slum clusters with 200 and more households were considered and they were distributed across nine administrative zones. The sample was to be confined to a total of 30 clusters; the proportion of the number of clusters in each zone to the total (each with 200 and more households) was used as the weight in deciding the number of clusters to be picked up from each zone. Once the number of clusters to be picked up from a particular zone was estimated, the specific clusters were randomly selected. The proportion of the number of households in each of the sample clusters to the total households in 30 clusters was then calculated to assign weights in distributing about 200 sample households across the city. Finally, households were randomly selected for interviews. |

h) Objectives

The study was conducted with the following objectives :

- i) To study the migrants in slum clusters.
- ii) Cause of migrants to transfer from rural areas to large cities.
- iii) To analyse the fact or of social economic, demographic, education and health specific variables.
- iv) To study the leading poor living standards.

i) Findings

- 1) The study is an assessment of whether or not migration results in economic gains and specifically whether or not migrants benefit significantly from the place of their destination. It is very difficult to obtain information on income levels at the place of origin prior to migration. It is not possible to assess the duration of migration and living standards.
- 2) Duration of migration does not turn out to be a significant determinant of variation in per capita consumption expenditure. The concept of poverty is uni-dimensional in nature; there was a need to construct a more comprehensive index of wellbeing based on demographic and economic characteristics.
- 3) The composite well being index, generated by using the factor loadings and the eigenvalues as weights, suggests that migrants of very long duration are better off than the rest. Thus, it may be concluded that population mobility is not an irrational decision. In the long term, there are prospects for upward mobility at the place of destination.
- 4) It can also be seen that these households are able to improve their well being index in the very long term, and it would, therefore, be inappropriate to stop their entry to urban areas. Instead, urban specific employment and shelter support measures can help migrants to improve their living standards at a faster pace.

Policy Suggestions :

An important policy implication of this finding is that while rural development programs may reduce migration to urban areas, urban employment, shelter,

and basic amenities programs are still important for empowering the urban low income households, many of whom have been residing in the urban areas for a very long time with limited ties to the rural sector.

25. WORKERS ASSOCIATION IN THE NEW SERVICE SECTOR WITH SPECIAL REFERENCE TO LABOUR STANDARDS

A – GENERAL PARTICULARS

- | | |
|-----------------|---|
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| b) Supervisor | Dr. Neetha N. |
| c) Commencement | 2005 |
| d) Completion | 2005 |
| e) Publisher | Amit Singhal,
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B. TECHNICAL DETAILS AND FINDINGS

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|----------------|---|
| f) Universe | The study examines the trends of association in Information Technology/ Information Technology Enabled Services sector and examines as to what extent one of the core labour standards of right to organize and collective bargaining is realized in the service sector. |
| g) Scope | The scope of the study is of relevance in the context of global economic transformation and its implications for labour in India. With the upsurge of new service sector economy, the recognition of a universal charter with clauses respecting minimum labour standards, core labour relations rights, healthy and safe working conditions, ceiling on work hours and employee representation are essential to protect the interests of the ITES employees. The challenges on the existence and functioning of the Trade Union in the context of the changing employment relations and work organizations are the focus of the study. |
| h) Methodology | The study is done on the basis of review of the existing literature and secondary data. As the trend of association is being more strongly observed in the |

call centres. This study draws substantially from the survey done on call centres in five cities (Gurgaon, Chennai, Mumbai, Hyderabad, and Bangalore) by UNI-Apro.

i) Objectives

The objective of the study is to analyze collective bargaining, social dialogue and the emergence of the workers association in the new service sector. Accordingly, the study examines the factors that hinder the formation of workers association in the new service sector and analyses the relationship between technology and human resource management in the modern service sector. The study also looks at the trends of association in IT/ ITES sector and examines as to what extent one of the core labour standards of right to organize and collective bargaining is implemented in the service sector.

j) Main Findings

- i) Most of the minimum standards at work are being violated in call centres including one of the core labour standard, (freedom of association and the right to collective bargaining) which becomes the foundation for addressing all other labour standards. Union Network International is providing comprehensive support to develop the capacity and capability of workers association in the IT/ IT enabled services to represent workers and participate effectively as partners in industry and national development. Many employees and representatives at the call centers felt that the company council lacked the effectiveness and influence necessary to fulfill its representative requirements.
- ii) Core Labour Standards are currently at the center of the debate over enforcing labour standards at the global level and including them in trade agreements. Proponents view these standards as the basic framework of rules for labour market transactions in the global economy and believe that better compliance with them, especially freedom of association and bargaining rights, will lead to improvements in other standards.
- iii) Among the situations in which a case for labour standards may arise are imperfections in labour markets, market power, effects in

international trade, and concerns that consumers or general individuals may have about the working conditions or rights that other individuals enjoy. These are contexts in which promoting labour standards through some form of collective action are beneficial.

k) Suggestions

- 1) Such policies should be incorporated which can promote the well being of the poor. When labour Standards are chosen domestically, their choice may be distorted by the potential for influencing the terms of trade, and integrating international labour standards with international trade negotiations.
- 2) Labour standards may certainly have a role to play, but these may be put in context, both conceptually and in terms of implementation. There are some possible connections between international labour standards, technological progress and economic growth.

26. EMPLOYMENT AND EARNINGS IN URBAN INFORMAL SECTOR – A STUDY ON ARUNACHAL PRADESH

A – GENERAL PARTICULARS

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- c) Completion June 2007
- d) Publisher Sh. Krishan C. Khurana,
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B. TECHNICAL DETAILS AND FINDINGS

- e) Universe The universe of the study was the State of Arunachal Pradesh.
- f) Sample/ Methodology The study is based on analysis of both primary and secondary data. The secondary sources include Population Census of India, Economic Census of Arunachal Pradesh and Statistical Abstract of Arunachal Pradesh.

To find out the contractual relations and socio-economic conditions of workers in Arunachal Pradesh, a primary survey was conducted. The Primary Survey was conducted basically at two levels. In order to find out the broad categories and main features of the informal sector enterprises in study area, an enterprise level questionnaire was canvassed to randomly selected enterprises in the three urban localities of Itanagar, Nirjuli and Naharlagun. In all 150 enterprises were covered in this survey. The study however is mainly based on primary data collected from 130 urban informal workers on various individual and household

characteristics, employment pattern and nature of contractual arrangements. To analyze the earnings and employment conditions in different segments of the urban informal sector, a specified number of workers from each of the major occupational categories were selected. Twenty workers were selected at random from each of the following categories: construction, rickshaw pulling, auto repair, transport and fabrication, hotels and restaurants and petty trading. Ten workers were selected from the domestic workers category. Three workers from the IT and communications sector and seven workers were selected from the handicrafts manufacturing units. Ten workers were also selected from various other occupations.

g) Objectives

The main objective of the study is to know the nature and quality of employment in the urban informal sector in Arunachal Pradesh. Specifically, the objectives of the proposed study are :

- a) To find out the contractual relations in different segments of the urban informal sector in Arunachal Pradesh.
- b) To investigate the quality of employment in the informal sector in terms of earnings, job-security, working hours, etc.
- c) To find out the general socio-economic conditions of the informal sector workers.
- d) To examine the linkages, if any, between formal education and earnings in different segments of the informal sector.
- e) To bring out policy prescriptions to improve the conditions of workers in the urban informal sector.

h) Findings

1. It was found that there has been both horizontal expansion i.e. coming-up of new units and vertical expansion i.e. increase in the size of employment of existing units, in the growth of the informal sector employment in Itanagar.
2. It was also found that the exploitation of wage workers in the informal sector was higher than that of the formal sector. It is also important to note that the linkages of the informal sector units with government and other public systems by way of regulation,

- input and utility supplies were found to be more or less non-existent.
3. The study found that very insignificant proportion have access to electricity and Institutional credit and no one was provided access to allotted site and capital assistance for government.
 4. The study found that the majority of the workers in the job markets in urban areas were migrants. The share of the male migrant workers was as high as 92 per cent, while that of women workers was only 26.2 per cent. But it was found that the share of female workers was much more among the non-migrant workers than among the migrant workers.
 5. As far as the age distribution was concerned, they were relatively young as 46.2 per cent of the workers belonged to the age group of 15-25 years and 40 per cent of the workers were in the age group of 25-45 years.
 6. It was also found that the participation of the ST workers from the state was restricted to only few of the occupational categories, namely, petty trading and handicrafts.
 7. The study also found that majority of the workers was hired workers. Only 25 per cent of the total samples surveyed were self-employed, while the rest were hired workers.
 8. As regard regularity of workers, the study revealed that contrary to the general perception, around 76.2 per cent of the workers were engaged in the same occupation throughout the years, though there were some changes in their employers.
 9. It was also found that only 26.2 per cent of the total informal sector workers surveyed were skilled workers, while the remaining were unskilled.
 10. Of the total workers surveyed it was found that 48.4 per cent were illiterates and 40.8 per cent had studied till the primary level, which clearly highlights the poor human capital base of the informal sector workers in urban Arunachal Pradesh. Among the ST workers, it was found that only 12.5 per cent were found to be illiterate, while it was 57 per cent among the rest. The ST workers were found to be relatively better off in terms of education

when compared with non-ST workers.

11. So far as the working conditions in terms of access to paid leaves, working hours per day, medical assistance and provision of housing facilities was concerned, it was found to be very pitiable. There was absolutely no social security net. On an average, their working hours were more than 8 hours except in case of one or two occupations. They had no access to paid leave, emergency medical allowance and housing provisions.
12. As far as the payments of wages were concerned, only 68 per cent of the hired workers received their wages in cash, while the rest 32 per cent received it partly in cash and partly in kind.
13. With regard to the frequency of wage payments, it varied substantially across the urban informal sector; about 60 per cent of the hired workers in the sample received their wages on monthly basis, 19.4 per cent on daily basis and 16.3 per cent on weekly basis. In occupations like construction and hotels, the payments were very irregular.
14. Most of the workers worked on time rate contracts, but piece rate contracts were also found in few categories like handicrafts and construction.
15. The method of recruitment was more personal and about 50 per cent of the workers were recruited due to personal contacts and 45 per cent through friends and relatives.
16. It was found that 55 per cent of the workers had not changed their employers during the past one year, but 19.4 per cent had changed their employers frequently.
17. Frequent change was associated with domestic servants and construction workers.
18. Though 20 per cent of the urban informal sector workers were members of trade unions, very few reported any welfare measures undertaken by their respective unions. It was just a front for exploiting the poor workers.
19. As far as the earnings in the urban informal sector are concerned, it was found that there was a lot of disparities in the monthly earnings of different categories of workers. The average monthly income of the workers in this sector was Rs. 2542 only. Monthly

income was found to be lowest in case of domestic service and highest in case of IT and communications. In terms of gender, female workers on an average earned less i.e. Rs. 2242 per month than their male counterparts i.e. Rs.2685 per month.

20. The study also found that there was sharp difference in income in case of skilled and unskilled workers and that there existed a positive correlation between formal education and earnings in the urban informal sector.
21. It was also found that the employers did not charge any rate of interest on the loans, as the amount given was very small. Around 22.4 per cent of the hired workers were indebted to their employers.
22. There was extreme form of vulnerability and food insecurity in the category of construction workers and rickshaw pullers. As regards housing facilities, the workers were found to be living in unhygienic make shift houses. With regard to drinking water facilities it was found that more than 75 per cent of the workers carried water from a tap outside their home and 17.7 per cent from nearby streams.
23. Further as far as security and freedom from violence was concerned it was found that physical attacks had become a part of the working life in many of the informal sector occupations.

