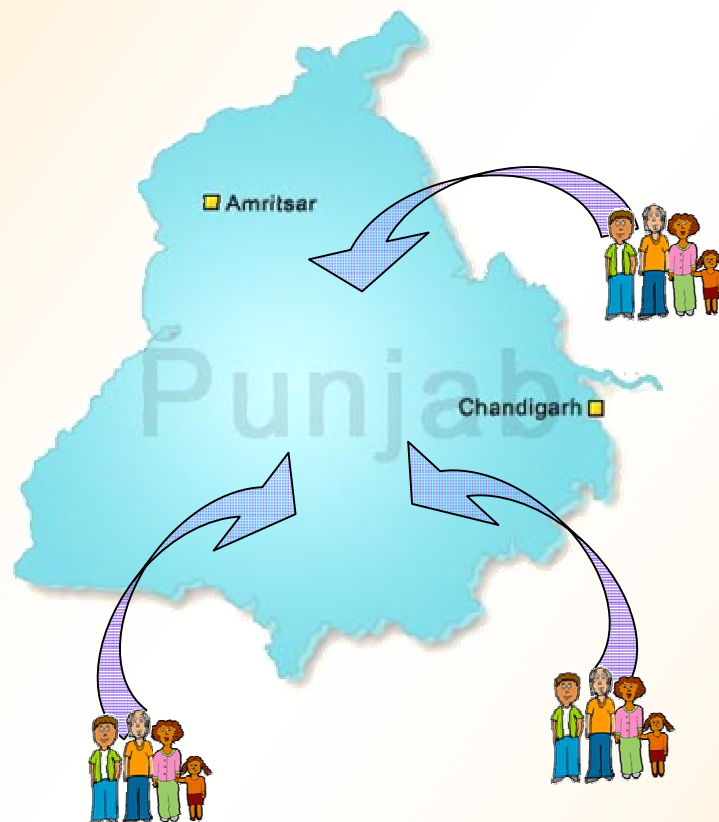


**Economic and Statistical Organisation,
Department of Planning, Government of Punjab**

A Study on the Problems of Migrant Labour in Punjab



Final Report

March 2009



FAITH HEALTHCARE PRIVATE LIMITED
57 (5TH FLOOR), NEHRU PLACE, NEW DELHI - 110 019
CONSULTING ENGINEERING SERVICES (I) PVT. LTD.
57 (5TH FLOOR), NEHRU PLACE, NEW DELHI - 110 019

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CHAPTER 1**INTRODUCTION**

Human migration entails movement of people from one locality or location to another, sometimes over long distances and in large groups. Migration of people occurs for various reasons: exodus during ethnic conflict, natural disaster, political instability, economic hardship as well as search for economic and social improvement, betterment of livelihood and so on.

Migration is not a recent phenomenon. For centuries, even during pre-historic times, there are evidences of people moving from one region to other. People moved across length and breadth of a country, at times across borders for social economic and political reasons. The developed/ developing areas have created a demand of labourers and the rural and backward areas have become the supplier of labour-force. Majority of migration is labour dependent on agriculture for work and income. The non-seasonal migration flows from the areas of limited economic opportunities and retarded social development to fast developing areas providing higher wages to improve people's socio-economic status.

Today, labour migration is characterised by temporary tenure, poor working condition, and at times physical and verbal abuses and human rights violation. Migrants are often considered as 2nd class citizen, and often relegated to 3 Ds (Dirty, Dangerous and Difficult) jobs. In the World Migration Report (2005), the International Organization for Migration (IOM) wrote about the concerns that surround migration - such as loss of jobs, lower wages, increased welfare costs and the belief that migration is spiralling out of control etc. The WHO and UNESCO both advocate human rights-based approach for migration management.

In the Indian context, out-migration is generally from remote backward rural areas of the country (majority from Bihar and UP as reflected in Census 2001), the in-migration of referred sections of society is to all major industrial towns in economically better states. The labour recruiters, human trafficking network – all play quite significant role, in the migration of disadvantaged sections of society (poor, landless unskilled, SC/ST/OBC, Women, adolescent groups etc).

Towns and villages of Punjab are the destination of large-scale spatial mobility of unskilled populations from rural areas of backward states especially Uttar Pradesh and Bihar. These migrants reach Punjab from all over the country individually as well as in groups with or without the help of contractors/agents. According to newspaper (Tribune), the population of migrant labour in Punjab has reached 2.5 million with Ludhiana being its focal point. Punjab's entire agriculture, paddy, plantation and allied fields such as poultry and dairy are almost fully dependant on

migrant labour. The same is reflected in the case of small and medium scale industries. The steel, iron, sugar, wool, knitwear etc. are also heavily dependant on migrant labour.

1.1 Rationale of the Study

The large scale in-migration to Punjab by labours/workers more as seasonal as permanent is concern for many. People at the senior administration level in State Government view it from their objectives of State's Development, Management, Law & Order etc., local community view this (at times) with doubts/suspicion for their self interest, and media gets business. The pros and cons of this migration, situation of these migrant labours, influence of this immigration in state economy and also on local labour -their interest all are concern issues. Understanding the gravity of this issue, the Human Development Report (2006) of Punjab devoted a chapter on the issues of migration labour, their constraints and difficulties; a sad plight that could hardly draw the attention of researchers.

Migrants are looked more as problems a threat for locals. At the same time, various research reports point to the fact that today Punjab need outside workers for various reasons. Therefore more reasonable thing is to understand the migrants also – their compulsions, expectations and to work out strategy for “Symbiotic Relation” between the locals and migrants. The current study – Problems of Migrant Labours of Punjab is a step towards that direction.

1.2 Study Objectives

The main objectives of the study are:

- To identify how the registration and proper record of their identity can be maintained to free migrant labour from harassment and help the state government to deal with law and order situation.
- To identify the economic impact on social life of local population and suggest strategy to safeguard the interest of local people
- To suggest the suitable measures for the Government to ensure them decent living conditions, working conditions, proper contract system, providing health care for migrant families and education opportunities.
- To identify the constraints that are an obstacle in their right to avail of the entitlements that Punjab provides for all its citizens

1.3 Scope of Work

The study covers the following issues:

- Process of migration from their place of origin to destination – both individuals and groups.
- Mechanism of identification of labour at their places of origin, selection, recruitment, payment etc.
- Role of Agents/Contractors at various level
- Role of Employers
- Profiles of migrants – Age, Sex, Education, Skills etc. of both seasonal migrant and migrant settlers.
- Conditions of migrants
 - Living Conditions
- Working conditions of migrants
- Basic amenities in settlements and in work
- Safeguards for migrants
- Exploitation/victimization of migrants
- Profile of local people and local workers
- Attitude of local people and workers towards migrants and reasons for the same
- Constraints and gaps in peaceful coexistence of locals and migrants

CHAPTER 2 WORK APPROACH AND METHODOLOGY

This was a thematic & exploratory study- from a different dimension- on the issues related to migrant labour in Punjab. At the preliminary stage of the assignment, the approach, methodology, sample etc. (which were to be used for the study) was discussed threadbare and finalised in a consultative (Brainstorming) workshop at Chandigarh. Very prominent academicians, researcher, senior administrators of Punjab participated in the said endeavour and provided their valuable inputs. Based on the suggestions, the study adopted a holistic approach wherein both Secondary and Primary Data were used. Primary Data collected through random as well as purposive sampling techniques included both Qualitative and Quantitative information. This was supplemented by Secondary information including grey literature, Government reports, research reports, and state policies regarding migrant labour in Punjab.

2.1 DATA

2.1.1 Secondary Data

Relevant secondary data was collected, reviewed and analysed to achieve the objectives of the study. Secondary data collected from many sources, including:

- Census of India, 2001
- Statistical Abstracts 2006 - 2007, Government of Punjab
- Projects undertaken on the issue by various University Departments of Punjab

In addition, efforts were made to consult annual reports and other reports on the issues as available in related Ministries/Departments; other published and unpublished records, and researches- which are hitherto conducted on the issues of labour migration.

2.1.2 Primary Data

Primary data was collected from the two selected districts of the state using appropriate techniques of selection of sample as also study tools.

Two (2) districts were selected through purposive sampling methods.

- One (1) important industrial district and
- One (1) important district involved in primary sector economic activities (Agriculture & allied activities).

They are:

- **Ludhiana** – Important industrial district with large number of migrant labours.
- **Bathinda** – Predominantly agricultural district with large number of migrant labours.

The study involved identifying, understanding and alleviating the problems of migrant labour in Punjab. **The primary data attempted:**

- o To obtain information regarding the migration pattern, types of work, role of contractors / agents and the most common problems of migrants as well as suggestions to alleviate them.
- o To obtain a rounded picture of the scenario,

Apart from migrant labour themselves, other respondents were those who were directly or closely associated. Efforts were made to select migrant labour through random sampling. However, many a time, in view of migrant labour's non availability, purposive sampling technique (interview of alternate/available migrants) had to be used.

The **Respondents** thus comprised of:

- a) Migrant Labourers -selected from various prominent sectors, who were living in settlements either individually or with their families. The sectors are:
 - Agriculture
 - Brick Kiln
 - Manufacturing (textile/hosiery and sports)
 - Service/Self employed (loading/unloading worker, rickshaw puller, domestic help, vegetable vendors)
 - Construction
 -
- b) Locals -local labourers pooled from the same sectors as migrants. The group also included women workers and other community members living in the same area.
- c) Employers, Contractors & Opinion /Community Leaders (including Government officials, *Panchayat* leaders / members, trade union leaders / members; medicos, teachers etc.)

2.1.3 SAMPLE - Universe of Study

The sample size involved a total of 100 migrants among the five sectors. In addition, there were 5 FGDs (6-8 labourers per FGD) with local labourers in corresponding sectors. Finally, there were 20 in-depth interviews (10 per district) conducted with the opinion leaders. The sample plan is given in table 2.1 below.

Table 2.1: Sample Plan

DISTRICT	SAMPLE SIZE			
	Interviews with Migrant Labour		FGDs with Local Labour (in Corresponding Sectors)	In-Depth Interviews
	Sector	No.		
Bathinda	Agriculture	30	1	10
	Brick Kiln	15	1	
Ludhiana	Manufacturing	20	1	10
	Service / Self-employed	20	1	
	Construction	15	1	
TOTAL		100	5	20

2.2 Study Tools/Instrument

The tools/instruments of the study comprised of structured interview schedules, guidelines for FGDs and in-depth interview guidelines, which provided all the issues and their sub-points discussed during the interviews. The guidelines provided flexibility in framing questions on the spot depending on the situation. The research team adopted social research techniques of establishment of rapport with the concerned people. Thereafter, the responses of all the questions were drawn from the discussions with the respondents. It was ensured that the respondent was comfortable in answering or discussing the topics outlined in the study tools, so that maximum issues could be covered and quality data collected during the exercise.

2.2.1 Interview Schedule (structured) for Migrant Labourers Survey

The interview schedule for migrant labourers (Annex I) attempted to obtain detailed information regarding their reasons for migrating; their current scenario; problems faced on various issues; and their suggestions to alleviate their situation. An overview of the issues covered in the schedule is given below.

- General profile of the migrants (name, age, state of origin, religion, education, industry where employed etc.)
- Household composition (if migrated and living with family)
- Income and Expenditure Patterns (also included purpose of savings, if any)
- Migration Related (when migrated; reasons for migration; process of migration; return visits to place of origin etc.)
- Employment related (whether seasonal / permanent; months of work; hours of work; whether spouse also works; any change since migrating etc.)
- Accommodation and other facilities (living arrangements; facilities available at their living areas)

- Problems faced by them, overall & suggestions for improvement (comparison of wages, workload to locals; harassment, lack of facilities etc.)

2.2.2 Guidelines for Focus Group Discussions (FGD)

Specific guidelines were drawn up for the FGDs (Annex II) based on which, discussions were conducted with locals in the corresponding areas where migrant labourers were settled. It was ensured that local labourers working in the same sectors as the selected migrant labour were also represented in the FGDs. The guidelines obtained information regarding the opinions of locals on the intensity of migrant labour in their area, the places of origin of migrants, the reasons why they come to Punjab (particularly their area), the process of recruitment / migration; if seasonal the length of stay; the wages and workload of migrants; problems faced by migrants; the problems locals face because of the migrants; and suggestions to tackle these problems.

2.2.3 Interview Schedules (Semi-structured) for In-Depth interviews

Three separate study tools were developed for the three categories of in-depth interview respondents. These are as given:

- | | | |
|---|---|--------------|
| <ul style="list-style-type: none"> • Government officials (ADM, BDO, DPO & others) • Panchayat representatives (Sarpanch, Gram Pradhan, ward member) • Opinion leaders, teachers, medicos, Head of CBOs, NGOs, SHGs, Trade union leaders | } | Annex - IIIa |
| <ul style="list-style-type: none"> • Employers of Migrant Labours [Agricultural land owners & allied activity (dairy, poultry etc.) Small Industry owners] | } | Annex - IIIb |
| <ul style="list-style-type: none"> • Labour contractors and Agents | } | Annex - IIIc |

All the interview schedules contained questions regarding the opinions of the respondents towards the reasons for and process of migration to Punjab by labour from other states. Further, tools developed for Employers and Contractors also aimed to determine their process of recruiting migrant labour as well as their knowledge and adherence to the Inter-state Migrant Workmen Act. Finally, all the tools comprised questions regarding the problems of migrant and of local labour as well as suggestions for improvement.

2.2.4 Field Observations

In addition to the Interviews and Focus Group Discussions, during the data collection period, the research team recorded their personal observations and other relevant information related to the study.