27. WORK PARTICIPATION RATES: A DISTRICT LEVEL PROFILE FROM THE 2001 CENSUS DATA

A – GENERAL PARTICULARS

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|-----------------|--|
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| c) Completion | 2005-2006 |
| d) Publisher | Institute of Economic Growth,
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B. TECHNICAL DETAILS AND FINDINGS

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|------------------------|---|
| e) Universe | This study is based on the 2001 population census data related to work Participation rates of males and females in both rural and urban areas. |
| f) Sample/ Methodology | Study was conducted in all the districts in fifteen major states in India and covered both the rural and urban areas. |
| g) Objectives | The study was conducted with the following objectives:
i) To study work participation rate between male and female.
ii) To study demand and supply side factors.
iii) To study influence of several culture, social and demographic factors on the work participation rates. |
| h) Findings | i) This study was to analyze the district level work participation rates across 15 States viz., Andhra Pradesh, Assam, Bihar, Gujarat, |

Haryana, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Punjab, Rajasthan, Tamil Nadu, Uttar Pradesh, West Bengal estimated from the population census data, 2001. It shows a fairly distinct positive association between the level of development and the male work participation rate, though it is not so evident in the case of women workers because women work participation rate is a function of several socio-economic, cultural and demographic variables also. It was observed that women work participation is related positively to the male work participation rate, and this is interpreted as effect of development. As development takes place, opportunities for both male and female workers grow, though in the initial stages it may absorb male workers to a larger extent. But when male work participation rate goes up, it eventually leads to women labour absorption – the excess demand for labour is met by the reservoir of the women work force. The shift in the demand curve for labour results in increasing labour absorption of both male and female workers.

- ii) The backward sloping supply curve of women, suggesting that women withdraw from the labour market as spouse's earnings go up, does not seem to be a valid argument in the macro context. This is because, employment being demand driven in a labour surplus economy, men from petty jobs would substitute women who in response to a rise in their spouses' earnings decide to withdraw from the labour market.
- iii) Rise in literacy, reflecting the rise in school enrolment ratio, also tends to reduce the work participation rate with the expectation that with higher levels of education better work opportunities will be accessible in the long run. Particularly in the urban areas where women seek higher education, this long term picture is likely to be distinct, that is, with literacy, work participation rate would vary positively. As the number of children per woman increases, women's responsibilities go up and hence, their explicit participation in the job market drops. Since the category of agricultural labour constitutes largely the

casual wage earners, districts with higher levels of casual employment are expected to report lower incidence of participation rates in the rural areas. Rural women are, on the other hand more likely to be engaged as self-employed workers in agriculture – the category that the population census classifies as cultivators. With the level of urbanization, rural women work participation rate may go up as the migration of the rural males to the urban areas may compel the women members of the households to engage themselves as full-time workers rather than as helpers. Also, faster urbanization means extension of urban-based activities to the rural areas and thus an increase in rural non-farm sector employment in which women may find lucrative employment opportunities. With respect to urbanization urban women work participation rate is also expected to vary positively as socio-economic development takes place in the process. Rise in the share of ‘other activities’ predominated by trade and services may bring the participation rate down as many of these activities are pursued by women members of the households on part time basis and / or as helpers.

- iv) In the rural areas, the percentage of scheduled caste population reduces the work participation rate, while in the urban areas it shows a positive effect. Literacy too reveals a similar behaviour in the rural areas it leads to a withdrawal from the labour market while in the urban areas it raises the participation. The male work participation rate seems to have a positive effect on its women counterpart in both the rural and urban areas. The child-women ratio reduces participation in the urban areas but not in the rural areas. The percentage of women workers in trade and service activities has a negative effect on the participation possibly because these activities do not offer high productivity jobs.
- v) From the cross-sectional analysis, it may be observed that the economic development raises the demand for labour (both male and female), one would have expected this to happen over time as well, because the nineties witnessed a higher overall growth compared

to the eighties. This apparent inconsistency needs a more intensive investigation.

Policy Suggestions:

On the cross-sectional study, the policy conclusion focuses on economic growth and education, which in the long run are seen to raise the work participation rate of the women too. Rural diversification, employment generation in the urban organised sector and improvement in productivity in the informal sector are the key issues in the context of economic growth, it would help reduce poverty by offering decent living conditions.

28. GENDER IMPLICATIONS OF TRADE EXPANSION IN THE CONTEXT OF WTO; THE CASE OF TEXTILE AND CLOTHING INDUSTRIES

A – GENERAL PARTICULARS

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|-----------------|--|
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| d) Completion | 2005 |
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B. TECHNICAL DETAILS AND FINDINGS

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|----------------|---|
| f) Universe | Impacts of trade on women, as a result of trade and other development issues. Their ownership, control, access to economic resources, assets and markets are in specific sectors of the economy such as textile and agriculture etc., women experience of the process of globalization in general and trade liberalization in particular. This paper ,with the case study of garment industry, in India, puts forward the argument that the experience of the labour in general and women labour in particular is totally a different experience wherein the nature of employment and wages are unfavorable to the healthy living of the workers, in garment trade. |
| g) Sample | It is a case study of the garment sector in India with special focus on the analysis of the nature of women's employment and wages pattern, within the context of international trade expansion in the form of transition from Multi-Fiber Agreement to Agreement of Textile and Clothing. This study largely depends on the secondary sources that include reports of Textile Ministry and similar other published reports. |
| h) Methodology | A detailed breakdown that examines different trends and tasks which take into account the complexity of |

the issues and factors involved, which include, women's access to economic and technical resources, female labour force participation rate, and patterns of labour market discrimination and segregation, access to education and women's education levels, access to health care and socio-cultural resources.

i) Objectives

i) To study trade & gender dimension and to understand WTO rules and trade activities which benefit women & improve their well being.

ii) To study the Garment sector in India with focus on the analysis of women's employment and wages pattern.

j) Findings

i) Two main ways of looking at the connections between trade and gender, and the strategies women should adopt to advance their interests and mitigate the negative impact of trade. Trade liberalization is beneficial to most of the women, given the fact that the increase in levels of world trade have led to greater influx of women into the paid labour force, which is assumed to be a precondition for improvement in women's status. The benefits to women associated with employment, emerging from trade are extremely limited, and that the costs are extremely high.

ii) Participation in trade negotiations and introduction of gender concerns are probably unproductive. Trade is gendered, with different impacts on men and women. Most women are currently among the most vulnerable of the world's population. Men and women are affected differently by trade policies. Women and men have different access to ownership and control of productive resources (land, credit, and their own labour), decision-making and participation.

iii) The World Bank has concluded that greater gender equality and less rigid gender-based divisions of labour promote growth in two ways: by raising the total level of productive capital in society, and by specifically increasing female productive capital, which has important pro-growth effect.

- iv) Most of policy-makers and trade specialists assume that gender issues are irrelevant to the formulation of trade policies. Evidence demonstrates that trade liberalisation has different impacts on women's and men's employment and conditions of work, and women's unpaid labour. Female bias is particularly strong in labour intensive industries such as garments, microelectronics, food processing, toy making, over the past decade, as globalization has been institutionalized, there have been negative impact on female workers, since there is higher incidence of part time work among women.
- v) The employment effects of trade have been most favourable to women in countries that specialize in the production of labour intensive manufactures. Readymade garments account for approximately 42 per cent of the countries total textile exports. (Minister of Textile, 2004-05). In the year 2002-2003 and 2003-04 they lodged a growth of 15.5 per cent and 5.5 per cent respectively.
- vi) According to the NSSO 55th Round Survey, there are estimated 9.6 lakh garment units in India in the unorganized sector. In 1999-2000, the Annual Survey of Industries (A S I), which covers factories registered under the Factories Act, estimated 5055 garment enterprises in the factory sector. The readymade garment Industry employs a large number of people and plays an important role in export – related job creation.
- vii) Labour Bureau, Government of India, in 1994-95 estimated the total workforce in textile garment to be about 2.46 lakh of which 45.27 per cent were men and 54.73 per cent women. 86 per cent of total employment and 88 per cent of women's employment in garment export industry are concentrated in Delhi and Bombay.

k) Suggestions

The relationship between gender and trade policy is important for the policy makers so that they will be better able to identify areas where

trade liberalization may advance broader domestic goals, and where trade agreement might actually undermine other public policy priorities. Gender impact analysis can help policy-makers take into account not only the complimentary policy measures that need to be implemented along with trade commitments, but also the pace, scope and sequencing of trade liberalization .

29. VULNERABILITIES AND INSECURITIES OF INFORMAL SECTOR WORKERS – A STUDY OF STREET VENDORS

A – GENERAL PARTICULARS

- a) Author Helen. R. Sekar
- b) Completion 2008
- c) Publisher V.V. Giri National Labour Institute,
Sector – 24, Noida (U.P.)
No. of Pages – 156

B. TECHNICAL DETAILS AND FINDINGS

- d) Universe The universe of the study comprises of 518 vendors representing 40 sectors and 15 villages of NOIDA (Uttar Pradesh). Selection was made to the extent possible from North, South, East, West and Centre to have adequate geographical representation of the city chosen for the study. The study was preceded by a preliminary field acquaintance.
- e) Sample Sample selection of the markets and the vendors was **purposive** keeping in mind the need to include women and child vendors as per their proportion. Sample selection was through a stratified proportionate random sampling method to have vendors drawn from various categories based on migrant status, marital status, age, regional / state distribution, and religion and caste backgrounds. A total of 186 Fixed Location Vendors, 182 Mobile and Door to Door Vendors and 150 Weekly Bazaar Vendors constituted the total sample population.
- f) Methodology The methodology of the present study involved qualitative as well as quantitative research methods.
- g) Objectives
1. To understand & unravel the status & special vulnerability of vendors in the context of globalization, particularly the impact of liberalization and macro-economic change in employment patterns, working conditions & other related aspects of work over the last 5 years.
 2. Specifically the study made an attempt to identify & highlight the special needs of

vendors, especially women & child vendors with a view to suggest possible strategies to address their vulnerabilities & insecurities as well as needs for support in areas of :

- ✓ Market access
- ✓ Vocational & life skills
- ✓ Development for enhanced employability
- ✓ Improved working conditions
- ✓ Social protection
- ✓ Empowerment for increasing their voice representation with the local authorities
- ✓ Measures to improve the level of profitability.

h) Findings

- i) The study revealed that street vending is an important economic activity for the urban poor in the industrial city of NOIDA though it did not have a long tradition of street vending. Though street vending keeps expanding, it involves a relatively small proportion of the city's population. Street vendors comprise of both the poor as well as the better off in the city.
- ii) They operate without licenses which restrict access to government services such as allocation of space for vending, loans at reduced interest rates etc. Their lack of access to credit and reluctance of banks to provide loans as they are considered as "unbankable", lead to shortage of money for buying goods. Thus, the street vending despite being an individual customer oriented economic activity, due to the complete lack of public welfare or unemployment compensation, lack of (business) skills and a highly irregular and insecure nature of income, force the street vendors into social dependency relationships.
- iii) Street Vendors gain their livelihood through selling different commodities without being included in the category of the 'employed'.
- iv) A lengthy urban experience is found to be needed for the successful street vending and only then the vendors are able to make reasonable income. Like a range of other economic activities in urban areas, Street Vending is characterized by (a) ease of entry; (b) reliance of indigenous resources; (c) family ownership; (d) small-scale operation; (e)

- labour intensive; (f) skills acquired outside the formal school system; (g) unregulated and competitive markets”.
- v) For almost all the vendors (98%) vending is the only or primary source of the household income. There were relatively less female vendors (24%) and many of them earned less than their male counterparts because women often did vending alone and their vending hours were restricted due to domestic work and cultural reasons. Sixty-seven per cent of the vendors come from the relatively more disadvantaged socio-economic groups. Looking at the backward and forward linkages of the street vending activities, it was found that in terms of resource inputs, a variety of linkages with large dealers were common. These linkages were exploitative and therefore result in low income earning potentials and the net income was relatively low.
 - vi) Street vendors face various problems such as police and local government harassment; confiscation and impoundment of goods; authorities take advantage of their illiteracy; availability of space is inversely proportional to the number of vendors; problems with allocations system of vending sites; problems with permit system in limited vending areas; lack of facilities (e.g. shelters, storage); power struggles among Market Pradhans and their false promises; lack of unity among vendors.
 - vii) Although there is a total restriction on street vending in NOIDA, these had not been fully implemented. Most of the new urban developments in NOIDA are global investments, facilitating global metropolitan life especially due to the development in IT related investments and the coming up of IT industries especially the (Business Process Outsourcing (BPOs), service sector such as the multinational food joints, showrooms of the international brands and the Export Processing Zones and Special Economic Zones. In everyday reality, however, many trading activities in urban space in NOIDA can be found in a form of traditional trade, street mobile vendors.
 - viii) Having been categorized as informal sectors and ignored from the official planning process,

street vending has been profoundly embedded in everyday urban life of the city's inhabitants. They are a micro scale of a real local economy upon which many lives from different social status are based. Although they are ephemeral in form, they persist in ways of life and culture, providing service near home and right at people's door. In everyday urban life, these two poles, global metropolitan life and traditional local culture, co-exist socially and spatially in an urban environment in NOIDA. As they both use urban space to perform their social and economic transactions, the contest between them is inevitable. Some of their activities are competing while some are complementing.

i) Recommendations

- i) The study recommends that the laws on street vending should be enacted and existing laws should be reviewed in the light of constitutional rights to earn one's livelihood with serious re-examination of the system of confiscation of goods. Some of the challenges faced by the Municipal Authority include absence of a policy on street Vending; changing leadership of Vendors; migration of people from other Districts, and States who start vending on the street; cleanliness of street trading areas; registration of Vendors; site allocation for vending; collection of charges for operating etc.
- ii) It is important to conduct survey of street vendors at the national level to assess the magnitude of street vending, and to understand the spatial distribution in relation to transport routes, the product types and stock values as well as working hours, earning and gender breakdown.
- iii) Training, in particular skill training should be imparted to vendors who want to move out of street vending into higher income-earning economic activities, they should also be trained in Negotiation Skills to deal with various officials including the Municipal Authorities.
- iv) Efforts should be made in organizing the vendors to form a national alliance of street vendors so that they can unite in order to speak in one voice to the municipalities and national government. This would enable them not only

to speak collectively, but also to act collectively.

- v) The Municipal Authorities should involve street vendors in the design and implementation of policies effecting street vending. In order to deal with the problem of inaccessibility to credit, Self-Help Groups of women vendors should be constituted so that they could raise bank loans and also be targeted for Group Insurance Schemes.

30. CHANGING PATTERN OF RURAL NON-FARM EMPLOYMENT

A – GENERAL PARTICULARS

- | | |
|-----------------|---|
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| b) Commencement | 2006 |
| c) Completion | 2008 |
| d) Publisher | V.V. Giri National Labour Institute,
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B. TECHNICAL DETAILS AND FINDINGS

- | | |
|----------------|--|
| e) Universe | Universe of the study was the State of Uttar Pradesh. |
| f) Sample | Random sampling technique was used to select the respondent households for the study from among the listed households categories. |
| g) Methodology | <p>The first stage involved selection of a particular region within the state of Uttar Pradesh. Western Uttar Pradesh was consciously selected for this study, since this region has been experiencing very high level of agricultural growth along with non-agricultural employment.</p> <p>Green belt of western region of U.P. comprises of several districts exhibited below:-</p> |

Western U.P. Green Belt Districts

Sl. No.	Districts
1.	Saharanpur
2.	Muzaffarnagar
3.	Bijnour
4.	Muradabad
5.	Rampur
6.	Jyotiba Phule Nagar
7.	Meerut
8.	Bhagpat
9.	Ghaziabad
10.	Gautam Budh Nagar
11.	Bulandshahr

Three variables namely literacy rate, proportion of workers in the household industries to total workers and percentage of other workers to total workers, in relation to the rural area of the district were selected as indicators for facilitating the selection of a particular district, sub-region within it and villages from the sub-region.

h) Objectives

The main objective of the study was to examine the changing employment situation and growth of rural non-farm employment in rural areas. The study aimed at examining the following issues :-

- i) Growth and diversification of farm and non-farm employment.
- ii) The gender aspect of non-farm employment.
- iii) Reasons for engagement in farm and non-farm employment.
- iv) Mapping emerging non-farm activities.

i) Findings

Farm Households

- 1) Maximum number of respondents cited non-availability of opportunities as a reason for their engagement in farm activity.
- 2) It was seen, there were very few households which were engaged in non-farm activities. Maximum number still preferred to be engaged in farm activities,.
- 3) It was seen that the main reason for engagement in non-farm activity was landlessness.

Non-Farm Households

- 4) Maximum numbers of parents were engaged in non-farm activities. Maximum percentage parents provided the base to start non-farm activities.
- 5) The types of activities in which respondents were engaged were utilities, construction, trade, hotels and restaurants, transport, storage, communication, finance, insurance, real estate, community, social and personal services, as well as manufacturing.

Mixed Households

- 6) Maximum number of respondents reported non-availability of opportunities in other field as a reason for their engagement in farm & non-farm activities (mixed households). This was followed by security, lack of skill, profitability and lack of information.
- 7) Lack of interest was cited as the main reason for engagement in non-farm activities (Mixed households), followed by lower income and absence of full time employment opportunities.
- 8) Maximum number of respondents were reported to be engaged in utilities under the non-farm activities in both farm and non-farm households. This was followed by community, social and personal services.
- 9) Maximum numbers of parents' respondents were engaged in farm activities.

Women Engaged in Farm Based Activities

- 10) In all the four villages under the study, maximum numbers of women belonged to the age group of 25-50 years of age. All these women originally belonged to the Ghaziabad area.
- 11) Though most of the women were illiterate yet few of them have undergone traditional education system available at the village itself.
- 12) Most of the women were earning income of Rs. 5000/- or below. These women were owning land area above five Bigha except in Banthla village.
- 13) The main reason cited for engagement in farm activities was lack of opportunities in the village. In village Mahmoodpur, non-availability of social security and in Tila Shasbazpur, lack of any kind of skill was also cited as an important reason to choose farm activities.
- 14) It was also found that these women spent part of their income on education of the children. Regarding satisfaction of work, there was a mixed response.

Women Engaged in Non-Farm Based Activities

- 15) In all the four villages under the study, most of the women belonged to the age group of 25-50 years of age;
- 16) It is interesting to know that many women in Banthla village had technical education.
- 17) In non-farm activities also maximum numbers of women were earning income of Rs. 5000/- or below.
- 18) The main reason for low wages was non availability of proper skills.
- 19) Landlessness was the main reason to be observed in non-farm activities.
- 20) Most of these women spend between Rs.100 and 500 on children's education.
- 21) Maximum number of women said they were not satisfied with their present job.

Women Engaged in Both Farm and Non-Farm Based Activities

- 22) Most of these women were illiterate, except in Banthla village.
- 23) These women were earning income below Rs. 5000/-.
- 24) Social security, non-availability of opportunities and profitability was the reason for engagement in farm activities.
- 25) Lack of interest, non-availability of full time employment, lower income and landlessness were the main reason for engagement in non-farm activity.
- 26) These women were engaged in utilities and community social and personal services.
- 27) Most of these women belong to Ghaziabad and spend certain part of their income on children's education.
- 28) Maximum number of these women were satisfied with their present work.

j) Concluding Comments

- 1) The Rural Non-Farm sector must not be viewed as a panacea for the fundamental problems of rural development and poverty alleviation. The problem of development is

- a problem of the whole; it cannot be solved tinkering with a single little part.
- 2) A rural non-farm activity has the potential to eradicate rural poverty, but agricultural development is regarded as a necessary precondition. It is, however, well-known that the infrastructure to facilitate rural non-farm activities requires a huge investment, since rural areas are geographically scattered.
 - 3) After establishment of WTO, the enhancement of agricultural competitiveness appears to be emphasized in agricultural policy. At the same time, as more policymakers realize the fact that more active rural non-farm activities could lead to the survival of small scale farms through the supplementing of farm income from non-farm sources, rural non-farm activities promotion programmes become more important during the course of the structural reform.
 - 4) The basic agricultural policy direction is the encouragement of full-time farming. In order to enhance the earning power, the government assists the full-time farmers to acquire the added-value through processing raw agricultural products and through marketing. Agriculture is designed to become a secondary and tertiary industry.
 - 5) In a rural economy with limited land and other resources, the role of rural non-farm employment will become more important in most developing countries. However, if the pattern of economic growth is dominated by large-scale, urban based and capital-intensive industries, the promotion of rural non-farm employment is a challenging task. The policy environment is severely tough, more carefully designed programmes are required for the promotion of rural non-farm activities and employment.
 - 6) With the rapid development of information technology (IT), the economic environment of rural non-farm activities will change substantially. Accessibility to the remote areas would improve and would

influence both the backward and forward linkages of rural non-farm activities. Infrastructure to improve the connection between these linkages will always remain a key issue.

**31. STUDY ON SCHEME OF FINANCIAL ASSISTANCE FOR EDUCATION
UNDER BEEDI,CINE AND MINE WORKERS WELFARE FUNDS
IMPACT EVALUATION AND ENHANCEMENT**

A – GENERAL PARTICULARS

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- b) Sponsored by
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- c) Commencement
- November, 2007
- d) Completion
- January, 2008
- e) Publisher
- Published

B. TECHNICAL DETAILS AND FINDINGS

- f) Universe
- The study was confined to three states namely, viz. Andhra Pradesh, Madhya Pradesh and West Bengal.
- g) Sample
- As regard the concentration of beedi and other workers, the following districts were selected for sampling studies in the above states in consultation with the concerned Regional Labour Welfare Commissioner:

Andhra Pradesh

- a) Hyderabad having concentration of cine workers
- b) Karimnagar having concentration of beedi workers

Madhya Pradesh

- a) Jabalpur and Sagar having concentration of beedi workers.
- b) Katni having concentration of lime-stone and dolomite mine workers

West Bengal

- a) Kolkata having concentration of cine workers
- b) Murishadabad having concentration of beedi workers

g) Methodology

Data was collected by both primary and secondary sources.

Primary data was collected through the following sources :

- i) In depth discussions with the concerned government officials.
- ii) Semi-structured interviews/focus group discussion of teachers and heads of educational institutions.
- iii) Interviews of beneficiaries and their parents.

Secondary data: Secondary data was compiled from the government offices and the schools visited. In each educational institution, a stratified random sample of beneficiaries were administered a structured questionnaire seeking information on social, economic and demographic profiles of the families.

h) Objectives

The objectives of the study were :

- i) To evaluate the impact of the Scheme in terms of attracting the targeted children to schools and enhancing their education level and capabilities;
- ii) To examine the efficacy of the delivery of the Programme;
- iii) To review the need for continuing financial assistance to the children studying in class I to IV considering that primary school education is free and even books are being provided free of charge;
- iv) To find out if any parallel scheme of the Central Govt./State Govt. are in operation and ascertain the procedure being followed for grant and

disbursement of financial assistance under those schemes;

- v) To suggest, if any modifications are called for in the existing Scheme and procedures being followed for the grant and disbursement of financial assistance and the agency through which it would be implemented.

i) Methodology

- i) It was observed that the budgetary allocations were not available on time as per requirement.
- ii) It was also found that backlog of the applications received in 2004-2005, particularly under the beedi workers Welfare fund was being cleared during the financial year i.e. 2007-08. Such inordinate delays forfeit the very objective of extending the financial assistance i.e. enabling the students of deprived sections to pursue the studies which but for this assistance would not have been pursued or pursued under financial hardships.
- iii) As in unaided private schools it was observed that majority of the students were children of Beedi workers who depended on the availability of financial assistance from the Labour Welfare Organization.