2.3 STUDY TEAM

2.3.1 Core Group

The core study team included: Project In-charge, Social Scientist and Research Associate. Local field Investigators were selected, appointed and trained before the data collection stage.

2.3.2 Technical Advisory Committee

The Core Study Team was in close interaction with a Technical Advisory Committee consisting of subject matter specialists (Gender Expert, Demographer, Social Scientist and Education Expert) who guided/advised the team from time to time.

CHAPTER 3 STATE ECONOMY & THE ISSUE OF MIGRANT LABOUR IN PUNJAB

3.1 State Overview

The state of Punjab is located on the northwestern border of India. It is surrounded by Jammu and Kashmir in the North, Himachal Pradesh in the northeast, while Haryana and Rajasthan to the south. Culturally, Punjab is divided into three regions - Majha, Malwa and Doaba. The administrative set-up comprise of twenty (20) districts and 141 blocks, within which there are 12,673 villages and 134 towns. The total population of the state stands at over 24 million, where the majority (66.08 %, i.e. around 16 million people) live in rural areas (Census of India, 2001). In terms of social parameters, the overall literacy rate is 69.7% (Census of India, 2001), while The Total Fertility Rate (TFR) of the state is 2.2, the Infant Mortality Rate (IMR) is 44 and Maternal Mortality Rate (MMR) is 178 (as per SRS, 2001-2003). The TFR, IMR and MMR are lower than the National averages and the state has one of the lowest sex ratios (874 females per thousand males, as per 2001 Census). However, Punjab has recorded an above average growth rate of 10 percent over the years. Further, the state also has the distinction of being the state with highest per capita income in India (Economic Survey, Govt. of Punjab, 2006-2007). Not surprising, then, is the immense influx of labour from all over India to share a piece of this booming economy.

3.2 State Economy

Punjab is primarily an agricultural state. The state has recorded highest yield per hectare of wheat, rice, cotton and Bajra. The per capita milk and egg production is highest in the country. Further, a large quantity of surplus agricultural produce is available for agro-based industries.

Consolidation of land holdings and subsequent advent of the "Green Revolution" through the introduction of high yield varieties, assured irrigation and use of fertilizers by hard working peasantry resulted in soaring productivity levels. After the Green Revolution in the seventies, the food grain producing capacity of the state increased tremendously. Punjab was the first state to translate agricultural technology into the Green revolution and had the highest growth rate in food production. From a minor producer, it emerged as a major rice producer, providing the impetus for the "white revolution". During "Operation Flood" it was Punjab which had the highest per capita availability of milk. The state has in fact, is often referred as 'granary of India'. In 2006-2007, Punjab contributed 75% of wheat and 30% of rice to the central pool of food grains (Economic Survey, 2006-2007, Govt.

of Punjab). Agriculture related Allied Economic Activities include dairy farming through which the 'white revolution' has already been ushered in. In addition to dairy farming, poultry farming on scientific lines is being adopted resulting increasing egg production.

Though on the flip-side, technological advancements like mechanisation of agriculture, have resulted in unemployment and under-employment in rural Punjab. Also a change from traditional crops – which used to provide lots of employment to local labours and farmer themselves – to paddy and wheat, has decreased the demand of labour throughout the year etc. Today the types of preponderant agricultural activities of the state i.e. paddy, wheat, sugar cane etc. have resulted in seasonal demand of hard-working, efficient and cheap labour which are fulfilled by migrant labours from other, poorer states of India.

The main exports of the state include food products to USA, UK, France and the Middle East; textiles, woollen and cotton, hosiery and ready-made garments to USSR, Norway, UK, USA and West Asia; as well as Leather goods to Germany, Jordan and UK.

There is a thrust on industrial development in the state as well. This development primarily is in agro-based, service, and knowledge-based industries. There has been a sharp growth in the number of industries as well as industrial workforce. Punjab leads in the manufacture of machine and hand tools; printing and related machinery; auto parts and electrical switchgear. The state also provides more than country's requirement for bicycles, sewing machines, hosiery and sports goods at par with quality standards in the world.

The following table shows the work force in registered factories.

Table 3.1 Factory Workforce

Number of Registered Working Factories	15,301
Average Number of Workers employed in Registered working factories	521,337

(Statistical Abstract, 2006, Govt. of Punjab)

Today all sectors of Punjab's economy employ migrant labour. Migration to this state occurs from North Western, Central and Eastern Indian States. Migration occurs from rural to urban areas as well as between rural areas. Adult male migrant labours are working in agriculture or allied sectors, small scale industries etc., migrant women and children are mainly employed as domestic help or as helpers in small and petty businesses and so on.

3.3 Migration in Punjab

The issue of migration is not a recent phenomenon in Punjab. The out-migration of Punjabis to other states and foreign countries as also their successes/ entrepreneurship especially in transport sector are examples to other states. The state however witnessed reversal of the trend and subsequent industrialization, globalizations etc, during the green revolution of sixties. Today Punjab is one of the most sought after destinations from poor backward states' unskilled rural population. Most of the seasonal migrants of the state are for agricultural purposes. In this context please refer to the following table:

Table 3.2 Estimation of Inter State Migrant Labour in Punjab in Late 1990

Sl.No.	Activity	Migrant Labour in Punjab
1.	Agriculture	7 lakh
2.	Brick Kiln	2 lakh
3.	Manufacturing Industries:	
i)	Textile/Hosiery Workers	4 lakh
ii)	Sports & Other Industries	2 lakh
iii)	Sugarcane industry	15,000
4.	Service Industries:	
i)	Loading/unloading workers in Mandis (palledars)	1.5 lakh
ii)	Rickshaw Puller	1 lakh
iii)	Domestic Workers	50,000 (1 lakh including local and migrant)
5.	Construction Industry	
i)	Power, irrigation and multi-purpose projects	1.5 lakh
ii)	House/building construction	1.5 lakh
iii)	Stone construction/Road Construction	50,000
Total		21.65 lakh

Source: Punjab Human Development Report – 2004 – Table 8.1

Migrants reach the state with varied intentions like working as seasonal labour or to settle in the state. Many of these labourers are victims of debt traps. Many a time the selection process of individual labour for employment, reminds people of the forgotten slave trade. These seasonal agriculture-related migrant workers' living/shelter arrangements are often extremely unhygienic with inadequate basic amenities. They pay for all their basic requirements of food, shelter, medical/health care and are generally left with/little savings, therefore, the debt cycle continues year after year. The industrial migrant labourers in the state generally live with their families. Their dwellings are some what better than dwellings of agricultural labourers. At the same time there are reports of many unlawful activities among

these populations ranging from child labour, bonded labour, use of drugs, crimes, sneaking of terrorists and foreigners in the garb of migrant labour in the state etc.

On the other hand, these migrant populations directly or indirectly affect the lives of local people also. It is reported that the migrant population is a strong and well-organized pressure group in the city of Ludhiana. Since the migrant labourers are considered 'outsiders', in a social and linguistic sense, the focus is always on "the migrants as problem" rather than the "problems of migrants".

These labourers move from one place to another looking for better wages. All these job opportunities notwithstanding, the sons of the soil from Punjab with aspiration try their best to reach Canada, US, Germany, Australia etc. There are innumerable reports of exorbitant charges or fraud by the agents. Many adopt irregular means and ways to reach out-shore and land up in trouble.

Further, local workers face competition from these groups which many a time results in clash of interest and disputes thereof. According to Economic Survey of Punjab 2006-2007 "The magnitude of unemployment in Punjab continues to be a cause of serious concern. The Government is seriously concerned with the plight of educated unemployed persons'. The State Government in 2007 has created a separate Department of Employment Generation, which is separate from the existing Department of Labour and Employment. Many innovative schemes and programmes have been initiated for educated unemployed persons of the state at the same time.

Another dimension of migration has come from studies pointing towards the factors of rural to urban migration as growing desire for a higher standard of living. They have revealed that higher migration rate was from households of upper castes in comparison to others, as they have higher level of education / skill and level of aspiration. Further, migration of labour is also caused by other contributory factors like policy change, technological change, non-unionization, and zeal for improving people's quality of life. Studies have also revealed that migration of labour families are on the increase wherein they are in search for waged work opportunities for the whole family.

CHAPTER 4. POLICIES, LEGAL SAFEGUARDS, INTERVENTION STRATEGIES FOR MIGRANT LABOUR INCLUDING FEEDBACK THROUGH REVIEW OF LITERATURE

4.1 Overview of Migrant Labour

Migrant labour anywhere depicts existence of men, women and children crowding at the bottom of the urban economy in Third World Countries. A stream of empirical micro studies initially undertaken by Anthropologist has revealed how workers succeed in living on the fruits of their labour outside the formal sector of economy generally referred as Informal Sector/Traditional Sector economy. According to some scholars¹, this sector is synonymous with the Kaleidoscope of unregulated, poorly skilled and low paid workers. The underlying understanding of this sector and its labour force specially migrant labour refers to income from work performed either on one's own account and at one's own risk or as waged labour for which no explicit written or oral contract stipulate the rights and obligations of the parties has been agreed. There is no separate/concrete government policy or legal protection for the conditions of employment and the activities are only summarily recorded in government's account. These organization and activities are referred in focussing on the organisation's activity (emphasising characteristics) like small scale enterprises, familiar employment and property. These are characterised by low capital intensive, simple technology, fluctuating production, easy entry to and exit and lack of social protection / government support. The lack of social protection leads to a deepening of their vulnerability and dependency in relation to their employers with voiceless ness and exploitative situations². The workers and enterprises in question do not fall within one sector of economy but cut across many sectors and lay beyond the control of the state.

4.2 National Scenario

India's history of migration labour in big way, dates back to Colonial period when they were sent to work in British colonies of Fiji, Jamaica, Trinidad, Guyana, Malaya, Singapore, Sri Lanka, Burma, and other British Colonies for their rubber, sugarcane, oil plantation, rice cultivation, etc. Independent India sends large chunks of labour to Middle East and Gulf Countries. In addition, to those international migration increasing pressure on land and population growth led people from rural and backward areas of the country to migrate in areas/states within the country in search of employment opportunities [as migrant labour] in

¹ Jan Breman, unknown year, The Informal Sector Economy: From Problem to Solution, http://www.cee-recherche.fr/colloque_tcpp/eco_informelle/pdf/Breman.pdf, accessed on 7 May, 2008

² Amuda Shrestha, 2004, "Social Protection in the Informal Sector", (National Consultation Workshop Identifying Challenges of Informal Economy for Trade Unions organised by DECONT on 15-16 May 2004, Lalitpur, Nepal), http://www.nepaldemocracy.org/institutions/Informal_Economy.htm, accessed on 7 May 2008.

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fast developing sectors like transport, industry, mines, service etc. and Metropolitan Cities. This intra country migratory labour/worker, most of who fall within BPL category is of concern for administrators, implementers and researchers for varied reasons. In this context, India's concern for labour/ workers interest is reflected in Directive Principles of State Policy [Articles 41 and 42] of the Indian Constitution. No of Central Acts and Legislations emerged from the directives for safeguarding interest of labours/workers applicable to all states of the country. However, the benefits of these Acts & Schemes mostly have not come automatically to all workers especially to workers of informal sector. A recent addition in this issue is "The Unorganised Sector Worker's Security Scheme" which is to be implemented on pilot basis for 25 lakh workers in 50 districts of the country.

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4.3 Punjab Scenario

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Punjab's prosperity in post independent period specially in "Green Revolution" and subsequent development in industrial sector, created situation by which large chunk of labour specially from Uttar Pradesh and Bihar find better employment opportunity in Punjab. Today people of other states are also reaching Punjab though in smaller numbers. At the same time, the situation has become employer friendly i.e. for the convenience and benefits of employers. Migrant labour in contrast to local labour, form an underclass of lowest paid, least organised workers within the system.

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History of labour movements has proved beyond doubt that Trade Unions are indispensable to safeguard the interest of workers including migrant labour. They are meant for protection and promotion of labour's interest, through their collective bargaining power against management/employer. Workers can mitigate their problems, fight for their rights through collective force. However, the situation of Punjab vis-à-vis immigration of labour from very poor and backward states have resulted a "No-Win" situation for all workers. The migrants because of their "Fall Back" position back home and system of recruitment in Punjab are not in a position to bargain collectively. On the other hand, local workers also can't fight for their cause, because of easy availability of migrant labour- ready to accept all exploitation by employers. Net result is conflict of interest for both types of labour and ultimate gain is that of employer.

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According to Department of Labour, Govt. of Punjab there are is a plethora of Acts/Legal safeguards (Ref. Annexure) for labours. The main objective of Labour Department is to maintain industrial peace for better industrial relations between workers and employers. The primary duties of Department of Labour are:

- Enforcement of Labour Laws – 22 Central and 5 States Acts
- Maintenance of Industrial Place

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- To ensure safety, health and welfare of workers.

All those Acts/Rules, if not implemented properly, are taken up by the Trade Unions of industrial workers. However, in the absence of any such body of migrant labours, there is no one to fight for their exploitation, safety or social safeguards. It has been observed that many acts/laws like Central Labour Act, Equal Remuneration and Minimum Wage Act etc. could be easily applied to migrant labour as well. However, any discussion on migrant labour refers only one Act - The Inter State Migratory Labour Act (1979). This Act though encompasses many vital issues in the lives of migrant labour, and if implemented in true letter and spirit can also safeguard the interest of migrant labours of Punjab in big way and help them from coming out of many exploitative situations.