Positive Impact

It was found that the overall impact of the Scheme was positive in many respects. But for this Scheme, many children of the workers engaged in these industries, particularly in the manufacture of beedis, would not have gone to schools. In fact, many of the private schools have come up because of the financial assistance available under this Scheme and majority of the children studying in such schools belong to Beedi/Cine/Mine workers. Most of the beneficiaries were up-right and cheerful and did not seem to suffer from any inferiority complex. They were ambitious and looked forward to continued support under the scheme for pursuing

higher education for a career. Many schools have reported that attendance as also the performance of scholarship holder has improved substantially.

Fetish for male child

It was also observed that parents have a bias in favour of male-children. Sending female children to schools is not a matter of priority for them. The financial assistance available under this Programme has curbed their bias. As a result, the proportion of female children going to schools has been found to be higher than that of male children. Results of the schools where majority of the students belong to the workers engaged in the industries under reference compare favourably with the results of government school in the same locality.

32. STUDY ON MIGRATION AND VULNERABILITY TO HIV/AIDS: TOWARDS EVOLVING VIABLE INTERVENTION STRATEGIES

A – GENERAL PARTICULARS

- | | |
|-----------------|--|
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ii) S.K.Sasikumar |
| b) Commencement | 2003 |
| c) Completion | 2005 |
| d) Published | V.V.Giri National Labour Institute,
Noida |

B- TECHNICAL DETAILS AND FINDINGS

- | | |
|-------------|---|
| e) Universe | The universe for this study was All India. |
| f) Sample | Purposive Random Sampling was adopted to conduct the study. The respondents were selected from both areas i.e. source area and destination area of migration. |

Destination Area of Migration:

A total of 500 male migrant workers and 100 female migrant workers in the age group of 15 to 40 years (migrated to Delhi after 1996 and have worked there at least for six months) were considered as respondents through purposive manner from different centers in Delhi including Noida.

Originating Area of migration:

Thirty migrant households were selected from each village on a purposive manner, i.e. 300 households were considered as respondents from Bihar State i.e. originating area of Migration.

- | | |
|----------------|--|
| g) Methodology | The study comprised of primary and secondary data. Two major secondary data sources on migration, Census and NSSO documents have been analysed to provide a broad overview of the macro trends and characteristics of Labour migration in India. The administration of questionnaires among individual migrant workers in the destination centers and migrant households |
|----------------|--|

in the source areas provided a rich variety of information for analysis. However the information that was related to complex issues like sexual behavior and health care practices could not be gained from all areas through the questionnaire survey. In order to overcome this limitation, qualitative research techniques like focus group discussions, structured and unstructured interviews and open ended discussions were used with a variety of interest groups like migrant workers, community representatives, concerned government and semi government officials and people's organization to elicit the requisite information.

Secondary Data: Two major secondary data sources on migration, Census and NSSO documents, were used to analyse the macro trends and characteristics of Labour migration in India. Apart from this, the existing research studies on Labour migration and also studies linking migration and HIV / AID were also used.

Primary Survey:

The information was collected from the respondent at destination center Delhi (including Noida) was from South Delhi (Badarpur, Okhala, and Khanpur), North Delhi (Kings Way Camp, Timarpur, Azadpur, Mukherjee Nagar,) East Delhi (Kalyanpuri) and West Delhi (Rajapur Gaon in Rohini) and Noida.

The survey focused on identification of the respondents in the five occupational groups viz. construction, transport (mainly rickshaw pulling), retail and petty trade and vendors, informal services (such as domestic maids, gardeners, persons working in public telephone booths, photocopying centres etc.) and manufacturing (especially textile, chemicals and food products. The districts and blocks identified in the originating area of Migration i.e. Bihar state are the following : Muzaffarpur (Thuama, Barauna), Madubani (Durga Patti, Chauta), Saran (Formerly Chapra) (Lahlad chak,Pasurampur), Samastipur (Pachpaika, Tajpur Ratanpur) and Sivan (Sohil Patti, Hasan Pura). Subsequently, one village from each of the selected blocks was chosen for

the survey. A preliminary survey covering the entire households in the village was undertaken to identify those households from where family members have migrated in search of employment.

h) Objectives

The study was conducted with the following objectives:

- a) To analyse the macro patterns of internal labour mobility in India and delineate its key features.
- b) Investigate the profile of the migrant workers in a destination area focusing on the social, economic, health and behavioral characteristics.
- c) Examine the profile of the household in the areas from which migrants originate focusing on the social, economic, health and behavioral characteristics.
- d) Identify the general factors of vulnerability as well as specific vulnerability to HIV/AIDS.
- e) Examine the gender dimension of the migration process and vulnerability arising from it.
- f) Suggest policy directions for prevention of HIV/AIDS among migrant workers.

i) Findings

Major Findings in relation to the Migrant Workers at the destination centres

Socio Economic Profiles:

- i) Sixty per cent migrant workers belong to socially backward section and 22 per cent belong to upper class.
- ii) Average age is 26.3 years.
- iii) Majority are married (58 per cent)
- iv) Relatively high level of literacy but low levels of educational attainments (62 per cent have attained education up to primary level).
- v) Very low levels of skill possession and hence limited scope for upward mobility in occupational structures (concentration in low end jobs).

Migration Related Specificities:

- i) Multiple movements of younger aged migrants gaining centrality in migration processes.
- ii) Lack of sufficient earnings was reported to be the major reason for leaving the previous place of stay (79 per cent of migrants).
- iii) Large majority (70 per cent) were engaged in some work/economic activity prior to migration {Average monthly income from such activities amounted to Rs. 1265, with the modal class being Rs. 500 to 1000 (25.4 per cent)}.
- iv) Personal network is the dominant agency for facilitating migration (86 per cent)
- v) Considerable increase in the earnings as a migrant worker. (The average monthly earning 500 worker amounted to Rs. 3106, with the modal income class being (Rs.2000 to Rs.2500)

Managing Subsistence Expenditure:

- i) Maximization of remittances constitutes one of the major strategies of the migrants.
(32 per cent of earnings sent home as remittances)
- ii) Minimizing living expenditure is thus central.
(Increasing importance of living in groups).
(Viewing migration as 'individual oriented' rather than 'family oriented').

Rights and Organisation:

- i) Extreme lack of awareness about their rights.
- ii) Gross violations of legislations enacted to protect the rights of migrants.
- iii) Total absence of any form of migrants' organizations.

Alcohol Consumption and Drug Use:

- i) High incidence of alcohol consumption (50 per cent consume cheap liquor on a regular basis).
- ii) Consumption of alcohol mainly a group activity.
- iii) No reporting of intra-venal drug use.
- iv) 3 per cent report the use of drugs like ganja and hashish.

Health Care and STDs:

- 1. Majority (60 per cent) mainly depend on medical stores for treatments of health ailments.
- 2. Very high incidence of STD (18 per cent).
- 3. 60 percent of those who contract STD ignore it initially and seek medical advise mainly from unregistered medical practitioners in the secondary stages of infection.

Multi Partner Sexual Relations:

- i) Relatively high percentage of married migrants report sexual relations outside their wedlock.
- ii) Forty per cent of these have had sexual relations before and after the marriage and 10 per cent have had sexual relations after the marriage.
- iii) Such relationships are mainly with friends/co-workers.
- iv) Only twenty per cent have visited commercial sex workers.
- v) Fifty seven per cent report such sexual relations only at the places of origin.
- vi) Twenty two per cent report such relations both in places of origin and destinations.
- vii) Significant percentage of migrants (45 per cent) reports that migrant status affects their sexual behavior.
- viii) Significant percentage of unmarried migrants engage in sexual activities (45 per cent).
With mean age being around 23, migrants are prone to indulging in sexual activities

- at very young age.
- ix) Six per cent of the total migrants report indulging in Homo-sexual relationships.

Awareness about Condom and HIV/AIDS:

- i) Though a significant percentage (89 per cent) of migrants report the knowledge about condom, only 57 per cent of them knew how to use it.
- ii) Among those who engage in multiple sex only 53 per cent report-using condom while having sex (and not on a regular basis).
- iii) Significant numbers have heard about HIV/AIDS (75 per cent), but are not aware of its Specificities.
- a) Advertisement in mass media and conversation with peer group are the main sources of information.
- b) Only one third of the migrants report awareness about details of the epidemic like sources of transmission, nature of cure etc.
- c) Around 10 per cent of the migrants report misconceptions about the epidemic such as shaking hands would spread the infection.

Female Migrant Worker:

Major findings in relation to the Female Migrant Workers, (emphasizing only on major gender differentiations):

- i) Majority of the women move with family (95 per cent) and are married (93 per cent).
- ii) Very high rate of multiple movements – 92 per cent had migrated to another destination prior to moving to Delhi.
- iii) Decision to migrate rarely emanates from themselves (only 14 per cent were involved in such decision).
- iv) Waiting period for job is long.
- v) Average earnings of women workers are much lower as compared to their male counterparts (average monthly earnings – Rs.845).

- vi) Significant percentages rarely visit their home towns (44 per cent).
- vii) No reporting of extra marital sexual relations.
 - a) Vulnerability of women migrants that way is largely derivative of the actions of their spouses.
 - b) Vulnerability is imposed rather than exposed.
- viii) Relatively low awareness about condom and its use.
- ix) Low awareness level about HIV/AIDS, its modes of transmission, and cure etc.

Major findings in relation to the Migrant Households at the Origin :

- i) Predominance of migrant households in several blocks.
- ii) Around 60 per cent of the households in survey centres are migrant households.
- iii) Majority belongs to backward social classes (70 per cent).
- iv) Considerable involvement of upper caste households also in migration (20 per cent).
- v) High incidence of poverty – 70 per cent below poverty line.
- vi) Relatively higher rate of literacy than non-migrant households (71 per cent literacy in migrant households).
- vii) Significant presence of female headed households (20 per cent).
- viii) Very low accessibility to Government run medical care systems.
- ix) Majority (70 per cent) seek medical help from traditional and unregistered practitioners.

General Vulnerability of Male Migrants:

- i) Very low level of awareness about HIV/AIDS and its different dimensions among the illiterate (only 45 per cent of those in the illiterate category even have heard about HIV/AIDS).
- ii) Migrants in the age group of 15-20 are

- least aware of the epidemic among the different age cohorts.
- iii) In terms of income groups, those in the lowest income bracket are least aware of the epidemic.
 - iv) Awareness about condom and its use are directly related to income distribution with lowest income groups reporting less awareness.
 - v) Those who report frequent occurrence of common ailments are least aware of the epidemic.
 - vi) Those who have been infected with STDs are less aware of the epidemic.
 - vii) Among those with STDs, only one third knew that sexual route is the major route of transmission of HIV/AIDs.

Women Migrants:

- i) Very low level of awareness about HIV/AIDs across different education levels, age cohorts and income groups.
- ii) Women with lower educational status relatively much more unaware about the epidemic and its different dimensions.
- iii) Women migrants in the age group of 21-25 years are least aware of the epidemic. They are also relatively less aware about condom and its use.
- iv) Similarly, those in the lower income groups are least aware of the epidemic

Situation in Bihar:

- i) Analysis of the information about HIV/AIDs, sources of its transmission and preventive strategies clearly reveal wide differentiation between different blocks. For instance in Dariapur block, 73 per cent of the respondents knew that HIV/AIDs has no cure whereas in the adjutant Bennipatti block, only 3.8 per cent of the respondents had this knowledge.
- ii) Relatively low level of awareness among female headed households than male headed households.

- iii) Strong positive co-relation between educational level of the head of the household and awareness.
- iv) Significant regional differentiation in terms of awareness about condom and its use
- v) Crucial role of 'informed migrants' in the spread of awareness.

Specificities of the already Vulnerable (Those who engage in multi partner sexual relations)

Married Persons:

- i) Relatively higher percentage of those who engage in extra marital sexual relation belong to the illiterate category.
- ii) Relatively higher percentage of those in the lower income category involved in multi partner sexual relations.
- iii) STD prevalence rate among those who report such relations is relatively high (25 per cent).
- iv) Strong tendency among the relatively new migrants to engage in extra marital relations.
- v) Though 92 per cent of this group report awareness about condom, only 66 per cent knew how to use it (only 53 per cent have used it at least once).
- vi) Similar observation valid in the case of unmarried migrants engaged in sexual activities.

33. STUDY ON IMPACT OF ANTI-TOBACCO LEGISLATION ON THE LIVELIHOOD OF BEEDI ROLLERS, TOBACCO CULTIVATORS TENDU LEAF COLLECTORS AND TOBACCO CONSUMERS

A – GENERAL PARTICULARS

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- b) Completion Year 2004
- c) Publisher V.V.Giri National Labour Institute, Sector -24, Noida-201301

B. TECHNICAL DETAILS AND FINDINGS

- d) Universe The Universe of the study was the state of West Bengal.
- e) Methodology
 - i) A primary survey for generating the requisite quantitative and qualitative information was conducted in different parts of the state. It was done through canvassing structured questionnaires among representative sample of respondents from various target groups. The primary information was utilized to capture the socio-economic profile of the different respondent groups and also to generate information for conducting the impact analysis through assessment of vulnerability.

Total numbers of respondents were 1850 distributed among the four groups as follows; 500 each for tobacco cultivators and beedi rollers, 150 for tendu leaf collectors and 700 for tobacco consumers. In the absence of complete Census for activities related to tobacco, the method of **purposive random sampling** for the selection of the respondents was adopted. Primary information was generated through administration of structured questionnaire to four sets of the respondents.
 - ii) An exhaustive review and analysis was undertaken of the secondary literature and data sources pertaining primarily to the respondent groups of West Bengal. The secondary data pertaining to the respondent groups in the state of West Bengal was utilized for analysis of overall trends in employment in beedi

manufacturing, area and production of tobacco and tendu leaf collection.

- iii) The third approach was to generate and analyse the qualitative information based on focal group discussion and open-ended interviews with relevant interest groups.

f) Objectives

The major assumption of the study is that the main impact of the legislation will be through reduced demand on production of tobacco products. The specific objectives of the studies are :

- i) To capture the socio economic profile of the different actors involved at various stages in the production process in order to determine the context of their economic vulnerability and dependence on tobacco production;
- ii) To assess the impact of the presumed reduction in demand on the livelihood pattern of those involved in tobacco related activities mainly through an analysis of the impact on income and employment;
- iii) To analyse the possibility of alternative employment, livelihood and employment opportunities keeping in mind the skill base and aspirations of the target groups; and
- iv) To record the reaction to and awareness about the anti-tobacco legislation among the producers and consumers of tobacco products.

g) Findings

Beedi Rollers

- i) Beedi workers are found to be maximally concentrated in Malda and North Twenty Four Paraganas, which altogether account for sixty per cent of the total number in the state. The respondent group (N=500) was drawn from these three districts.
- ii) All the beedi rollers in the respondent groups were engaged in home based work under contractors who supplied them raw materials. Their wages were mostly on a weekly basis. This characteristic of informal and home based work seems to be the predominant mode of work among beedi rollers.
- iii) The occupation is dominated by family based work arrangement with a strong participation of

women and children.

- iv) The average mandays of employment in beedi rolling is 318 days in a year.
- v) As regards the age groups, the people falling in the age groups of 15-30 years and above 60 years are more dependent on beedi rolling as their main occupation.
- vi) It was observed that the wages from beedi rolling based on piece rate i.e. Rs.25/- - Rs.38/- per thousand beedis are lower than the prescribed minimum wages in the State (Rs.80/- per thousand).
- vii) Most beedi rollers are illiterate (42.8 per cent) or literate with no formal schooling (14.2 per cent). Of those who have attended school, majority have attained primary level of education (20.4 per cent).
- viii) Most of the respondents report beedi work as their main and only occupation (66 per cent). For the rest who have subsidiary occupation, wage labour is the predominant occupation (13 per cent are in wage labour). Consequently majority have worked in Beedi rolling for more than 10 years (66 per cent).
- ix) It was observed that mostly socially backward castes and Muslims are involved in beedi rolling work.
- x) Contribution of beedi income to total income across income groups reveals that maximum contribution i.e. above 75 per cent is mainly reported in the lower household groups, while the higher household income groups have correspondingly lower share of Beedi income (less than 25%).

On the basis of the above features of the beedi rolling occupation, the beedi rolling group is highly differentiated in terms of income and extent of dependence on the occupation. The lower household income groups are more dependent on beedi income and also report longer and more intensive dependence on beedi rolling. While the higher household income groups are less dependent on beedi rolling and hence income from beedi rolling.

As regards the overall impact of the anti-tobacco legislation on the livelihood patterns of the beedi rollers, it was assumed that the impact will be transmitted via a fall in demand for tobacco

productions and hence a fall in production of beedis. The impact assessment has been carried out by measuring the effect of one per cent fall in production on indicators of livelihood. It is surprising that among the respondents there was a strong perception that the demand for beedis will not be affected by the anti tobacco legislation. (Only 9 persons out of the 500 expected the demand for beedis to fall due to the legislation).

Tobacco Cultivators

- i) Most of the tobacco cultivators are found in the two districts i.e. Jalpaiguri and Coochbehar in West Bengal. The sample of 500 was drawn from these two districts. Tobacco cultivation in West Bengal is less significant to the crop economy of West Bengal. Total number of cultivators is correspondingly low with estimates of around 25,000 in the entire state.
- ii) It was observed in primary survey of the Socio-economic profile of the cultivators' that 53 per cent are from the relatively higher social groups. Literacy levels of the cultivators are 88 per cent in which more than half are educated above the middle school level.
- iii) Nearly 90 per cent of the cultivators have grown tobacco for more than 10 years. For the majority of the cultivators, tobacco is the prime cash crop. It is clear that new entrants to tobacco cultivation in the last ten years is negligible.
- iv) The average contribution of tobacco income to total household income is 33 per cent. However, the contribution of tobacco income to household income is proportionately higher for the larger income groups and larger landholders. From the above results, it is clear that the impact of legislation through a falling demand will have marginal impact on tobacco cultivators. If the fall in demand leads to decline in tobacco cultivation it will be difficult to separate it from the long term

tendency towards decline in importance of the crop. Moreover, the tendency for shifting to alternative and complementary crops is already present among the larger cultivators. Smaller cultivators and newer entrants might be affected the most, since they have substituted tobacco for other food crops. Here market mechanism and the responses of the cultivators to shifting demand should be the main factors for mitigating the impact of falling demand.

Tendu Leaf Collectors

- i) It was observed that the Tendu Leaf collection is a very localized activity in Midnapur district alone. The total number of families involved in this occupation is estimated at 10,000-15,000 in the whole State. Sample of 150 respondents was drawn from this district. As tendu leaf collection is a family based activity their respondents were mainly male members.
- ii) A fall in demand for beedis and tendu leaf will adversely affect the livelihood patterns of the lower income groups the most. However, given the seasonal nature of this income, a very high percentage of the respondents were willing to take up alternative employment opportunities and skill upgradation. However, there is no clear cut revealed preference for any particular occupation due to lack of information. But wage employment is the most preferred choice.

Tobacco Consumers

- i) A basic schedule was administered among tobacco consumers in order to capture the demand side effect of the Anti-Tobacco legislation. This was administered among 700 tobacco consumers in the urban centers of Kolkata. The basic idea was to obtain pattern of consumption and the perceptions about the impact of the legislation. From the above results, it is clear that the overall impact of the anti-tobacco legislation on the livelihood

patterns of the beedi rollers, tobacco cultivators and tendu leaf collectors is very less.(only 9 persons out of the 500 expected the demand for beedis to fall due to the legislation)

- ii) There was high degree of awareness about the Bills and judicial pronouncements pertaining to the restriction/banning of sale and implementation levels of these restrictions were extremely minimal. Railway stations and Hospitals were cited as the main areas of implementation of these restrictions.
- iii) As regards probable reduction in tobacco consumption due to stricter implementation of the provisions of the Bill, more than half of the respondents reported that their personal consumption will not reduce (55 per cent). However, for the overall decline in consumption, nearly 70 per cent expected some degree of reduction.

34. RURAL NON-FARM EMPLOYMENT IN ARUNACHAL PRADESH – GROWTH, COMPOSITION AND DETERMINANT

A – GENERAL PARTICULARS

- | | |
|---------------|--|
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B. TECHNICAL DETAILS AND FINDINGS

- | | |
|----------------|---|
| d) Universe | The universe of the study was to capture some aspects of the nature and significance of the rural non-farm sector in one of the least studied state of India, namely Arunachal Pradesh. |
| e) Sample | To find out the household level determinants of participation in the rural non-farm economy, a multi-stage sampling method was followed. In the first stage, two districts with relatively high share of workers in the non-farm sector were selected. In the next stage, three villages from each of the districts were selected on the basis of distance from the urban centres, so as to represent the different types of growth of the rural non-farm sector. |
| f) Methodology | The study is based on both primary as well as secondary information. Firstly, a district-level analysis of the pattern of workforce restructuring in Arunachal Pradesh has been undertaken from the Population Census data for the period 1981-91. Other secondary sources data from NSSo, Economic Census and sector specific reports of Government of Arunachal Pradesh has also been utilized to understand the extent, types and quality of employment in the rural non-farm sector. After identifying the key sector of the rural non-farm economy and the relative position of districts in terms of share of RNFE in rural workforce, a primary survey has been conducted to find out the household level determinants of participation in RNFE. The basic purpose of the primary survey was to find out the household characteristics determining entry into the non-farm economy. One of the villages in |

each of the districts is nearer to the urban center, one is relatively far off and one is an intermediate village. After the selection of the study villages, households were selected randomly from amongst the households residing in the villages. The size of the sample household selected from each village was 5-60 per cent of the total households in the village. Simple statistical and econometric techniques were used to analyze the secondary and primary data.

g) Objectives

The main objective of the study was to look at the nature of the rural non-farm economy in Arunachal Pradesh, utilizing both primary and secondary data.