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4.4 Relevant Legislations

4.4.1 The Inter-state Migrant Workmen (Regulation of Employment) AND (Conditions of Service) Act, 1979

The Act defines an inter-state migrant worker as “any person who is recruited by or through a contractor in one state under an agreement or other arrangement for employment in an establishment in another state whether with or without the knowledge of the Principle employer”.

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The Act is applicable to establishments and contractors that employ 5 or more migrant workers (whether or not in addition to other workers) on any day within the preceding 12 months. Further, any such establishment hiring migrant workers is required to obtain a certificate of registration and pay the appropriate fee (depending on the number of migrant workers hired). Similarly, contractors are also required to obtain a license in order to be able to recruit migrants.

Once the registration certificate or license is obtained, the employers and contractors have a number of obligations towards their employed migrant workers. These are as follows:

1. The contractor must provide all details of recruitment and employment of migrants to the authorities within 15 days.
2. The contractor must provide each migrant worker with a passbook, containing a passport size photograph of the worker as well as details regarding dates of recruitment & employment, wage period and worker’s address.
3. Employers and contractors must both ensure that wage rates, holidays, hours of work and other conditions of migrant workmen are the same as those applicable to other workmen.

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4. The contractor is required to pay a displacement allowance to the migrant worker at the time of recruitment.
5. The contractor must pay a journey allowance for outward and return journeys to the workers place of residence.
6. In case of any fatality or serious bodily injury, the contractor is required to immediately inform the appropriate authority as well as the worker's next of kin. Further, the contractor is required to provide a written report containing the full details of the accident within 24 hours.
7. The contractor is also required to provide welfare facilities including: canteen, drinking water, toilets etc.
8. The employer or contractor is required to maintain records of the names of contractors, persons employed, journey allowance sheets, wage registers etc.
9. The contractor is required to send half yearly returns to the licensing officer, while the principle employer must send annual returns to the registering officer.

The Act also mentions that a migrant workman (or in case of his death, the next of kin) is entitled to legal aid regarding: Payment of wages Act, 1936; Minimum Wages Act, 1948; Industrial Disputes Act; 1947 and Workmen's Compensation Act, 1923; upon submission of the appropriate application to the authorities.

4.4.2 The National Rural Employment Guarantee Act (2006)

This Act indirectly relates to "Push Factor" in migration of workers out of their own poor states to other prosperous states including Punjab. The Act launched in 200 most backward districts of the country, is now extended to all districts and expected to be operative from April 2008. It is reported that "Besides providing 2.12 crore household with employment under NREGA, 6399.55 lakh person days works have been taken up for creating village assets that would in turn enrich rural [region]. The participation of women and weaker section such as SC/STs has increased considerably in this wage employment³. In coming years amount of labour migration from U.P. and Bihar to Punjab will prove the efficacy of the act and its impact.

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4.4.3 The Unorganised Sector Workers Social Security Scheme

The proposed scheme is to operate under Employers Provident Funds and Miscellaneous Act (1952). The scheme though a very thoughtful strategy for intervention in improving quality of life of workers engaged in informal sector, but how this in anyway can benefit migrant labours of this sector is not clear.

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³ M.L. Dhar, 2008, India's Labour Force Woes, a Problem of Plenty, Prithwi. <http://www.igovernment.in/site/india%E2%80%99s-labour-force-woes-a-problem-of-plenty/>

4.5 Review of Literature

The large-scale in-migration to Punjab by labours/workers more as seasonal than permanent, is concern for many. People at the Senior administration level in State Govt. views it from their objectives of State's Development, Management, Law & Order etc., local community and labour view this at times with doubts/suspicion for their self interest, media gets business but away from all these a separate group – 'Researcher' from various disciplines mainly economics, and social science are studying this phenomenon. The pros and cons of this migration, situation of these migrant labours, influence of this in-migration on state economy and also on local labour and their interest all are concern issues for the scholars/researchers of Punjab.

There are number of studies available on causes of in migration to Punjab and impact of these migrant labours on local labour/employment, their income generation, trade union movement etc. However, most of these studies are sector specific; some investigated the situation in Agriculture sector, some in sugarcane industry some in industrial sector etc. Some studies (Ghosh & Sharma, 1990) revealed that feudal exploitation and acute poverty are the main factors for distressed migration from Bihar. It is a survival strategy for people of landless families. Though, a new trend of migration is noticed in Bihar where people/some members of families belonging to upper castes with small landholdings from rural Bihar are migrating to supplement their family earnings for better socio-economic condition (Kumar *et al*, 1998). A few studies have indicated attitude of local employer who generally prefer migrant workers for their (migrants) tolerant attitude towards low wage, more/difficult work as well as for non unionization practices. The plethora of Services and Acts especially of the Department of Labour, Government of Punjab for safeguarding the interest of labourers including migrant labours, for instance the Inter-State Migrant Workmen Act (1979). Although the state relies heavily on migrant labour, there is no mechanism in place to address the problems of migrants and to ease the situation of conflict in the state.

Understanding the gravity of this issue, the Human Development Report (2006) of Punjab devoted a chapter on the issue of migration. The situation of migrant labour, their constraints, difficulties, sad plight could hardly draw the attention of researchers. Migrants are looked more as problems and a threat for locals. At the same time, various reports point to the fact that today Punjab need outside workers for various reasons. Therefore, more reasonable thing is to understand the migrants also – their compulsions, expectations and to work out strategy for "Symbiotic Relation" between the locals and migrants. The current study – Problems of migrant labours of Punjab is a step towards that direction. Before the findings of the current study are placed in next chapter an attempt has been made

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 rKishan Chand [2002] –Migrant Labour and The Trade Union Movement In Punjab¶
 Punjab Human Development Report [2006]¶
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[here to review some researches \(Literature\) available on migrant labours of Punjab as under:](#)

Singh Ghuman, Rajat, Singh Inderjeet and Singh Lakwinder (2007) "Status of Local Agricultural Labour in Punjab", Department of Economics, Punjab University, Patiala; sponsored by The Punjab State Farmers Commission, Govt. of Punjab

Major focus of the study was to examine changing status of local Agricultural Labour in Punjab. It has also tried to estimate the extent of migrant labour and casualisation of labour in Punjab's agriculture sector. According to this report the substantial presence of migrant labour and huge surplus workforce in Punjab, presents a paradoxical situation. While analysing the slow process of depeasantisation of small and medium farmers of Punjab, the study points out that growth of migration has increased. Bihar's share of migratory labour is quite less compared to those of Uttar Pradesh and Haryana. The low wages in agriculture and in rural areas along with non availability of work are pushing local rural labours out of agriculture and from rural areas of Punjab. The study has come out with action oriented policy recommendations as (i) revamping the rural school education in Punjab; (ii) generating the non-farm employment in the rural areas; (iii) starting on regular basis the short term skill-oriented courses for updating the skills to make them employable; (iv) providing the institutional loans to the labourer families; (v) following a holistic approach to the development of the rural economy as a whole; (vi) promoting more agro-based industries into the organized sector; (vii) provision of social security for the rural labour to take care of education, health and marriage of their wards; and (viii) to set up the Rural Labour Commission, to study and address the problems of rural labour.

Kaur, Randeep (2005); Economic Reforms, Interstate labour migration and employment patterns in rural Punjab; (unpublished Ph.D Thesis), Department of Sociology, Punjab University, Chandigarh

The study majorly focussed on policies of Economic reform, and their impact on employment pattern in rural Punjab. In this extent, the study analysed the situation of local labours of Punjab vis-à-vis the migrant labours. According to this study influx of migrant labours is in abundance during peak season of wheat harvesting and paddy plantation. Seasonal migrants according to this study are from Bihar and Uttar Pradesh and mostly belong to backward and schedule castes. They migrate in groups and work on contract per acre basis. However, the recent trend in migration of seasonal migrants indicates that now they stay for longer period. Many of them work in nearby cities and towns as rickshaw puller, vegetable vendors etc. The decreasing employment in agriculture sector is pushing many of them to many non farm sectors like construction, brick kiln etc. Working

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conditions of seasonal migrant labours are very poor. Some observation are: Number of persons huddled in single rooms with 7-14 persons sharing one (1) tube well; No toilet and medical support in cases of illness; No fixed working hours etc. Harsh working condition and non-payment of full wages by farmers are some serious problems. In addition, these workers who are otherwise highly indebted in their places of origin for migrating to Punjab and other states, are further exploited by railways and police personnel. The study recommends for improving the condition of migrant labour and to provide them with some registration number. These registration numbers should be treated as identity card. There should be strict check of railway officials and police personnel at the railway station especially during the peak periods of labour demand when large number of migrants reaches Punjab.

Punjab Human Development Report (2004), Government of Punjab

According to this report, the agriculture boosts in the state have created a new demand for labour which are met by states across northern and central India. Simultaneous growth in small manufacturing especially in urban centres have resulted in large scale in-migration of labour to meet the demand for factory hands and to provide other services that are required in the growing and crowded industrial belt. Today, migrant labours have not only become an integral part of Punjab's economy, but also important constituents of society. However, these labours are considered "Outsiders" in a cultural, linguistic and class sense and the focus is always on "the migrants as a problem". The report also mentions that there are different views on the conditions of migrant labours. Some think they are given fair treatment and full protection by the state whereas some studies points out otherwise. The report while analysing all sectors of Punjab's economy, where migrant labours are working points out that agriculture has been able to provide higher wages but not the industries of Punjab. There are efforts to organise migrant workers of brick kiln, rickshaw puller, contract workers, workers in grain markets, textile factories etc. Living condition for migrant workers is particularly gruesome. One sector where Unions are modality successful in meeting the needs of migrant workers is in the sugarcane industry.

Recommendations of the report include Awareness of migrant's rights and redressed mechanism; Freeing migrants labours from harassment; Issue of temporary ration cards; Schools for their children; Decent working condition; Proper contract system; Implementation of Punjab Factory Rules (1952); Medical support etc.

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Chand Kishan (2002): Migrant Labour and the Trade Union Movement in Punjab: A case Study of the Sugar Industry, CRRID, Chandigarh

This book analysed growth of sugar industry in Punjab and also the socio-economic profiles of labour working in this sector. It points out that migrants mostly hail from Uttar Pradesh followed by Bihar. They are mostly illiterate and belong to younger age group of 10 – 30 years. Friends, relations and influential people of their village employed in Punjab are generally instrumental in getting them migrated and finding the job. Most of migrant in the study are satisfied in the state and indicated positive/improvement in their quality of life. Though some of them felt that considering the kind of work they do, their wages should be higher. They are also conscious about ground reality in their parent states, where they would not be in position to get remunerative job. Hence, they have no choice but to continue.

This study points out that “average income of migrant labour is marginally lower than those of local labour – the difference is not statistically significant”. The report pointed out that percentage of Union member among migrant workers are relatively lower than local labour. There is significant association between unionisation and nature of employment i.e. only permanent and seasonal permanent workers generally become union members. Migrant labours being mostly in seasonal and employed as temporary, ad-hoc and daily wage bases rarely risk such ventures.

The study strongly recommended for improvement in Trade union system and procedures, skill enhancement training and awareness building in sugar cane industry workers, etc.

Dubey V P, Chand Krishan, Singh Sukhvinder (1996): Migrant Labour in the Industrial Sector of Punjab (A pilot Survey Report). Ludhiana, Amritsar, Ropar and Hoshiarpur, CRRID

In modern time migration has become an essential component of economic development, social change and political organisation. Keeping in mind the pan-city Data regarding inter-state migration to industrial sector in Punjab, this study also focuses on problems and prospects of migrants to the urban areas of the state. Observations/conclusions of this report indicate the need for collection of empirical data through large sample.

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Gill Sucha Singh (1990); Migrant Labour in Rural Punjab: A Project Report, Department of Economics, Punjab University, Patiala

This study presented critical issues in the state of origin of migrants, their socio-economic background and factors influencing migration of those persons (mostly from Bihar State) to Punjab. The Report found maximum number of migrants from Bihar and mostly landless and marginal land holding labours with agriculture background. Majority of them were under debt. They are mostly illiterate and with large family size back home. Caste and religious distribution of the migrants vary considerably. Regarding factors influencing migration from their state of origin are better prospects and regular employment, security of jobs, higher wage rate, better living condition etc. Along with those "Pull factors", the push factors include lack of employment, low wages, poverty, natural disasters, and indebtedness as also feudal power structure and associated social repression.

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The report also cited narration by migrants about their exploitation by landlords and money lenders in the form of less payment for work, charging very high rate of interest, physical beatings, work without payment etc. in their native villages.

The study also analysed relationship between migrants and local people. Various factors which contribute in efficiency of migrant labours, their submissiveness/docile-ness, acceptance of lower wage for more work etc. are not liked by local labours. They [both casual and regular] are blamed for lower wages. However the poor/ hostile relationship has not assumed the shape of violent out break. This is because of multiple factors which include, concentration of migrants in unskilled job, shifting of local labours outside the state and above all dominant power structure at the village level in Punjab.

Under the circumstances, the migrant labours that not only are rootless but also with poor socio-economic background, are left to the mercy of strong and rich farmers.

Gill Sucha Singh (1982); Migratory Labour in Punjab Agriculture: A Study of its Implications for Agricultural Labour

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The paper is devoted to analyse conditions of migratory labour. While analysing the theoretical propositions and history of migration in Indian context, the paper also brought out specific conditions of migration in Punjab, socio-economic characteristics of migrants and implications of migratory labour for Agricultural labour of Punjab. It analysed the reversal of migratory trend i.e. 'out migration' from Punjab during early post independence period to "in migration" to Punjab following the 'Green Revolution' and industrial development of the state. The analysis of "earnings and savings" of migrant labours who mostly migrate singly

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showed that it is advantageous for both states (origin + destination). However, the backlashes of this migratory situation, types of migratory labour- their background etc. is detrimental to local labour's aspirations for upward mobility in economic return (higher wage, better service conditions etc.). The paper also reported about no proper implementation of Minimum Wage Act. The terms and conditions of employment are governed on the basis of conventions and are affected by market conditions. The study strongly recommended enforcement of Minimum Wage Act in the rural areas and urges for attention of decision making level within proper state machinery. It concludes that only with all these that the workers rights can be protected and will reduce the gap between the wages of local and migratory labour.

Sharma Manmohan (1982): Impact of Migratory Labour of the Rural Economy of Punjab State, CRRID, Chandigarh

The purposes of the study were to identify the factors associated with the migration of outside labourers into the countryside of Punjab. The study examined wage structure, employment pattern and total earning of the outside labour and the impact of these factors on local labour. The study also dealt with the issues of attitudinal change of proprietors toward local labour.

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The Act defines an inter-state migrant worker as "any person who is recruited by or through a contractor in one state under an agreement or other arrangement for employment in an establishment in another state whether with or without the knowledge of the Principle employer".¶

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The Act is applicable to establishments and contractors that employ 5 or more migrant workers (whether or not in addition to other workers) on any day within the preceding 12 months. Further, any such establishment hiring migrant workers is required to obtain a certificate of registration and pay the appropriate fee (depending on the number of migrant workers hired). Similarly, contractors are also required to obtain a license in order to be able to recruit migrants. ¶

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Once the registration certificate or license is obtained, the employers and contractors have a number of obligations towards their employed migrant workers. These are as follows:¶

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The Inter-state Migrant Workmen (Regulation of Employment) AND (Conditions of Service) Act, 1979

The Act defines an inter-state migrant worker as “any person who is recruited by or through a contractor in one state under an agreement or other arrangement for employment in an establishment in another state whether with or without the knowledge of the Principle employer”.

The Act is applicable to establishments and contractors that employ 5 or more migrant workers (whether or not in addition to other workers) on any day within the preceding 12 months. Further, any such establishment hiring migrant workers is required to obtain a certificate of registration and pay the appropriate fee (depending on the number of migrant workers hired). Similarly, contractors are also required to obtain a license in order to be able to recruit migrants.

Once the registration certificate or license is obtained, the employers and contractors have a number of obligations towards their employed migrant workers. These are as follows:

The contractor must provide all details of recruitment and employment of migrants to the authorities within 15 days.

The contractor must provide each migrant worker with a passbook, containing a passport size photograph of the worker as well as details regarding dates of recruitment & employment, wage period and worker’s address.

Employers and contractors must both ensure that wage rates, holidays, hours of work and other conditions of migrant workmen are the same as those applicable to other workmen.

The contractor is required to pay a displacement allowance to the migrant worker at the time of recruitment.

The contractor must pay a journey allowance for outward and return journeys to the workers place of residence.

In case of any fatality or serious bodily injury, the contractor is required to immediately inform the appropriate authority as well as the worker’s next of kin.

Further, the contractor is required to provide a written report containing the full details of the accident within 24 hours.

The contractor is also required to provide welfare facilities including: canteen, drinking water, toilets etc.

The employer or contractor is required to maintain records of the names of contractors, persons employed, journey allowance sheets, wage registers etc.

The contractor is required to send half yearly returns to the licensing officer, while the principle employer must send annual returns to the registering officer.

The Act also mentions that a migrant workman (or in case of his death, the next of kin) is entitled to legal aid regarding: Payment of wages Act, 1936; Minimum Wages Act, 1948; Industrial Disputes Act; 1947 and Workmen's Compensation Act, 1923; upon submission of the appropriate application to the authorities.

Chapter 5

STUDY FINDINGS

5.1 HOUSEHOLD SURVEY

This section describes the findings from the primary data collected from the two districts of Punjab, (Ludhiana and Bathinda). In Bathinda, migrant labour engaged in agricultural work or in brick kilns were covered for the study. Migrant labour from Ludhiana included those employed in manufacturing units (e.g., textile, hosiery, sports goods etc.); construction work or self-employed (Loading-Unloading workers, Rickshaw Pullers, Domestic Workers). The analysis is based on the responses of 100 migrant labourers, (55 from Ludhiana and 45 from Bathinda). Table 5.1 shows the different sectors in which migrants are engaged.

Table 5.1: Occupational Sectors of Respondents by District

Type of Work	Number of Respondents		
	Ludhiana	Bathinda	Total
Agriculture	-	30	30
Brick Kiln	-	15	15
Construction	10	-	10
Self-Employed	20	-	20
Hosiery	10	-	10
Power/ Irrigation	5	-	5
Sugar Mills	2	-	2
Others	8	-	8
Total	55	45	100

The analysis reveals a general profile of the migrant labour; various migration-related issues and employment-related issues; the income and saving patterns of migrants; as well as the kinds of problems faced by the migrants among other issues. An attempt has been made to bring out the differences between both districts and also among labour working in different occupational sectors.

5.1.1 General Profile of the Respondents

General Profile of the Migrant Labour vis-à-vis their place of origin; sex of the respondents; religion; caste; education; and skill training received has been discussed in this section.

5.1.1.1 States of Origin

Table 5.2 illustrates that out of the total migrant population as well as from both the districts more than half of the migrants are reported to have originated from the state of Uttar Pradesh (54%), followed by those from Bihar (42%). Only few

migrants are reported to have originated from the other states like Jharkhand, Haryana and Uttarakhand.

Table 5.2: State of Origin of the Migrant Labour

State of Origin	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Uttar Pradesh	28	50.91	26	57.78	54
Bihar	25	45.45	17	37.78	42
Jharkhand	1	1.82	1	2.22	2
Haryana	0	0.00	1	2.22	1
Uttarakhand	1	1.82	0	0.00	1
Grand Total	55	100.00	45	100.00	100

5.1.1.2 Sex of the Respondents

As represented in Table 5.3, most of the migrant labour in the sample are males (90%) and only few are females (10%). Further, district wise figures show that from Ludhiana, there are 51.82% male and 18.18% female migrant labour and from Bathinda all migrant labour interviewed are males (100%). The occupational sector-wise analysis shows that female labour are mainly self-employed (domestic maids) or working in hosiery; only one female respondent has reported working as labour in construction works.

Table 5.3: Sex of the Respondent

Sex	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	%	%	%
Male	45	81.82	45	100.00	90
Female	10	18.18	0	0.00	10
Total	55	100.00	45	100.00	100

5.1.1.3 Religion

The respondents are predominantly of Hindu faith, with around 98% migrant labour respondents in both districts being Hindu. A minute percentage of the respondents were found to be Muslim or Buddhist as seen in Table 5.4.

Table 5.4: Religion of the Migrant Labour

Religion	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	%	%	%
Hindu	54	98.18	44	97.78	98
Muslim	1	1.82	0	0.00	1
Buddhist	0	0.00	1	2.22	1
Total	55	100	45	100	100

5.1.1.4 Caste

As seen in Table 5.5, it was found that most of the respondents are from the Scheduled Castes category. District-wise comparison shows a higher proportion of scheduled castes migrants from Bathinda as compared to Ludhiana.

Table 5.5: Caste of Migrant Labour by Districts

Caste	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Scheduled Castes	28	50.91	40	88.89	68
Scheduled Tribes	3	5.45	1	2.22	4
General Category	24	43.64	4	8.89	28
Total	55	100.00	45	100.00	100

5.1.1.5 Educational Qualifications

Table 5.6 gives an idea about the educational status of the migrant labour in the study. Most of the migrant labour are found to be illiterate (65%). District-wise comparison shows that a large proportion of the migrant population in both the districts is illiterate (Ludhiana 60%; Bathinda 71.1%). Further, the table shows decreasing percentage of migrant labour in successive higher educational levels. Overall, the educational status of the respondents is very low.

Table 5.6: Educational Status of Migrant Labour

Educational Status	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Illiterate	33	60.00	32	71.11	65
Primary	7	12.73	7	15.56	14
Middle	6	10.91	4	8.89	10
Secondary	7	12.73	2	4.44	9
Intermediate	1	1.82	0	0.00	1
Graduation	1	1.82	0	0.00	1
Total	55	100.00	45	100.00	100

5.1.1.6 Skill Training

Table 5.7 reveals that most of the respondents are untrained (94%). Only 6% of them were found to be trained, and incidentally are all from Ludhiana. From Bathinda none of the respondents had received any form of skill training, thus, indicating agricultural labour or brick kilns labour are usually not trained labour.

Table 5.7: Skill Training of Migrant Labour

Skill Training	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Trained	6	10.91	0	100.0	6
Untrained	49	89.09	45	100.0	94
Total	55	100.0	45	100.0	100

5.1.2 Income/ Expenditure Details of the Migrants

5.1.2.1 Monthly Family Income

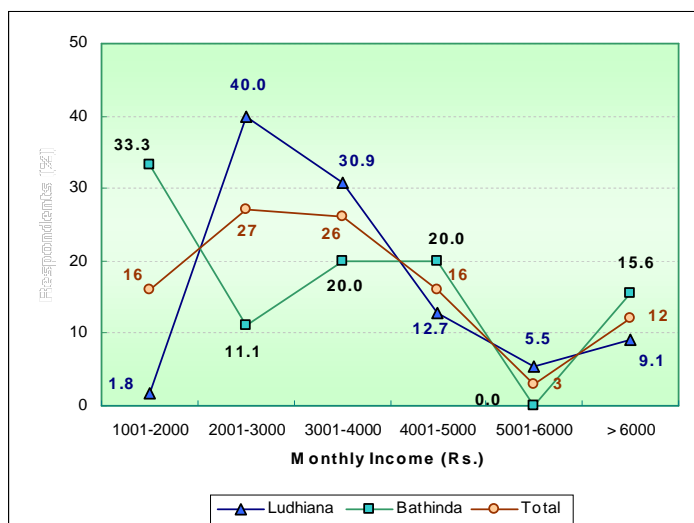
The total family income per month of the respondents, as revealed by them, is shown in Table 5.8 and Figure 5.2. It is evident from the table that the total family income of most of the respondents (27%) ranges between Rs. 2001-3000 followed by those who have total family income between Rs. 3001-4000 (26%).

Majority of the respondents from Ludhiana have total family incomes between Rs. 2001-3000 per month (40%). Most of the respondents from Bathinda mentioned total family income per month ranging between Rs. 1001- 2000 (33.3%).

Table 5.8 Total Family Income per month of the Migrant Labour

Total Monthly Income (In Rupees)	Ludhiana (n = 55)		Bathinda (n = 45)		Total %
	No.	%	No.	%	
1001-2000	1	1.8	15	33.3	16
2001-3000	22	40.0	5	11.1	27
3001-4000	17	30.9	9	20.0	26
4001-5000	7	12.7	9	20.0	16
5001-6000	3	5.5	0	0.0	3
> 6000	5	9.1	7	15.6	12
Total	55	100.00	45	100.00	100

Figure 5.2: Total Monthly Income of the Migrants



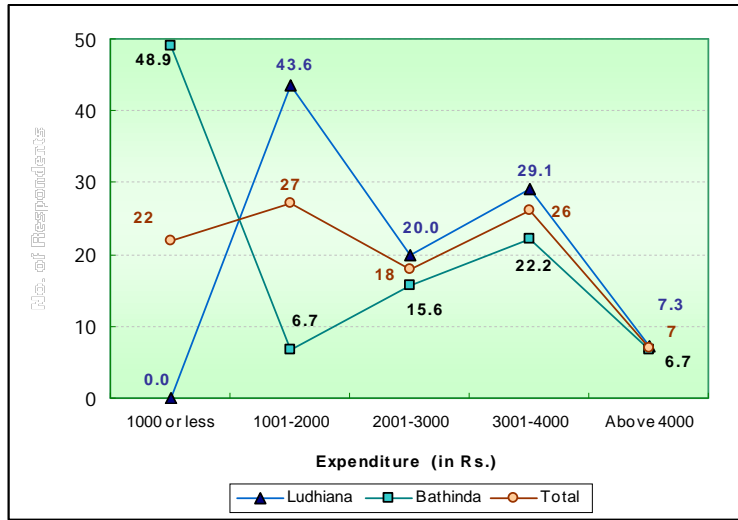
5.1.2.2 Monthly Expenditure

The total expenditure per month of the respondents is presented in Table 5.9 and Figure 5.3. Most of the respondents from Bathinda (48.9 %) mentioned their monthly expenditure being Rs. 1000 or less. From Ludhiana, most of the respondents mentioned their monthly expenditure ranges between Rs. 1001 to 2001 (43.6%).

Table 5.9: Total Monthly Expenditure per month of the Migrant Labour

Total Monthly Expenditure (In Rupees)	Ludhiana (n = 55)		Bathinda (n = 45)		Total %
	No.	%	No.	%	
1000 or less	0	0.0	22	48.9	22
1001 - 2000	24	43.6	3	6.7	27
2001 - 3000	11	20.0	7	15.6	18
3001 - 4000	16	29.1	10	22.2	26
Above 4000	4	7.3	3	6.7	7
Total	55	100.0	45	100.0	100

Figure 5.3: Total Monthly Expenditure of the Migrant Labour



Information provided by the respondents regarding monthly *expenditure on food, accommodation, clothing, medicines* and other food items has been discussed further. Figure 5.4 and Figure 5.5 show monthly expenses of the migrant labour in the two districts, classified into expenses on food, accommodation, medicines, clothing and other items. According to the migrant labour from Ludhiana, most of their earnings is spent on food. It is evident from the table that migrant labour spends high money on food items per month. Similarly from Bathinda, most of the respondents mentioned spending more money on food, as compared to other items. It is also can be seen that migrants from rural areas spend less on accommodation than migrants from urban areas.