- i) To find out the extent, composition and growth of rural non-farm employment in Arunachal Pradesh, during 1981-01.
- ii) To study the determinants of RNFE at the district as well as the household levels.
- iii) To understand the role and significance of non-farm sector activities in the overall livelihood diversification strategy of rural households.
- iv) To bring out policy prescriptions to help employment diversification in rural Arunachal Pradesh.

h) Findings

- i) The structural transformation of the Arunachal economy has resulted in increasing diversification of the workforce, emergence of a modern non farm economy, rapid urbanization and gradual integration with the regional and national economy, but the most important aspect of the process is that, while the share of tertiary sector in the NSDP has increased from 20.48 per cent in 1970-71 to 41.68 per cent in 2001-02, that of the secondary sector has been hovering around 20-23 per cent.
- ii) The share of non-farm employment in rural employment in the state has gone up from only 17.09 per cent in 1971 to 26.07 per cent in 1991. Analyzing the census data, it was noticed that rural employment in non-household manufacturing, construction, trade and commerce, and transport, storage and communications have expanded during 1971-1991, while the relative share of house hold

manufacturing and other services has shown a decline. Employment in transport, storage and communications has recorded the highest growth rate during this period, followed by mining and quarrying and non-household manufacturing.

- iii) In terms of the composition of rural non-farm employment in Arunachal Pradesh, 'other services', which also included those employed in public administration, continues to be the most important occupational category.
- iv) The second most important source of employment in the rural non-farm sector comes from the construction sector. A substantial portion of employment opportunities in this sector also comes from the road construction activities of the government, including those by the defense organizations.
- v) Trade and commerce has also expanded substantially in the rural areas. While in 1971 it accounted for around 1.93 per cent of total employment in the RNFE, in 1991 its share increased to 8.87 per cent.
- vi) Non-household manufacturing has also improved its relative share from 0.12 per cent to 8.29 per cent during the same period.
- vii) Considerable inter-district variation in the share of rural non-farm employment has been there as regards relative importance of the non-farm sector employment in rural areas. In 2001, it is found that among the districts of Arunachal Pradesh, West Kameng has the highest (57.83%) and Tirap (14.66%) has the lowest share of RNFE sector employment. For Arunachal Pradesh as a whole, the share RNFE was found to be 27.47 per cent.
- viii) The result shows that food crops yield and main cereal crop yield per hectare are positively correlated with the share of rural non-farm employment. The correlation of RNFE with literacy and urbanization, was, however, found to be weak. The results indicate that RNFE growth in the state might have been driven by growth in agriculture.
- ix) It was observed that in these relatively well-communicated villages, 51 per cent of households depend upon on-farm

occupations, while the rest depend upon farm-based occupation. The share of the non-traditional non-farm occupations, such as government service, trade and business and casual non-farm labour when taken into account, it is found that of the total, 51 per cent of households depend upon such occupations, implying the relative insignificance of the traditional non-farm sector like animal husbandry, household manufacturing etc. Sharp inter-village differences were noticed in term of the significance of non-farm occupations, which ranged from 9.7 per cent to 89.5 per cent.

- x) The mean number of households in case of those who have non-farm occupations as their primary source is higher than that of those having farm-based occupations.

Policy Prescription

- i) There is a tremendous scope for the expansion of the rural non-farm occupations in the state. At present, the growth of the non-farm economy seems to be restricted to a few well communicated rural localities of the state.
- ii) There is sharp differences in access to non-farm occupations, along both ethnic and class lines. This is intrinsically related to the complexities of the political economy of the development of the state.
- iii) There is urgent need to identify and prioritize the rapidly growing rural non-farm occupations to dovetail their sector specific needs to a comprehensive strategy of employment generation in rural Arunachal Pradesh.
- iv) Given the special characteristics of the casual labour market in rural areas of the state, the conventional poverty alleviation strategies through creating additional employment opportunities for a short period may not work in the state.

35. A REPORT ON THE STATUS OF THE IMPLEMENTATION OF MINIMUM WAGES ACT 1948 IN THE STATE OF CHHATISGARH

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B. TECHNICAL DETAILS AND FINDINGS

- e) Universe
The universe of the study was the state of Chhattisgarh.
- f) Sample
For selection of the districts, villages and the respondents, stratified random sampling method was adopted. The study is based on the analysis of data collected from two main sectors, viz., agriculture (farm and non-farm) from rural areas and industry from urban areas. Data for the former sector have been collected from four districts of Chhattisgarh, viz. Kanker, Sarguja, Durg and Mahassamund and for the latter sector, one additional district i.e. Raipur has been covered.
- Out of 5 selected districts, a total of 132 urban enterprises (63 home based and 69 factory based) were selected for the survey.
- g) Methodology
Districts have been selected on the basis of composite development indicator that takes four relevant aspects namely, percentage of scheduled caste population, percentage of scheduled tribe population, percentage of literate population and rate of urbanization into

consideration. Each of these indicators has been standardized by taking their ratios in relation to the Chhattisgarh state. Thus, all the 16 districts of the state have been divided into four groups. And from each group, one district each has been selected randomly.

From the selected districts, implementation of Minimum Wage Act in both agriculture as well as industry sectors have been examined under the present study using two different approaches or research methods. For the agriculture sector, village level study was conducted because of the fact that prevailing wage rate in each village or cluster of villages normally tend to be identical. Hence, six to eight villages have been randomly selected from each selected district for gathering necessary village level data/information on the basis of rural rapid appraisal and focus group discussions with the villagers.

Details of selected villages for conduct of field survey is as under:

Selected Districts	No. of Blocks covered	No. of Villages covered
1 Kanker	3	8
2 Sarguja	3	7
3 Mahassamund	3	6
4 Durg	3	8
Total	12	29

Details of No. of Community Villagers Attended in FGDs is as under:

Districts	No. of Villagers through FGDs		
	Male	Female	All
1 Kanker	23	13	36
2 Sarguja	19	26	45
3 Mahassamund	17	12	29
4 Durg	24	16	40
All	83	67	150

Quantative data has also been collected using village

level questionnaire.

Details of Enterprises Surveyed is as under:

District	Home Based	Factory Based
1. Durg	15	17
2. Kankar	24	-
3. Mahassamund	6	8
4. Raipur	5	20
5. Sarguja	13	24
Total	63	69

For the study of industrial employments in the urban or semi urban centres of the selected districts, concentration of the concerned workforce was the main criterion. All the important scheduled employments in the selected areas were studied.

Information regarding concentration of scheduled employment was obtained from the headquarters of the selected districts in a selected area. Enterprises were randomly selected for enterprise based survey through structured questionnaire supplemented by participative rapid appraisal and focused group discussions. Two separate set of questionnaires were designed for collection of data (one for the employer and other for the workers). Segregated data were collected for home-based and industry-based enterprises. Under the factory-based enterprises, smaller factories falling into the sample sector (as per the term used under annual survey of industries (ASI) have been covered.

h) Objectives

The present study was designed to know the status of the implementation of the Minimum Wage Act, 1948 and understand its various dimensions in order to bring into relief the different facets of the problems of implementation so that appropriate measures for ensuring the payment of minimum wages to the workers of the informal sector may be taken. It was an investigation towards making an assessment of the progress of implementation of Minimum Wage Act, 1948 in the state of Chhattisgarh. Accordingly, the study targeted to achieve the following objectives:

- i) To find the degree of awareness about the prescribed minimum wages and the medium of awareness generation.
- ii) To explore whether and to what extent the prescribed minimum wages for different employments are paid.
- iii) To find out adequacy and efficacy of the implementing agencies in the state.
- iv) To suggest policy for effective implementation of the Minimum Wages Act.

i) Findings

Socio-economic Background of the Villages studied

The following observations were made after completion of the study:

Rural Scenario

- The studied villages were fairly moderate in size. On an average, 702 working population were found in each village. A little more than one-third working population were women.
- A few rural workforces also availed employment in government run programmes. Employment avenues were very limited in terms of man-days of employment per individual worker/per family offered to the rural work force through the government programmes.
- In some of the villages, prevalence of attached labour was found working either as attached labourers or as cow-herds/shepherds in some villages.
- The intensity of migration was found to be minimized as minor forest produces and quarrying provide substantial livelihood support to the villagers living in the vicinity of a forest and thereby help minimizing the intensity of migration.
- The rural workforce was largely unaware of the Minimum Wage Act, 1948 and its provisions. None of the rural workers in any districts had clear idea about the existence and role of the labour inspectors.

Urban Scenario

- Only 14 per cent of the enterprises were of moderate size (in terms of employment of number of employees) i.e. having 20 or more labourers.
- Average wage rate of different categories of worker varied in both home-based and factory-based enterprises. In home-based enterprises, it varied from Rs. 48/- for unskilled contractual workers in Kanker district to Rs. 99/- for regular skilled workers in Durg district.
- In factory-based enterprises average wage rate per day per worker varied from Rs.50/- for unskilled regular workers in Mahassamund district to Rs. 102/- for contractual skilled workers in Sarguja district.
- Monthly wages payment method was most popular in home-based industries it was not very explicit. Different methods were used for different type of workers;
- Only 22 per cent of the employers of the home-based enterprises and 55 percent of the employers of the factory-based enterprises were aware of the Minimum Wages Act, 1948.
- About 77.8 per cent of the home-based and 92.8 per cent of the factory-based workers were aware of the minimum wage inspectors.
- Only 39 to 42 per cent of the employers reported witnessing the factory inspectors visiting their establishments once in a month.
- The respondent workers of home and factory-based enterprises mostly belonged to regular category and received wages on monthly basis.
- The regular workers in home based enterprises in Kanker district got lowest wage rate (Rs.59/-) and in Raipur district contractual labourers got the highest wage rate (Rs. 125/-). In factory-based enterprises, the apprentice workers in Sarguja district got lowest wage rate (Rs. 48/-) and the contractual labourers of the same district got the highest (Rs.110/-).
- Only 4 to 5 per cent of the regular/casual workers in home-based enterprises were aware of the Minimum Wages Act, 1948. However, the proportion of factory-based regular/casual workers who reported awareness of the Minimum

Wage Act, 1948 varied from 16 to 24 per cent.

- Only 15.5 per cent of the regular and 98.1 per cent of the casual workers of the home base enterprises was aware of the Minimum Wages Act, 50 per cent of the regular and casual workers of the factory-based enterprises were aware of the Minimum Wage Act.
- About 77.8 per cent of the home based workers reported that they witnessed wage inspectors visiting their factories once in a month and rest 22.2 per cent reported that they saw the wage inspectors once in two months. The factory based workers were not uniform in responding to this question; some said once, some twice, some thrice, some four times and some even five times.
- Finally, the study observed that there was no sign of labour union or any attempt to mobilize the workers on their legal rights. This was how the state may be considered a golden place for the employers without having tensions of much labour disputes as it is often heard in other parts of the country.

Administrative Scenario

- The number of the labour inspectors was too few for the task even in the urban sector, not to speak of the vast rural sector.
- Even the few labour inspectors that are there are not equipped adequately for their enormous duty. They are not even provided with any transport facilities. Therefore they have to seek employers' assistance for transporting them to the site of inspection very often.

The above mentioned scenario in the study area is obviously not conducive for efficient and effective enforcement of minimum wages in the scattered informal sector enterprises and farms. The situation becomes gloomier when we find that the labour inspectors lack motivation to enforce the law effectively mostly because of the value system associated with their own class. It is not surprising therefore that the implementation of Minimum Wages Act, 1948 in the state of Chhattisgarh has hardly made any progress so far.

Course of Action Suggested:

To bring about a change in the existing situation favourable to implementation of the Minimum Wage Act, 1948, a concerted political and administrative action is called for. Labour market needs to be revamped on the line of democratic norms, principles, ideas and ideology. An appropriate strategy may run along the following two lines.

The first action may be geared towards creating productive employment through public works. This helps normalize the situation and contribute substantially to building infrastructure necessary to re-establish growth and developments of the state economy.