Figure 5.10 a: Monthly Expenditure on Various Items (Ludhiana)

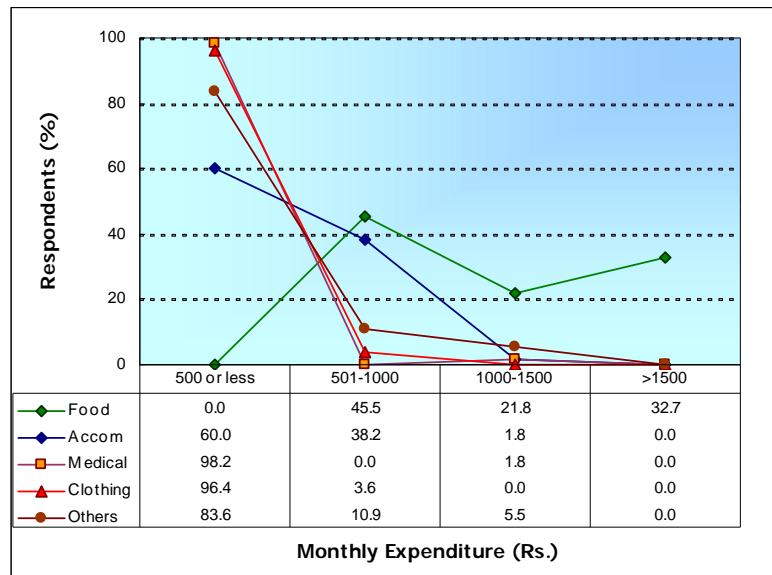
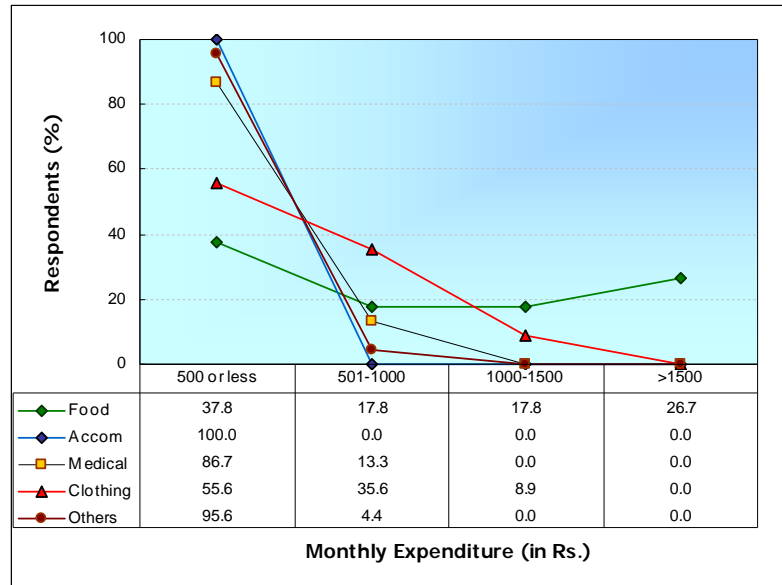


Figure 5.10 b: Monthly Expenditure on Various Items (Bathinda)



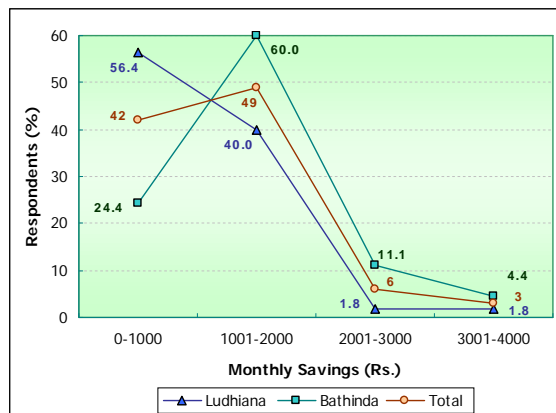
5.1.2.3 Total Monthly Savings

As shown in the Figure 5.11 of the total respondents (49%) save between Rs. 1001–2000 per month. Further, most respondents from Ludhiana mentioned that they save 1000 or less per month (56.4%) while from Bathinda most of the migrants mentioned that they save between Rs. 1001-2000 monthly (60.0%).

Table 5.11 : Total Monthly Savings of the Migrants

Total Savings per month (In Rupees)	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	
0 - 1000	31	56.4	11	24.4	42
1001 - 2000	22	40.0	27	60.0	49
2001 - 3000	1	1.8	5	11.1	6
3001 - 4000	1	1.8	2	4.4	3
Total	55	100.0	45	100.0	100

Figure 5.5: Total Monthly Savings of the Migrants



5.1.2.4 Income and Other Benefits

As shown in the Table 5.12 most of the respondents said that their income is sufficient to sustain their living (77%). Among the districts, 74.55% respondents from Ludhiana and 80.00% from Bathinda stated the same. Regarding extra facilities (like tea, lunch, bonus, leaves provided by the employers) responses of the migrant labour are presented in Table 5.12. More than half of the labour (67%) mentioned that they are provided *tea* between work by the employers. Nevertheless, none of them stated that *lunch / snacks* are provided to them. Further, only 18% mentioned that they get bonus. Only some respondents from Ludhiana mentioned getting a bonus. However, only 2% respondents mentioned that their employers provide maternity/ paternity leave.

Table 5.12: Income and Other Benefits from the Employer.

Benefits	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Income Sufficient					
Yes	41	74.55	36	80.00	77
No	14	25.45	9	20.00	23
Extra Facilities from Employer					
Tea	42	76.36	25	55.56	67
Bonus	18	32.73	0	0.00	18
Maternity/ Paternity leave	1	1.82	1	2.22	2

5.1.2.5 PDS Facility

Further, concerning availing PDS facilities, it has been reported by majority of the respondents did not avail PDS, only 18% respondents avail PDS facilities.

Table 5.13 : PDS Facility availed by the Migrant Labour

Whether Availed PDS	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Yes	8	14.55	10	22.22	18
No	47	85.45	35	77.78	82
Total	55	100.00	45	100.00	100

5.1.3 Migration Related Issues

This section highlights various aspects related to migration of the labour from their place of origin to Ludhiana or Bathinda and their stay at the place of destination there of. These issues so dealt include time of migration, process of migration, role of agents/ contractors, and preference for the present place for working among others.

◆ **Year of Migration and Age at Migration**

5.1.3.1 Year of Migration

Table 5.14 points towards the per decade successive increase in the number of labour who migrated from different states to Punjab to earn their livelihood. As far as total migrated labour are concerned, most of them said that they came to Punjab from their place of origin during '1991-2000' (35%) or 'after 2001' (34 %); thus, most of them came after 1990. However, a sharp increase in the number of respondents who migrated during '1981-1991' and during '1991-2000' is well evident. Noticeably, 'after 2000', before the completion of the decade 2001-2010, the number of people migrated has already reached nearly the preceding decade. Further, district wise analysis shows that number of labour migrating to Bathinda and Ludhiana has increased in the recent decades ('1991-2000' and 'after 2000'). However, number of labour who came to Ludhiana has shown a sharper decadal increase from 16.36 % (in '1981-1990') to 43.64% (in 1991-2000) as compared to Bathinda. It could be explained due to the industrial progress and thus, prospective employment opportunities in Ludhiana.

Table 5.14: Year of Migration of the Migrant Labour

Year of Migration	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
1960-1970	0	0.00	5	11.11	5
1971-1980	1	1.82	7	15.56	8
1981-1990	9	16.36	9	20.00	18
1991-2000	24	43.64	11	24.44	35
After 2000	21	38.18	13	28.89	34
Total	55	100.00	45	100.00	100

5.1.3.2 Age at the Time of Migration

Table 5.15 shows that of the total respondents, successive age intervals have decreasing number of migrant labour, thus, indicating that most of the respondents migrated at the early ages. Indeed, most of them migrated at the ages below 18 years (31%). According to the respondents from Bathinda, most of them were below 18 years of age (53.33%) or between 18-22 years (22.22%) at the time of migration. Figures from Ludhiana, however, show that most of the labour migrated at the ages between 23-27 years (38.38%).

Table 5.15 : Age at the Time of Migration of the Migrant Labour

Age at Migration (Years)	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
< 18	7	12.73	24	53.33	31
18-22	13	23.64	10	22.22	23
23-27	21	38.18	1	2.22	22
28-32	12	21.82	5	11.11	17
Above 32	2	3.64	5	11.11	7
Total	55	100.00	45	100.00	100

◆ **Process of Migration**

5.1.3.3 Reasons for Migration

Major reasons, as stated by the respondents, for them to move to Punjab from their native place includes 'no of employment at the place of origin', 'came with spouse' or 'came for the visit and stayed'. Indeed, most of the respondents said that they migrated because of lack of employment opportunities at their native places. As represented in Table 5.16, out of the total migrant labour interviewed, 75% came to Punjab for this reason (Ludhiana - 74.55%; Bathinda - 75.56%). However, other reasons stated by the respondents from Ludhiana district for migrating to Punjab includes 'came with the spouse' (16.36%) and 'came for visit and stayed' (9.09%).

Table 5.16 :Reasons for migration of the migrant Labour

Reasons for Migration	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
No employment at place of origin	41	74.55	34	75.56	75
Came with the spouse	9	16.36	0	0.00	9
Came for the visit and stayed	5	9.09	0	0.00	5
Others	0	0.00	11	24.44	11
Total	55	100.00	45	100.00	100

5.1.3.4 Family Member who Migrated First

Regarding the family member who came first to Punjab, most of them said that they themselves migrated (46%); only few of them migrated along with their families (13%). 24% labour migrants mentioned that their friends/ relatives came first. (Refer table 5.17). District wise analysis exhibited that at Ludhiana either most of the labour themselves arrived first at the district (54.55 %) or their relatives/friends arrived first there (35.56 %). Indeed none of them brought their family along with them, when they came for the first time. It could be related with seasonal employment available to the labour in this primarily agricultural district. On the other hand, respondents from Bathinda district stated that from their family they were the first ones to come there (35.56%), or their parents/father came first (35.56%) or they came along with their families (28.89%).

5.1.3.5 Course of Migration

As presented in Table 5.17, most of the respondents mentioned that they migrated along 'with relatives/ friends' (49%), followed by those who came alone from their native place to Punjab (35%). Only 16% respondents mentioned that they migrated along with the contractor/ agent from their native place to their place of destination. Though, most of the labour from both the districts mentioned that they migrated along with their friends/ relatives, a higher number from Ludhiana (56.36%) stated so, as compared to Bathinda (40%). Further, from

Bathinda a higher number of labour migrated along with contractor/ agency (28.89%) as compared to those from Ludhiana (5.45%).

5.1.3.6 Mode of Transportation

As mentioned by the respondents, different modes of transportation used by them to reach the place of destination from their native place are *Train*, *Truck*, and *Bus*. As shown in the table 5.17 most of the respondents travelled by *train* to reach the place of destination from their native place (Total-88%, Ludhiana-98.18% and Bathinda-75.56%).

5.1.3.7 Cost of Transportation

According to the respondents, most migrants bore the cost of transportation from native place to the place of destination *themselves* (96% of the total respondents). The *contractors* provided the transportation expenses only for 4 % respondents, 3.64% from Ludhiana and 4.44% from Bathinda. (Refer Table 5.17)

5.1.3.8 Visits to Native Place

Regarding, visits to their native place, the details of responses received from the migrant labour are presented in Table 5.17. More than half of the labour mentioned that they visit their native place *once in a year* (58 %). 24 % respondents mentioned that on an average they visit their native place *twice per year*. However, a few of them (2.22%) have been *once* to their native place, since they came to Punjab. However, 10% said that they have *never visited* their native place since they migrated from their place of origin.

Table 5.17: Process of Migration

Processes	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Family member who migrated first					
Self	30	54.55	16	35.56	46
Father/ Parents	1	1.82	16	35.56	17
Along with the family	0	0.00	13	28.89	13
Relatives/ friends	24	43.64	0	0.00	24
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Course of Migration					
Alone	21	38.18	14	31.11	35
With Relatives/ Friends	31	56.36	18	40.00	49
With Contractor/Agency	3	5.45	13	28.89	16
Any other	0	0.00	6	13.33	6
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Mode of Transportation used during Migration					
Bus	1	1.82	0	0.00	1
Train	54	98.18	34	75.56	88
Truck	0	0.00	11	24.44	11
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Cost of Transportation					

Processes	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Self	53	96.36	43	95.56	96
Contractor	2	3.64	2	4.44	4
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Average Visits to Native Village (per year)					
None	2	3.64	8	17.78	10
Once	28	50.91	30	66.67	58
Twice	18	32.73	6	13.33	24
Three times or more	5	9.09	1	2.22	6
Once ever visited	2	3.64	0	0.00	2
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>

◆ Role of Agents / Contractors

5.1.3.9 Role of Agent during Migration

Of the total migrant labour interviewed, only 16 % notified that they came to Punjab through agents. Out of those labour who came through agents, 10 % respondents mentioned that agents arranged for travel, employment etc.; however, for 6 % of them these arrangements were not done by the agents. (Please refer Table 5.18).

5.1.3.10 Come Back to Punjab through the Same Agent

According to the respondents, very few of them came through the agents. Out of 16 % respondents who mentioned that they come to Punjab through agents, 8 % labour said that they came through the same agents. (Please refer Table 5.18).

5.1.3.11 Opinion on Present Contractor

Table 5.18 shows opinion of migrant labour on their present contractors. Out of the total respondents, 43% said that they are satisfied with the dealings of the present contractor. However, 7% of them expressed their dissatisfaction towards the same. Nonetheless, half of the migrant labour did not provide any response. All respondents from Bathinda expressed satisfaction towards their present contractors. However from Ludhiana, only half of them noted that they are satisfied with their present contractor.

Table 5.18: Role of Agents / Contractors

Role & Preference of Agents / Contractors	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Whether Agents had any role During Migration					
Yes	3	5.45	7	15.56	10
No	0	0.00	6	13.33	6
Did not come via an agent	52	94.55	32	71.11	84
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Coming Back to Punjab with Same Agent					
Yes	1	1.82	7	15.56	8

No	2	3.64	6	13.33	8
Did not come via an agent	52	94.55	32	71.11	84
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Opinion about the Present Contractor					
Satisfied	7	12.73	36	80.00	43
Not satisfied	7	12.73	0	0.00	7
No response	41	74.55	9	20.00	50
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>

◆ **Preference of Place of Destination to Work**

5.1.3.12 Previously Worked in the Same Village/ Town

Table 5.19 shows that most of the migrant labours have also worked earlier in the village/ town where they are presently working (68 %). Only 32% migrant labour notified that they are working in the present village/town for the first time. Across districts, it has been found that from Ludhiana most of them have previously worked in the village/ town they are presently working (94.55%). Only few of them are there for the first time (5.45%). Contrary from Ludhiana, majority of respondents from Bathinda mentioned that they are working at their present place of destination for the first time (64.44%).

Table 5.19 : Previously Worked Earlier in the Village/ Town

Previously Worked in the Same Village / Town	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
For the first time	3	5.45	29	64.44	32
Worked Earlier	52	94.55	16	35.56	68
Total	55	100.00	45	100.00	100

5.1.3.13 Duration of Stay in Punjab

Table 5.20 represents duration of stay of the migrant labour in the districts (Ludhiana/ Bathinda) and also the villages/town where they are presently working. As reflected in the table more than half of the respondents (51%) are staying or returning every year to the same district (Ludhiana/ Bathinda) for *more than 5 years*, followed by those staying or returning since last 2-5 years. Similar figures are observed regarding stay/coming to the village/ town. More than half of the respondents mentioned coming to/staying in the same village since last *more than 5 years*. (Refer Table 5.21)

Table 5.21 : Duration since when coming to / staying in Punjab

Duration in:	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Present District					
One year	2	3.64	12	26.67	14
Two Years	3	5.45	3	6.67	6
2-5 years	11	20.00	8	17.78	19
More than 5 years	37	67.27	14	31.11	51
For the first time	2	3.64	8	17.78	10
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>44</i>	<i>97.78</i>	<i>99</i>

Present Village/ town					
One year	1	1.82	3	6.67	4
Two years	2	3.64	6	13.33	8
Two to five years	13	23.64	4	8.89	17
More than 5 years	36	65.45	25	55.56	61
For the first time	3	5.45	7	15.56	10
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>

5.1.3.14 Reasons for Preferring the Village/ Town

Table 5.22 represents various reasons cited by the respondents their preference for the village/ town they are working presently. The reasons so cited include 'good wages' available, 'good people' at the place of work and that place of destination is 'well connected with the native place' of the migrant labour. However, the most common reason stated by the respondents for selecting the present place to work is 'good wages' (95% total respondents, 94.55% from Ludhiana and 95.56% from Bathinda). More than half of the total respondents 55% mentioned that their reason for selecting the present village/town to work is 'good people' of the area. Between the two districts, a higher number of labour from Bathinda (95.56%) as compared to Ludhiana (21.86%) stated the same. Further, only for 4% respondent's good connectivity of the place of destination with the native place was the reason for preferring to work in village he is presently working.

Table5.22: Reasons for Preferring the Particular village/ town

Reasons	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Good wages	52	94.55	43	95.56	95
Good people	12	21.82	43	95.56	55
Nearer to home	0	0.00	0	0.00	0
Well connected to native place	1	1.82	3	6.67	4

◆ Appointment Letter/ Identity Proof Available to the Migrant Labour

5.1.3.15 Appointment Letter

As shown in the Table 5.23, only 6% migrant labour mentioned that they got appointment letter. But, rest of the migrant labour (94%) did not get any appointment letter from the employer.

Table 5.23: Appointment Letter with the migrant labour

Whether any Appointment Letter from Employer	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Yes	4	7.27	2	4.44	6
No	51	92.73	43	95.56	94
Total	55	100.00	45	100.00	100

5.1.3.16 Identity Proof

In terms of identity proof, the migrant labour mentioned that they had documents such as: ration cards, voter's identity cards, identity cards issued by the govt. or identity cards issued by the employer. About half of the total respondents noted that they possess some identity proof. Most of the respondents from Ludhiana possess some identity proof (76.36%) but very few of them from Bathinda mentioned having any (22.22%). Voter's identity card as identity proof is possessed by most of the labour (22% of the total). (See table 5.24).

Table 5.24: Identity Proof with the Migrants

Type of Identity Proof, if any	Ludhiana (n = 55)		Bathinda (n = 45)		Total %
	No.	%	No.	%	
Any Identity Proof	42	76.36	10	22.22	52
Voter's Identity Card	12	21.82	10	22.22	22
Ration Card	8	14.55	8	17.78	16
Identity card issued by the Govt.	15	27.27	0	0.00	15
Identity card by employer	14	25.45	0	0.00	14
Any other Identity Document	3	5.45	0	0.00	3

5.1.4 Employment Related Issues

5.1.4.1 Nature of Job

As presented in Table 5.25 most of the migrant labour are engaged in seasonal jobs (38%), followed by those who are daily wage workers (33%). District-wise analysis reflects differential nature of job in which the respondents are presently engaged. Respondents from Ludhiana are mostly daily wage workers (47.27%) or are seasonal employees (38.18%). But from Bathinda nearly half of the respondents are permanent employees (46.67%).

Table 5.25: Nature of Employment of the Migrant Labour

Nature of Employment	Ludhiana (n = 55)		Bathinda (n = 45)		Total %
	No.	%	No.	%	
Daily Wage	26	47.27	7	15.56	33
Seasonal	21	38.18	17	37.78	38
Permanent	8	14.55	21	46.67	29
Total	55	100.00	45	100.00	100

5.1.4.2 Finding Employment

Regarding finding employment at the place of destination, most of them mentioned that they searched themselves (48%); 37% respondents, however, said that they got their jobs through agents. In both districts, most respondents from Ludhiana selected the employment themselves (74.55%) but from Bathinda most of them selected through agents (80%). (Please see Table 5.26)

Table 5.26: Finding Employment

Methods of Finding Employment	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Pre Arranged	11	20.00	5	11.11	16
Through Agents	1	1.82	36	80.00	37
Searched Themselves	41	74.55	7	15.56	48

5.1.4.3 Availability of Employment

Table 5.27 denotes responses of migrant labour regarding availability of employment (annual as well as monthly). As far as availability of *employment during the year* is concerned, majority of the respondents (65%) reported that employment is available for 9-12 months in a year; it includes 63.64 % respondents from Ludhiana and 66.67% from Bathinda. 35 % of the total respondents mentioned the employment is available during 6-9 months per year. Thus, employment is available at least for six months in a year as none of the respondents mentioned the availability below six months.

As far as availability of *employment per month* is concerned, most of them (57% of the total respondents) observed that it is available for about 25-30 days in a month. The highest proportion of the respondents from both the district (52.73 % from Ludhiana and 62.22% from Bathinda) mentioned that employment is available for 25 to 30 days in a month.

Table 5.27: Availability of Employment to the Migrant Labour

Available Employment Period	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Months in a Year					
6-9 months	20	36.36	15	33.33	35
9-12 months	35	63.64	30	66.67	65
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Days in a Month					
15-20 days	2	3.64	14	31.11	16
20-25 days	24	43.64	3	6.67	27
25-30 days	29	52.73	28	62.22	57
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>

5.1.4.4 Average Working Hours

Table 5.28 shows responses of the migrant labour regarding average working hours per day at the work place. Only few of the total respondents (11 % respondents) said that the average working hours are *8 hours* per day. Majority of the respondents stated so are from Ludhiana (18.18%) and only 2.22% from Bathinda. Most of the labour said that average working hours are *more than 8 hours* per day (69). Within districts, also, majority of the respondents stated the same (80% from Bathinda and 60% from Ludhiana). Further, for none of the respondents from Bathinda average working hours are reported to be *less than 8*

hours. The responses thus reflect that only few migrants work for 8 hours a day, as most of them work for more than 8 hours.

Table 5.28: Average Working Hours

Working Hours in a Day	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
For all Migrant Labour					
Less than 8 hours	2	3.64	0	0.00	2
8 hours	10	18.18	1	2.22	11
More than 8 hours	33	60.00	36	80.00	69
No limit	10	18.18	8	17.78	18
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
For Women Migrant Labour					
Less than 8 hrs.	2	3.64	2	4.44	4
8 hrs.	2	3.64	2	4.44	4
More than 8 hrs.	7	12.73	17	37.78	24
No limit	4	7.27	0	0.00	4
No response	40	72.73	24	53.33	64
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>

As far as average working hours for women is considered, less than half of the migrants expressed their views. Most of the respondents felt that working hours for women is more than 8 hours (24). Few respondents observed that working hours are women are 8 hours per day or less than that (4 respondents in each category). (Please refer table 5.28)

5.1.4.5 Employment of Spouse

Table 5.29 depicts employment of spouse of the migrant labour interviewed at the place of origin, at the place of destination, i.e. presently, and reasons for working. Out of the total respondents, most of the migrants said that their spouses were not working at the place of origin (68% respondents). While 24 % migrant labour mentioned that their spouses were not working at the place of origin, marginally higher number of respondents (35%) revealed that their spouses are currently working, at the place of destination.

As compared to those migrants whose spouses were working at the place of origin, marginally higher number of respondents revealed that their spouses are currently working (at the place of destination). Indeed, spouses of few of the migrants started working after migrating to Punjab. Yet, spouses of majority of the respondents are not working presently. Primarily, the reason stated behind opting to work includes extra income, which is stated by all the 35 % respondents whose spouses are presently working. However, 11.11% respondents, all from Bathinda, also cited 'good return' as another reason for their spouses to work. However 'no social pressure' was not cited as the reason by any of the respondents.

Table 5.29: Employment of Spouse

Spouse employed:	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
At the Place of Origin					
Yes	9	16.36	15	33.33	24
No	43	78.18	25	55.56	68
NA	3	5.45	5	11.11	8
Total	55	100.00	45	100.00	100
At the Place of Destination (Currently)					
Yes	14	25.45	21	46.67	35
No	38	69.09	19	42.22	57
NA	3	5.45	5	11.11	8
Total	55	100.00	45	100.00	100
Reasons for working					
Extra Income	14	25.45	21	46.67	35
Good Return	0	0.00	5	11.11	5
No Social Pressure	0	0.00	0	0.00	0
Others	2	3.64	1	2.22	3

5.1.4.6 Migrant Labour in Skilled Jobs

Table 5.30 depicts that less than half of the total respondents (46%) feel that after training the migrants are absorbed in better-paid skilled jobs at par with locals. However, the other half did not concur with the view (50%). It is further evident from the table that the migrants from the two districts believed differently. Although, majority of the labour from Ludhiana (83.64%) felt that migrants are absorbed in skilled jobs after training, none from Bathinda agreed to it.

Concerning absorption of migrants in the industry as an apprentice in skilled jobs, the responses of the migrant labour are depicted in Table 5.30 Again, most of the respondents (64%) are of the opinion that migrants could not enter industry as an apprentice. All respondents from Bathinda, (apart from 6.67%, who did not express any view) observed the same. However, from Ludhiana, a higher number of respondents (60%) viewed that migrants could enter the industry as an apprentice, as compared to those who feel that migrants could not (40%).

Table 5.30: Migrant Labour in Skilled Jobs

Migrant Labour:	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
In Skilled Jobs					
Yes	46	83.64	0	0.00	46
No	9	16.36	41	91.11	50
No Response	0	0.00	4	8.89	4
Total	55	100.00	45	100.00	100
As an Apprentice in Skilled Job					
Yes	33	60.00	0	0.00	33
No	22	40.00	42	93.33	64
No Response	0	0.00	3	6.67	3
Total	55	100.00	45	100.00	100

5.1.4.7 Changes in Living Conditions Since Migration

Table 5.31 represents changes felt by the migrant labour vis-à-vis their income or overall living condition, ever since migration. Most of the respondents (70%) notified that their income increased in the last few years. From Bathinda most of the labour (95.56%) but from Ludhiana (49.09%) about half of the respondents mentioned the same. Further, apart from 3% respondents, all of them mentioned improvement in their overall living conditions since migration.

Table 5.31 : Changes in Living Conditions since Migration

Changes since Migration	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Increase in Income					
Yes	27	49.09	43	95.56	70
No	28	50.91	2	4.44	30
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Overall Living Condition					
Improved	53	96.36	44	97.78	97
No change	2	3.64	1	2.22	3
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>

5.1.5 Accommodation and Other Facilities

This section provides information about accommodation facilities available to the migrant labour. Accommodation details have been discussed in terms of type of accommodation rented or owned, members with whom staying, number of rooms and persons sharing the same room.