The second strategy would be towards restructuring the labour market institutions tuning them with the existing labour laws. It would necessitate the augmentation of enforcement machinery with adequate infrastructure support for strict implementation of Minimum Wages Act, 1948. Moreover, the labour inspectorate may be recruited and trained to be sensitive to the objectives of the Minimum Wages Act from the angle of social justice and dignity of the workers.

Last but not the least, the study suggests careful but strict interventions in some of the pertinent areas taking a very clear and positive perspective that the issue of implementation of Minimum Wages Act, 1948 is not merely a social issue to ensure lowest/minimum wage to meet bare physical needs of a worker as a regulatory action of the administration but it should rather be viewed as a development issue that forms part of the wider interest of the state and its growth/development.

- i) First and foremost responsibility of the government should be to bring the issue of implementation of minimum wage in the priority list of the state government at all levels.
- ii) The state government must devise a clear cut strategy to implement the Minimum Wages Act, 1948.

- iii) It should deploy/appoint sufficient number of personnel/staff for effective implementation of the Act.
- iv) It should conduct rigorous sensitization training of the whole staff/personal.
- v) The State Government should prepare a comprehensive schedule of employments in all sectors of the economy covering all categories of workers. None should be left under this exercise. For this, government needs to take initial steps to improve the statistical information base through devising a labour information system. This system would collect and preserve complete data base by conducting.
- State level census of households in a definite interval.
 - Individual household surveys, to collect basic labour force data and other data.
 - Surveys of employers and his/her enterprises' profiles.
 - Administrative data at frequent interval.
- vi) The State Government must take note that the basic needs of rural workers are the same. Therefore it should fix up a common rate under the Minimum Wages Act for agriculture and other allied scheduled employment for the whole State/part of the State.
- vii) The State Government while fixing up minimum wages should not only consider the cost of the essential needs of workers but it should also consider their cultural and food habits/ ways of life. It should ensure revision of minimum wages at a regular interval.
- viii) The implementing agency must ensure that there are no explicit or implicit discrimination in the rates of wages between men and women workers. The minimum wages need to be revised from time to time.
- ix) The rates of wages prescribed and paid in employment generation schemes as well as in other public works should conform to the

minimum wages notified in agriculture and other scheduled employments. Government departments should particularly ensure the prompt and full payment of such wages.

- x) As the working class in the state, both in rural and urban sectors have lower literacy levels and they are found least exposed to the provisions of the Minimum Wages Act, 1948, the study thus recommends creation of social awareness among working class in the rural/urban areas about their rights and obligations in implementing the Act. For this, the State Governments should launch Information, Education and Communication (IEC) activities in a gigantic way. The Information, Education and Communication (IEC) activities should be carried out using various conventional and non-convention means like pada yatra, audio-visual shows, folk media, beating of drums, cinema / slides shows, publicity through radio / television leafleting / postering, rural camps, workers education, etc.
- xi) For effective implementation strong and responsible vigilance committees consisting of representatives of the beneficiaries as well as others must be set up at the village/block/district and state levels for periodical monitoring and evaluation of the progress of implementation of Minimum Wages Act in the state.
- xii) At the initial stage of mobilization of workers, workers' protests march may appear in a visible manner. The administration need not see these labour uprisings as problems relating to maintenance of law and order.
- xiii) The state government needs to set up efficacious mechanism for grievance redressal. It should also ensure quick disposal of labour cases in the labour courts. Besides making the labour courts free from corrupt policies, it should ensure that the penalties for offences under the Minimum Wages Act are stringent enough to be deterrent. The provisions in the law for claim petitions and

for prosecution must be simplified. Burden of proof may be on the employer to prove that minimum wages have been paid fully in time. In the absence of such proof, there must be presumption of guilt against the employer as it is in the case of bonded labour.

- xiv) All categories of employers employing wage labour both in agriculture and industry, must be brought under the provisions of the Minimum Wages Act, 1948. The employers, too, in the informal sector need to be aware of their obligation under the law. Necessary awareness training may be given to them.
- xv) Since the labour inspectors play a crucial role in the enforcement of the Act, it should be strengthened, adequately trained and motivated as well as adequately equipped for conducting efficient and effective inspection.

36. OPPORTUNITIES AND CHALLENGES BEFORE THE CONSTRUCTION WORKERS IN THE GLOBALIZED ERA: THE INDIAN CASE

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B. TECHNICAL DETAILS AND FINDINGS

- d) Universe The universe of the study is Opportunities and Challenges before the Construction Workers in the Globalized Era: The Indian Case.

- e) Methodology After a rigorous selection, involving eminent academicians, a set of young scholars were identified and admitted to this year's programme. Each of these young researchers was attached to one of the faculty members, who was working on related areas, to prepare their specific research papers. It was also decided to publish these papers after proper editing as NLI Research Studies Series. This study is one of the five research papers prepared as a part of the Young Researchers Programme, 2005-06. The study is based on secondary literature and data.

This study is based on the facts and figures from many reports and from discussions with various categories of workers in the construction sector, contractors, project manager etc.

- f) Objectives The main objectives of the study were:-
 - a. To understand the trends in the construction sector in the wake of increasing globalization.
 - b. To study the importance of skill as a major challenge before the workers with special reference to gender and age.

g) Findings

- i) It was found that a worker joins the contract group at the age of 18 years or even younger works till he reaches 40 years old and moves out thereafter. Either he becomes a skilled worker and finds a regular job or becomes a job contractor or goes out of the construction market completely.
- ii) **Poor implementation of Labour Laws:** The need for a comprehensive law, applicable to building and other construction workers was felt and so two central legislation's were enacted in 1996. They are Building and Other Construction Workers (Regulation of Employment and Conditions of Services Act, 1996 and Building and Other Construction Workers' Welfare Cess Act, 1996. However adoption of these central legislation is unimpressive. Even after eight years, these have been implemented only in few states like Kerala, Tamil Nadu, Delhi, and Pondicherry. Some States have progressed in framing the rules but are yet to implement the law.
- iii) **Casual and Contract Labour:** Skill formation has become the biggest security of construction workers whose nature of employment is mostly contract and casual. Where skilled workers dictate their rates and terms of employment, unskilled workers get exploited.

Suggestions

- i) One way of tackling the challenges posed in the emerging scenario is to go for skill up gradation and competency development of the workers on a large scale, so that they are able to survive and may even surpass the competition.
- ii) Since construction is broad based as well as mass based, training of construction workers will have multiplier effects on the society and the national economy. It will not only raise their occupational levels but also provide them good careers in India and abroad. The benefits will include large foreign exchange remittances, social stability and so on. Skilled workers are able to command a higher wage level and conducive working conditions, which can be helpful in overcoming the

vulnerabilities.

- iii) It must however be stressed that for all this to be a reality, several steps have to be taken by the government, as it has been estimated that 70% of construction activity takes place with public funds. Both as client and regulator, the government can play an important role in improving the industry and its workforce.
- iv) Scarcity of skilled trades and rising demand for them has created conditions wherein, the big contractors are now thinking of skilling and reskilling workforce.

37. MIGRATION, REMITTANCES AND DEVELOPMENT:-LESSONS FROM INDIA

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Noida (U. P.)

B. TECHNICAL DETAILS AND FINDINGS

- d) Universe Financial flows associated with the International Migration and their development effects at the macro & micro level.
- e) Sample The study is largely based on the analysis of published data at the macro level.
- f) Methodology Primary data is collected through interviews and focused discussions with a range of agencies (both formal and informal) both at national & local level including migrants & migrant households, migrant associations, financial intermediaries, government officials, researchers and academics.
- g) Objectives The main objectives of the study are :-
- 1) To review the trends in flows and cost of remittances associated with migrants to India.
 - 2) To analyse the temporal shifts in the composition of remittance & sources.
 - 3) To examine the regulatory framework governing remittance flows.
 - 4) To study the existing channels of transfer & the agencies & institutions associated with them.
 - 5) To suggest the best means for maximizing the development potential & efficiency of remittances.

h) Findings

- i) The remittance transfers rose from \$ 102 billion in 1995 to \$ 232 billion in 2005 (World Bank, 2006).
- ii) India is the largest recipient of workers' remittances, which amounted to US \$ 24.1 billion in 2005-06.
- iii) Remittance flow is the second largest financial flow to the developing countries after foreign Direct Investment as it has increased from US \$ 58 billion to US \$ 167 billion between 1995 to 2005.
- iv) The composition of the total remittances and the changes in its patterns are strongly determined by migrants behavior and choices like unskilled labourers prefer the mode of transfer conducive for family maintenance, skilled & service workers prefer NRI deposit route as future security is their main concern & the professional migrants prefer the remittances route to the NRI deposits.
- v) As regards the regulatory framework, Foreign Exchange Management Act (FEMA) 1999 has been passed to regulate the financial flows associated with Capital Account transactions & the Prevention of Money Laundering Act, 2002 has been introduced to prevent money laundering. The regulatory framework clearly prescribes that funds can be transferred from different countries to India only through the formal channels.
- vi) Formal remittance transfer system includes banks & financial institutions through their NRI branches. The cost for transferring remittances is the key determinant of migrants preference for the selection of various channels for sending remittances. Due to increased competition, commercial banks and financial institutions have been offering new deposit schemes & additional incentives to the NRIs for attracting their savings, like increased loan facilities, housing loan facility for NRIs at concessional rates, Life Insurance coverage on the regular remittance of funds, interest banking facilities etc.
- vii) Informal system is also used because of minimum time and cost involved in it and due to the absence of any procedural formalities to remit funds. It includes remittance through personal baggage, duty free allowances & cash carried by returnees or the personal network of migrants. The second and the most important channel of such transfers is referred to as Hawala or Hundi

system.

- viii) Remittances have a positive impact on the Development of a country both at the National level and at the Regional level. In India, remittances have provided a significant support to the Indian balance of payments position during the last 3 decades. It has also turned the current account from traditional deficit to modest surpluses.
- ix) At Regional level, remittances has a great impact on increasing the per capita income which resulted in increase in consumption expenditure, decrease in the proportion of population below property line and on the upliftment of the economically backward section. NRIs contribution to the economic development through their investment in capital expenditure in real estates, health infrastructure, stock market etc., makes a significant impact on the overall structure of an economy.

38. JANSHREE BIMA YOJANA: A SOCIAL SECURITY GROUP SCHEME

A – GENERAL PARTICULARS

- | | |
|---------------------|---|
| a) Authors | M. M. Rehman |
| b) Supervisor | Kanwar Manjit Singh |
| c) Reference period | 2001-2004 |
| d) Completion | June 2007 |
| e) Publisher | V. V. Giri National Labour Institute,
Sector-24, Noida-201301. |

B. TECHNICAL DETAILS AND FINDINGS

- f) Universe
- The universe of the study was the states of Haryana and Rajasthan. The use of both Primary data & Secondary data was made for conducting / carrying out the study.
- g) Sample
- The sample of the study was Karnal unit of the Janshree Bima Yojana and Bhilwara unit in the states of Haryana and Rajasthan.
1. From Haryana, Karnal unit of the Janshree Bima Yojana was selected and from Rajasthan Bhilwara unit was identified. The selection of these units was done on the basis of discussion with the LIC officials located in New Delhi.
 2. In order to get an idea about various aspects of this scheme 192, insured members were surveyed.
 3. Out of the total respondents, 67 were from Haryana and 125 were from Rajasthan.
- h) Methodology
- For Primary data:**
- i) A questionnaire was administered to each of the identified member from whom information about different aspects of households, policy, problems etc. were elicited.
 - ii) In addition, interviews, group discussions were also conducted for gathering relevant information from nodal agency representatives and LIC officials at both the places, i.e. Karnal and Bhilwara.
 - iii) For the selection of members, lists of nodal Agencies were procured from unit offices located

at Karnal and Ajmer. Problems were encountered/faced in locating the nodal agencies in Haryana as there were several types of agencies who were involved ranging from employers, individuals and several gram panchayats, etc. During the identification process, it came to light that several Nodal Agencies had closed their operations. From several agencies further lists of insured members was procured. In Karnal, Haryana 134 policy holders were located from this list. Every alternate policy holder was selected and a total 67 policy holders were surveyed. Same procedure was followed in Bhilwara as well. Some Nodal Agencies like NGO's, Panchayats, self-help groups and co-operatives were also studied to examine their functioning with regard to this scheme.