◆ Accommodation Available to Migrants

5.1.5.1 Type of Accommodation on Reaching Punjab

As stated by the respondents, most of them stayed in the rented houses (36 %) when they reached Punjab for the first time. None of the migrant labour from Bathinda stayed in the rented house when they reached Punjab first. 24% of the total respondents stayed at worksite and 21% stayed at the roadside when they reached Punjab first. However, 19 of the total respondents said they stayed along with their relatives/friends or even in temples and *Gurudwaras*. (refer table 5.32)

Table 5.32: Accommodation on Reaching Punjab

Accommodation when First Reached Punjab	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Rented House	36	65.45	0	0.00	36
Work site	3	5.45	21	46.67	24
Road Side	7	12.73	14	31.11	21
Any other	9	16.36	10	22.22	19
Total	55	100.00	45	100.00	100

5.1.5.2 Type of Present Accommodation

As shown in the Table 5.33, most of the migrant labour are staying in pucca houses (48%), followed by those staying in the semi-pucca houses (36%) and few of them are staying in the *kuccha* houses (16%). District-wise analysis shows that most of the respondents in Ludhiana live in pucca housing. However, table 5.33 (Type of accommodation) along with table 5.34 (Ownership of Accommodation) reveals that those staying in rented accommodation, or in those provided by the employers. Thus, type of accommodation does not reflect the standard of living of the migrant labour.

Table 5.33: Type of Present Accommodation

Type	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	
Pucca	31	56.36	17	37.78	48
Semi-Pucca	20	36.36	16	35.56	36
Kuccha	4	7.27	12	26.67	16
Total	55	100.00	45	100.00	100

5.1.5.3 Ownership Status of Present Accommodation

As represented in the Table 5.34 most of the migrants are staying in the rented houses (53%) or in the houses provided free by the employers (44%). Of the total respondents, only 3 are staying in their own accommodation. Within districts, from Ludhiana, majority of the migrants explained that they stay in the rented accommodation (51%) but from Bathinda most of them are staying in the houses provided by the employers (42%). Most of the respondents from Bathinda also mentioned that the accommodation is provided to them free of cost by the employer.

Table 5.34: Ownership of Accommodation

Ownership Status	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	
Rented	51	92.73	2	4.44	53
Provided by the employers	2	3.64	42	93.33	44
Owned	2	3.64	1	2.22	3
Total	55	100.00	45	100.00	100

5.1.5.4 Members Staying Together

The majority of the respondents mentioned that they are staying with their own family (44%) as seen in Table 5.34. It is followed by those respondents who are staying with relatives / friends (25%) or with labour contractors (23%). District-wise comparison shows that in Ludhiana, migrant labours usually stay with their own family (47.27%) or with their relatives / friends (45.45%). While figures from Bathinda show that most of them are staying with the labour contractors (51.11%) or with their families (40.00%).

5.1.5.5 Number of Rooms in Possession

The migrant labour interviewed in this study said that majority of the labour possess one room for accommodation (81 %), which includes 44 migrant labour from Ludhiana, and 37 from Bathinda. (Please refer table 5.34). District-wise comparisons show that 80.00% labour from Ludhiana and 82.22% from Bathinda are staying in single-room accommodation. Further, 18% respondents mentioned that they are staying in two-room accommodation.

5.1.5.6 Persons Sharing Same Room

Most of the respondents (43%) noted that three to four persons are sharing the same room and 38% of them said that one to two persons are sharing the same room. Across districts, Table 5.34 shows that from Ludhiana most of the respondents mentioned that three to four persons are sharing the same room (56.36%), followed by those who mentioned that one to two persons are sharing the same room (26.67%). It is also evident from the table that a higher percentage of respondents from Bathinda are staying with 5 or more persons as (35.56%) compared to Ludhiana (5.45%).

Table 5.35: Other Accommodation Details of the migrant labour

Accommodation Details	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Members staying together					
With own Family	26	47.27	18	40.00	44
with labour contractor	0	0.00	23	51.11	23
With relatives/ Friends	25	45.45	2	4.44	27
others	4	7.27	2	4.44	6
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Number of Rooms					
1	44	80.00	37	82.22	81
2	10	18.18	8	17.78	18
3	1	1.82	0	0.00	1
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>
Persons Sharing same Room					
1 – 2	21	38.18	17	37.78	38
3 – 4	31	56.36	12	26.67	43
5 or more	3	5.45	16	35.56	19
<i>Total</i>	<i>55</i>	<i>100.00</i>	<i>45</i>	<i>100.00</i>	<i>100</i>

◆ Basic Amenities Available to Migrant Labour

5.1.5.7 Toilet Facilities

Table 5.36 shows that most of the migrants are using community toilets (45%), followed by those who are using toilets within house (35%). However, district wise figures show that migrants from rural areas i.e. from Bathinda commonly use toilets within house (66.67%) while migrants from Ludhiana use community toilets most commonly (80%).

Table 5.36: Toilet facilities available to the migrant labour

Location of Toilet Facility	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Toilets within house	5	9.09	30	66.67	35
Community Toilets	44	80.00	1	2.22	45
Open fields	2	3.64	14	31.11	16
Any other	4	7.27	0	0.00	4
Total	55	100.00	45	100.00	100

5.1.5.8 Drinking Water Facility

Various sources of drinking water available to the migrants are listed in table 5.37. Out of the total respondents, 35% mentioned that 'common supply water tap' is available to them for getting drinking water, followed by those using bore-well pumps or electric pumps (32%). 'Common hand pump' is used for source for drinking water by 29 % respondents while only 17% respondents have 'separate hand pumps' available. District wise analysis shows that from Ludhiana, most of the respondents have common supply water tap (61.82%) or common hand pump (50.91%). While at Bathinda, electric pumps/ bore well pumps (66.67%) and separate hand pumps (28.89%) are the common source for drinking water.

Table 5.37: Type of Drinking Water Facilities

Type of Facility	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Common supply water tap	34	61.82	1	2.22	35
Bore-well pump / Electric Pumps	2	3.64	30	66.67	32
Common hand pump	28	50.91	1	2.22	29
Separate hand pump	4	7.27	13	28.89	17

5.1.5.9 House hold assets owned

Table 5.38 shows household assets owned by the migrant labour. Assets like cot (64%) and fan (52%) are owned by about more than half of the respondents. Kerosene oil stove, bicycle is owned by little less than half of the total respondents. However, other items like radio, T.V., tape recorder, scooter/ motorcycle are owned by only few respondents.

Table 5.38: Household Assets owned by the Migrant Labour

Type of Asset Owned	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Cot	25.00	45.45	39.00	86.67	64
Fan	35.00	63.64	17.00	37.78	52
Kerosene oil stove	42.00	76.36	2.00	4.44	44
Bicycle	31.00	56.36	11.00	24.44	42
Gas Cylinder	15.00	27.27	24.00	53.33	39
Radio	7.00	12.73	27.00	60.00	34
T.V.	15.00	27.27	5.00	11.11	20
Tape Recorder	10.00	18.18	0.00	-	10
Scooter/ Motorcycle	3.00	5.45	3.00	6.67	6

◆ **Medical Facilities Available to the Migrant Labour**

5.1.5.10 Institution from where Treatment Availed

It has been reported by the respondents that that visit either government health centres/ doctor / nurse or private doctors or local untrained doctors or from medical stores to avail the treatment when they fall ill. Of all the respondents, the maximum number of respondents are found to visit private doctors (46%), followed by those who take medicines from medical stores (31%) and local untrained doctor (22%). However, very few migrant labour are found to visit government health centre/ doctor/ nurse for getting treatment when they are ill. Nonetheless none of them mentioned visiting local *vaidyas* or faith healers for the purpose. Within districts it has been observed from Ludhiana most of the respondents mentioned getting medicines from medical store (56.36 %) or visiting private doctor (45.45%). But from Bathinda, private doctors or local untrained doctor are preferred for getting treatment by the migrant labour (46.67 % respondents in each case). (table 5.39

Table 5.39: Medical institutions from where Treatment is Availed

Treatment Availed from:	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	
Private Doctor (qualified)	25	45.45	21	46.67	46
Medical Store	31	56.36	0	-	31
Local untrained doctor	1	1.82	21	46.67	22
Govt Health Centre/Doctor/Nurse	5	9.09	3	6.67	8

5.1.5.11 Constraints in Availing Medical Treatment

Various constraints in availing medical treatment are listed in the Table 5.40. The constraints so mentioned by the respondents include 'government health centres far away', 'no facilities at government health centres', 'discrimination at government health centres' and 'no money for treatment'. Indeed, the maximum number of the respondents cited far away location of government health centres as posing difficulty in availing treatment (43 %). From Bathinda, major difficulties faced in availing medical treatment include government health centres far away (33 %) and discrimination in government health centres (23 %). It is evident from the table that far location of government health centres is the most commonly faced problem among the rural migrants (73.33 %). However, only 18.18 % of the migrant labourers from Ludhiana reported far location of medical institutions as the hurdle in availing treatment. In addition, more than half of the respondents revealed that discrimination at govt. health centres as one of the major problems they face in availing treatment from the medical institutions.

Table 5.40 : Constraints Faced in Availing Medical Treatment

Constraints in Getting Treatment	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	%	%
Govt health centres far away	10	18.18	33	73.33	43
Discrimination at govt health centre	4	7.27	23	51.11	27
No facilities at govt. health centres	10	18.18	5	11.11	15
No money for treatment	9	16.36	1	2.22	10

5.1.5.12 Medical Expenses

With regards to the cost of medical expenses, most of the respondents mentioned that it is borne by the migrant labour themselves (89%). As shown in table 5.41, 97.78% respondents from Bathinda mentioned the same. From Ludhiana though majority of the respondents mentioned they bear medical expenses themselves (81.82%), others cited their 'spouse' (12.73%) or 'self as well as employer' (5.45%) support medical expenses.

Table 5.41: Medical Expenses of the Migrant Labour

Medical Expenses Borne by	Ludhiana (n = 55)		Bathinda (n = 45)		Total
	No.	%	No.	No.	%
Self	45	81.82	44	97.78	89
Spouse	7	12.73	0	0	7
Self as well as employer	3	5.45	0	0	3
Employer	0	0.00	1	2.22	1
Total	55	100.00	45	100.00	100

5.1.6 Problems and Constraints of Migrants

This section illustrates various problems that are being faced by the migrant labour. It further discusses the suggestions for improving their conditions.

5.1.6.1 Freedom from Exploitations (Financial, Physical, Sexual)

- **Exploitation of Migrant Labour**

Ludhiana:

Regarding exploitation of the migrant labour, the majority of the respondents revealed grudges against wages given to them. They mainly suggested that the migrant labour should get wages proportionate to their workload. They also suggested that:

- They should get higher wages than they are presently receiving;
- The same wages should be give to locals and migrants as per the workload;
- Contractors should give extra money for overtime ;

- Wages should be given to the migrant labour as per Government rules;
- Migrant labour should get advanced money in case of an emergency;
- Contractor should cooperate in any accident;
- Working hours should be less;

Bathinda:

Very few respondents from Bathinda came up with any suggestions to free migrant labour from the exploitation. They suggested that strict laws should be made and enforced in order to liberate migrant labour from exploitation.

▪ Exploitation of Women and Children**Ludhiana:**

As far as exploitation of women and children in the families of migrant labour is concerned, few important suggestions came from respondents from Ludhiana only. The following suggestions were put forward to free / save women and children from exploitation:

- Women should get higher wages as compared to normal wages for the equal amount of work;
- Some respondents suggested that women should get reduced work load, but same wages as men;
- Women should get pensions;
- Women and children should be provided easier work;
- Weak women and children should not be allowed to work;
- Working hours for women should be lesser as compared to normal working hours;
- Most of the respondents suggested that children should not be allowed to work. Only few of them suggested that children should get higher wages.

5.1.6.2 Issue of Identity Cards**Ludhiana:**

All respondents from Ludhiana mentioned that possessing Identity Cards is vital for all the migrant labourers and should be issued to all migrants. They mentioned that I card is required while creating new bank account or while making ration cards. In this connection respondents further suggested that

- Respondents mentioned various authorities who should issue Identity Cards to the migrant labour like Punjab government, local police, Panchayat or Sarpanch, or employers
- Some of them suggested that I cards should be issued at police stations, others suggested at railway stations or migrant colonies.
- Most of them specified that I cards should be issued to the migrant labour. In this connection they specified it should be issued after 6 months, few other

believed after one year while some mentioned that it should be issued at the time of migration.

- Some of the respondents suggested that PDS ration cards should be given to migrants as I cards. They also suggested that ration cards should be given to migrant labour after 1 year of migration.
- Few respondents suggested that voter cards should be issued to the migrant labour after 5 years of migration, which then could be used as Identity cards.

Bathinda:

Nearly half of the respondents from Bathinda came forwards with suggestions regarding issuing of Identity cards. Realizing the importance of I cards they suggested that Government should issue I cards for the migrant labour.

5.1.6.3 Education facilities for Children of Migrant Labour

Ludhiana:

As to suggestions to solve problems related to education of children of migrant labour, respondents came up with many suggestions, viz.,

- Free of cost education to the children of migrant labour, at least upto class tenth
- Fee concession for the children of migrant labour
- Fee concession in Private Schools and also in English medium schools;
- Special schools for children of migrant labour.
- Books, dress, lunch, books and other educational facilities should be provided free of cost;

Bathinda:

The migrant labour from the district of Bathinda suggested that:

- Schools should be provided nearby;
- Education should be provided free of cost to the children of the migrant families;
- Some of the respondents suggested provision for scholarships to the children;
- Books, stationary, dress etc. should also be provided free;
- The employers should arrange education of children of migrant labour;

Thus, suggestion to provide free of cost education/ fee concession came predominantly from both the districts. However, from Bathinda, schools for children in the vicinity emerged as another most cited suggestion.