For Secondary data:

Secondary information about the scheme was collected from Life Insurance Corporation office, New Delhi covering its spread over the country in terms of number of Nodal Agencies, magnitude of insured member, premium collected etc.

i) Objectives

The main objectives of the study were to identify factors that impede the implementation process and to bring into relief the measures which may help the process of implementation more effectively and efficiency.

The specific objectives were to:-

- i) To study the identification process of the "Lives", means persons who become member of the Yojana by paying the premium.
- ii) To study the procedures of engaging nodal agencies, like NGO's, Trade Unions, Panchayat, etc.
- iii) To examine the process of operation of the Yojana at various stages.
- iv) To study the impact of the Yojana on some selected 'Lives' households.

j) Main Findings

- i) It appears that LIC has not taken up the scheme as seriously as it takes care of its other scheme. It is evident from the fact that there are no special

officials engaged to look after this scheme.

- ii) The progress of coverage of the scheme across the country leaves much to be desired. For instance, states/regions with high concentration of people have not fared better, for example, in the Eastern region, the achievement of the scheme has been too low.
- iii) The renewal pattern has also not been very encouraging. More often after the collection of the first premium the Nodal Agencies show little interest to collect premium from policy holders again.
- iv) The financial assistance for doing this work being very meager, the Nodal Agencies do not show continuous interest in the work. Though prospective policy holders should be from below poverty line families and from families marginally above it, the evidence from the study reveals that many well-off people have also taken this policy.
- v) It was also found that especially in Karnal, in most of the cases the first premiums were paid by some employers, NGO's or benevolent persons. As a result, there was no effort made to renew the policy. This has resulted into lapse of a large number of policies.
- vi) During the survey, it was found that neither the Nodal Agencies nor the beneficiaries possess any proper document containing relevant information.
- vii) In both the areas, the policy holders did not attend any meeting. The Nodal Agency office bearers contacted the policy holders individually some of whom being illiterate hardly remember taking any such policy subsequently.
- viii) It also appears that the preparation for proper implementation is not very effective especially when diverse occupational groups, who are mostly scattered, are involved.

k) Suggestions:

In order to implement the scheme effectively and efficiently, we suggest the adoption of the following measures at different levels:

- i) The manual should be available in all major languages in India.
- ii) The manual should also contain facsimiles of all application forms in reproducible format.
- iii) A country wide campaign should be organized

- involving different media, like T.V., Radio, Newspapers, etc.
- iv) Hordings depicting various aspects of the schemes should be erected in many places in the country like bus stands, railway stations etc.
 - v) Involvement of Trade Unions, Local, Regional, and National levels should be increased.
 - vi) Involvement of NGO's, Self-Help Groups, Panchayati Raj Institutions etc., should be encouraged by arranging discussions with them by the Life Insurance Corporation Officials.
 - vii) Services of different governmental agencies should be sought to disseminate information about the scheme.
 - viii) Special department set-up should be created for operation of the scheme in different Divisions.
 - ix) A certificate should be issued when one becomes first member of the scheme.

ANNEXURE –A

LABOUR BUREAU'S REGULAR PUBLICATIONS

Title	Latest Issue	Periodicity	Contents in brief
1	2	3	4
Indian Labour Journal		Monthly	Contains articles and statistics on labour and labour-related subjects such as prices, industrial relations, wages and earnings, productivity, absenteeism, employment and un-employment, etc.
Indian Labour Year Book	2007	Annual	Provides in a compact volume a general description of various topics in the field of labour such as employment, wages, levels of living and consumer price index number, industrial relations, welfare, housing, health, labour legislation, labour administration, etc., and relevant supporting statistics.
Indian Labour Statistics	2006	Annual	Contains serial statistics related to diverse facets of labour such as population, workforce, employment and employment service, industrial relations etc., including international comparison on these aspects of Labour.
Consumer Price Index Numbers (For Industrial Workers)2001=100	2008	Annual	Statistics presented in this publication relate to the industrial workers for 78 industrial centres and also for all – India. It also contains major group-wise (food, pan, supari, tobacco and intoxicants, fuel and light, housing, clothing, bedding and footwear and miscellaneous) and subgroups-wise indices along with Linking Factors for conversion of the index to old base (1982=100)

ANNEXURE –A

LABOUR BUREAU'S REGULAR PUBLICATIONS

Title	Latest Issue	Periodicity	Contents in brief
1	2	3	4
Pocket Book of Labour Statistics	2008	Annual	Presents in a concise and bilingual, form the principal statistical series in respect of important aspects of Labour Economy. These statistics cover Employment and Training, Wages and Earnings, Prices, Industrial Disputes and Relations, Accidents, Absenteeism and Social Security. It also contains important economic indicators for India and some other countries.
Trade Union in India	2004	Annual	Presents data relating to number, membership and finances of trade union registered under the Trade Unions Act, 1926. It also contains a report on growth of trade unions finances, activities of trade unions and federations of workers trade unions, etc.
Annual Report on the Working of Minimum Wages Act,1948	2006	Annual	Presents information on employment covered under the Minimum Wages Act, 1948. Steps taken to fix and revise minimum rates of wages, principles evolved in fixation of minimum wages by Minimum Wages Committees, enforcement and implementation of the act along with general evaluation and conclusions.
Consumer Price Index Number for Agricultural and Rural Labourers (1986-87=100)	2007-08	Annual	Presents information on Consumer Price Index Numbers for Agricultural and Rural Labourers. These index numbers play an important role in fixing/revising the minimum wages of agricultural workers.

LABOUR BUREAU'S REGULAR PUBLICATIONS

Title	Latest Issue	Periodicity	Contents in brief
1	2	3	4
Wage Rates in Rural India	2007-08	Annual	Contains daily wage rate data of 18 Agricultural and Non-Agricultural Occupations. The data on wage rates play an important role in the calculation of State/National Income, drawing up and implementation of wage policy as well as in fixation/revision of support prices of agricultural crops.
Industrial Disputes in India	2006	Annual	Contains Statistics of Industrial Disputes resulting in work-stoppages, viz., strikes, lockouts, gheraos, etc.
Statistics of Factories	2004	Annual	Contains comprehensive statistical information on factories registered under the Factories Act, 1948, Important Statistics presented in this publication relate to number of registered factories and employment by states, industries, age and sex, by specified normal weekly hours of work, number of injuries' by states, mandays lost due to injuries, welfare facilities, inspection of factories inspectorate staff, convictions etc. Report on the working of the Act in various states is also given.
Statistics on Closures, Retrenchment and Lay-offs in Industries in India		Annual	Contains statistics relating to the number of cases of closures, retrenchments and layoffs, workers affected and mandays lost due to layoffs by States, Sectors, Industries and Causes separately for State and Central Spheres.

ANNEXURE –A

LABOUR BUREAU'S REGULAR PUBLICATIONS

Title	Latest Issue	Periodicity	Contents in Brief
1	2	3	4
Annual Survey of Industries Report on Absenteeism, Labour Turnover, Employment and Labour Cost.	2005-06 (Vol.II)	Annual	Labour Statistics are collected along with the Annual Survey of Industries being conducted under the collection of Statistics Act, 1953. These reports present serial and comparable data on important Labour aspects viz., Absenteeism, Labour Turnover, Earnings, Labour Cost, Salaries and Wages and Bonus paid etc.
Annual Survey of Industries Statistics on Employment and Labour Cost	2005-06 (Vol.I)		

LABOUR BUREAU
Ministry of Labour & Employment
Government of India
Kendriya Sadan, Sector-9
CHANDIGARH – 160 009

NINTH DIGEST OF INDIAN LABOUR RESEARCH (2004-2007)

PRESCRIBED PROFORMA FOR OBTAINING PARTICULARS OF RESEARCH STUDIES
COMPLETED/IN PROGRESS DURING 2004-2007

(If particulars are to be furnished for more than one Research Study separate proforma
may be used for each study)

TITLE OF THE RESEARCH STUDY *

(In case the research study was a Thesis for Doctorate Degree or in full or partial fulfillment for
Master or Bachelor's Degree or Diploma, please specify)

1. GENERAL PARTICULARS

- (a) Name, designation and address of person(s) who actually conducted the
research:

- (b) Name, designation and address of incharge/supervisor under whose
supervision the research work was done:

* The Research study should be related to the topics to any field of labour e.g. (i) Employment; (ii) Absenteeism; (iii) Wages and Earnings; (iv) Bonus; (v) Productivity; (vi) Levels of Living; (vii) Industrial Relations; (viii) Trade Unionism; (ix) Working Conditions and Welfare of workers; (x) Social Security; (xi) Workers' Participation in Management; (xii) Personal Management and Training; (xiii) Industrial Psychology and Industrial Health and Safety; and (xiv) Miscellaneous Studies.

(c) Name and address of the sponsoring agency (if any) and the method of sponsorship i.e. by way of financial grant or otherwise:

(d) Name and address of bodies (Government and others), other than sponsoring agency who is actively associated with the research study and the method of association:

(e) Starting date of research study indicating the month and the year when the research study was started:

(f) Date of completion of the research study indicating the month and the year when the report on the research study was finalised or submitted or published, as the case may be: (In case of studies in progress, the same may be so stated):

(g) Please indicate whether the research study has been published:
(Yes – 1, No – 2)

(i) If unpublished:

(a) MSS available with whom: _____

(ii) If published:

(a) Name and address of publisher: _____

(b) Number of pages: _____

(c) Price: _____

II. TECHNICAL DETAILS AND FINDINGS

(a) Objective/Type of research:

Codes :- To gain familiarity with a phenomenon or to achieve new insight into it (exploratory or formulative research studies) – 1, To portray accurately the characteristic of a particular individual, situation or group (Descriptive studies) – 2, To determine the frequency with which something occurs or with which it is associated with (Diagnostic studies) – 3, To test a hypothesis of a casual relationship between variables (Hypothesis testing research studies) – 4, Others (specify) – 5.

(b) Type of Survey :

Codes: - Census – 1, Sample – 2, Others (Specify) - 3, Not Applicable – 9.

(c) Type of Sampling :

Codes :- Purposive sampling – 1, Random sampling – 2, Stratified sampling – 3, Systematic sampling – 4, Others (Specify)-5, Not applicable – 9.

(d) Method/techniques of Data Collection:

Codes :- Observation method – 1, Interview method – 2, Mailed questionnaire-3, Other methods (Specify) – 4, Not applicable – 9.

(e) Method of analysis of data / Tools used :

Codes :- Universal analysis – 1, Bivariate analysis – 2, Multivariate analysis – 3, Point estimate – 4, Interval estimate – 5, Parametric test (Specify) – 6, Non-parametric test (Specify) – 7, Others (Specify) – 8, Not applicable – 9.

(f) Please indicate the details of Universe/Frame and scope of the study :

(g) Number and /or categories of units /workers out of the field of universe who were actually selected or sampled:

(h) Methodology employed in the research study : (Please specify clearly and give details)

(i) Problem studied : (In relation to the findings given in (j) below)

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