5.1.6.4 Security and Protection of women/girls of migrant families

Ludhiana:

Regarding suggestions to solve problems related to security and protection of women/ girls of migrant families, most of the respondents pointed towards need for proper police protection for migrant labour. Other suggestions put forward by the migrants include proper security for migrant labour in factories and residential areas, tight security during late nights and special security for migrant women labour. In addition, most of the respondents indicated that police ought to cooperate with the migrant labour.

Bathinda:

Respondents from Bathinda primarily came up with suggestion that government should provide security to the women migrant labour. Some of them also suggested that the police personnel and Gram Panchayat should be made responsible in providing security and protection of women and girls of the migrant families.

5.1.6.5 Medical Facilities for Self and Dependents

Ludhiana:

Respondents came up with many suggestions to improve the medical facilities available to the migrant labour. The most common suggestion that appeared is that more government health centres should be provided for the migrant labour close to their place of stay. Another most commonly cited suggestion is that good doctors, quality medicines and other facilities should be provided in the government health centres. Other suggestions put forward by the labour include:

- Government should provide health facilities to the migrants;
- Medicines should be provided to the migrants at minimum rates/ free of cost;
- Concession should be given to the migrants for medical treatment;
- Health centres should work in the evenings for labour;
- Govt. health employees should cooperate with the labour;
- Health check up camps should be organised by government;

Bathinda:

From Bathinda, respondents largely suggested that medicines should be made available to the migrant labour at the minimum prices or at least at the discounted prices. Some of them also suggested that discrimination should not be made between migrants and local labour at the government hospitals.

5.1.6.6 Avenues for Savings

Ludhiana:

As far as avenues for saving are concerned, the problem mentioned primarily by the respondents is that working hours of banks and post offices are incompatible for the labour. So, most of them suggested that timings of banks and post offices should be congruent with the working hours of the migrant labour. Like few of them suggested that post offices should open in the evenings. However other suggestions put forward by them include:

- More post offices should be opened for migrants
- Contractor should open bank accounts for their employees
- Accounts in banks should be opened on factory I cards/ I cards/voter cards
- Account for all employees should be opened at the time of their recruitment

Bathinda :

From Bathinda, agricultural labour and those engaged in brick kilns, primarily mentioned that they lack proper avenues for savings. Thus they suggested that government should provide proper banks to the migrant labour where they could deposit their savings. And one of them also suggested that post offices should be provided to them. However, some of them emphasises the need for proper management of these amenities by the government.

5.1.6.7 Skill up Gradation

Ludhiana:

For skill up gradation of the migrant labour, most of the respondents suggested that they should be provided technical guidelines regarding new machineries in the factories. Other respondents indicated skill up gradation entails:

- Labour should be trained by the employers when they are appointed or when new machineries are set up in the factories
- Training School should be opened for unskilled migrants to impart technical education.
- Technical work guidelines should be given to unskilled labour in the factories
- Loan for business should be given to the migrant labour
- Migrant women should be imparted technical training in different fields. Mainly the respondents suggested that training in hosiery work.
- Migrants worker should be encouraged for small business at home

Bathinda :

All the respondents from the rural region mentioned that there is need for skill upgradation of the migrant labour. They suggested that government (rural

department) should provide training to the migrant labour. Most of the respondents mentioned that these training courses should seek providing skill training to unskilled labour and also for promotion.

5.1.6.8 Better Living Conditions

Ludhiana:

For improving the living conditions of the migrant labour, the respondents primarily pointed towards the need for better accommodation facilities, safe drinking water and better sewerage in the areas where migrants live. They suggested that:

- Labour colonies/ accommodation should be made available near factories/ in the factory area itself for the migrants;
- Accommodation should be made available on less rent;
- Safe water, hygienic toilets and proper sewerage system should be provided and maintained;
- Community toilets should be provided by the government for the migrants;
- Municipalities should take care of cleanliness in the areas where migrants live.

Bathinda:

Most of the respondents from Bathinda suggested that proper accommodation facilities should be provided to the migrant labour. Some of them also specified that proper facilities for drinking water and electricity water should be provided to the migrant labour staying in the region.

5.1.7 Salient Findings from the Household Survey

- i. The majority of migrants are from Uttar Pradesh (57.7%) followed by migrants from Bihar (37.7%).
- ii. All migrant labour, in the sample, who migrated to Bathinda were found to be male.
- iii. The majority (88.8%) of migrant labour belonged to scheduled caste category.
- iv. More than 70% are illiterate, 15% are educated up to the primary level and none are above secondary level.
- v. Expenditure on housing / shelter is very low.
- vi. More than 50% of the migrant labour save between Rs. 1000-2000 a month.
- vii. Agricultural migrant labour are mostly seasonal (38%) and migrate as individuals (leaving their family at the state of origin).

- viii. The majority (53.33%) of migrant labour migrated to Bathinda when they were 18 years of age, or younger. Whereas, the age at migration for most labourers migrating to Ludhiana was higher, at 23-27 years (38.8%).
- ix. The reason for migrating according to $\frac{3}{4}$ of the respondents was due to lack of employment at their place of origin.
- x. Although the role of agents/contractor is not prominent in either of the districts, more migrants in Bathinda (15.56%) than Ludhiana (5.45%) reported to have come to Punjab through an agent/contractor.
- xi. A large majority of migrants from Bathinda (80%) found employment through agents, while majority of migrants from Ludhiana searched for jobs on their own (74.55%).
- xii. Most migrant labour in Ludhiana (95.55%) have been working in the same village earlier while for the majority of migrants from Bathinda (64.44%) it was the first time working in the current village / town.
- xiii. Migrant labour in Ludhiana are more likely to have some kind of identity proof (76.36% had some proof, compared to 22.22% migrant labour in Bathinda).
- xiv. Migrant labour work for more than 8 hours in a day.
- xv. Migrants in Ludhiana mostly live in rented accommodation (65.45%) while migrants in Bathinda mostly stay at the work-site (46.67%) or by the roadside (22.22%).
- xvi. More than 80% migrants live in one room accommodation. In Ludhiana 56.36% migrants mentioned that 3-4 people share one room.
- xvii. Most Ludhiana migrants use community toilets (80%) whereas two-third migrants in Bathinda mentioned toilets were within the house. However, a significant proportion of Bathinda migrants (31.11%) used "open fields".
- xviii. In terms of drinking water, most migrants in Ludhiana (61.82%) use common water supply tap; while 66.67% migrants in Bathinda obtain drinking water from bore-wells / electric pumps.
- xix. Less than 10% of the migrants surveyed visited Government Health centers or Government doctors; while almost half (45.45% in Ludhiana and 46.67% in Bathinda) obtain medical treatment from qualified private doctors. Also, 46.67% migrants in Bathinda visited local untrained doctors.
- xx. Migrant workers receive less wages and more work hours / workload than locals.
- xxi. There is exploitation of migrant labour by employers in ways other than employment related, especially of women and children.

5.2 Findings from the In-depth Interviews

In-depth interviews were conducted with three categories of respondents, which are:

- Community leaders
- Employers / land owners and
- Contractors

5.2.1 In-depth Interviews with Community Leaders:

Interviews were conducted with community leaders to obtain their views and suggestions regarding the problems of migrant labour in Punjab. The community leaders included: District Development Panchayat Officer (DDPO), *Sarpanch*, Agriculture Union Leader, National Fertiliser Limited Union Leader, Teacher, Union President, Chairperson of National Child Labour Project (NCPL), Councillor, Teacher, Trade Union President and Hind Mazdoor Sabha.

5.2.1.1 *Need for Migrant Labour in the State*

Most of the community leaders in both Bathinda and Ludhiana noted that the state's economy could not be managed without the use of migrant labour. However, there were a few who felt that migrant labour was not required. Further, the majority of community leaders mentioned that migrant labour was required in the agriculture sector and to work in the factories. Other sectors where community leaders felt migrant labour were needed include: rickshaw pulling, construction, domestic work, and dairy farming.

5.2.1.2 *Origin of Migrants and their Method of Reaching Punjab*

Community leaders in Bathinda and Ludhiana mentioned that migrants originated from either Uttar Pradesh or Bihar, with a small percentage coming from Uttaranchal and Madhya Pradesh. According to the community leaders, the majority of migrants came to Punjab on their own, while others came through contractors / agents or family members. All the respondents mentioned that the migrants travelled to Punjab by trains. In addition, it was also mentioned that some also travelled by bus. Only one respondent (from Bathinda) mentioned that migrants also arrived in Punjab by tractor. Furthermore, the respondents felt that the migrants themselves paid for the train fares to reach Punjab. This is mostly because the respondents have noted that most of the migrants come on their own, rather than through a contractor or agent.

5.2.1.3 Method of Recruitment of Migrant Labour

It was largely noted by the community leaders that the migrant labour came to Punjab on their own. However, some respondents felt that there was no system for recruitment for those that were recruited through contractors or agents and then brought to Punjab. In addition, the migrants paid recruitment fees to the contractors / agents. This could range from 30% to the full month's wage of the migrant – which was mostly mentioned. A number of different ways were mentioned, by which the employer recruited the migrant to work for them. For instance, it was mentioned that recruitment was done from "labour *chowks*", through contractors or direct recruitment by the employer's human resources dept (if available). It was not clear whether any of these methods were preferred or most commonly used. It was also mentioned that contractors get a share upon bringing migrant labour to the employer.

5.2.1.4 Preference and Treatment of Migrants by Employees

The majority of respondents felt that employers preferred migrant workers as they were thought to be better workers, they worked at lower wages and since there were fewer locals to do the same jobs. However, the way in which employers treat their employees, particularly migrants, was met with mixed reviews. An equal number of community leaders cited that the migrant employees were well-treated as compared to those who said migrants were treated poorly. A few also mentioned that employers were neutral towards their employees.

5.2.1.5 Wages, Working hours and Workload of Migrant Labour

Almost half the respondents (4 from Bathinda, 1 from Ludhiana) felt that the wages of migrants was the same as locals. While a little more than half (2 from Bathinda and 4 from Ludhiana) felt that the migrants were paid much less than the locals. In this regard, most of the respondents believed that the Minimum Wage Laws were not followed and that the migrants were unaware of such laws.

In terms of working hours, most of the respondents felt that the migrant labour worked more hours than the locals. In terms of workload, half the respondents said that the workload was the same, while the other half claimed that migrants had much more work to do than locals.

The majority of community leaders felt that there was no scope for career upward mobility of migrants. Almost all respondents mentioned that child labour and / or bonded labour were openly used.

5.2.1.6 Facilities Provided by the Employer

In terms of facilities provided by the employer, the respondents all agreed that drinking water was definitely provided. In addition, most respondents mentioned that employers also provided toilets, and tea / snacks. Only a few of the respondents said that employers provided food grains and medical facilities as well.

5.2.1.7 Accommodation for Migrants

According to the community leaders, migrants themselves arranged for their own accommodation upon reaching Punjab. It was believed that migrants lived in “free” accommodation, implying that they probably set up squatter settlements / slums. A few community leaders felt that employers arranged for the migrants’ accommodation, in which case it was rented to them. No details were known regarding the terms of rent and whether they were extracted from the wages. Respondents cited all sorts of accommodation types, ranging from *kuchha* to *pucca* housing in which the migrants lived. Most respondents mentioned that drinking water and toilets were available at the accommodation sites. Only one respondent believed that there was also a sewage system at the site. In comparison to local labour, the respondents felt that migrants received the same facilities and accommodation.

5.2.1.8 Medical Facilities, Education and Legal Aid for Migrants

The vast majority of respondents believed that migrants were not provided with any medical facilities. Further, there were no ANC / PNC benefits given to female migrant workers.

Respondents also said that children of the migrant labour did not receive any education facilities.

While most respondents mentioned that no legal aid was provided to the migrants by the employer, some felt that it was given. According to these respondents, the type of aid given was either an advance for the treatment, or help from the trade union.

5.2.1.9 Exploitation and Security of Migrants

All the respondents felt that due to the migrants unlawful activities have increased in the state. In addition, nearly all respondents mentioned that migrant women and children were exploited. Where women were concerned, they were spoken to rudely, harassed or even molested at the workplace. Children were exploited in the

sense that they were made to work without wages. When asked about whether there were any security measures taken to reduce such exploitations, most respondents said that there were no special measures available. The respondents mentioned that women and children had to rely on self-defence, or at the most there were police checks, but these were rare. The respondents suggested that the migrants be registered and have insurance, so that they could have a legal standing in the state and would thus be able to avail certain security measures.

5.2.1.10 Opinion on Effect of Migrants on Local Labour

All the community leaders felt that migrant labour in the state was adversely affecting the local labour. Respondents went on to explain that the foremost way in which migrants affected the locals was in relation to competition for jobs. Due to the fact that migrants were ready to accept jobs at lower wages, locals who did not want to work at such low wages were unable to get the same jobs. In this relation, respondents reiterated that the overall wages, now being offered, were much lower than what was being given before migrant labour came to Punjab. Furthermore, an increase in the number of total labourers meant that the working hours were much more reduced. As a result, respondents felt that locals were facing problems like unemployment, while those who were employed were facing problems such as fewer facilities at the work place, lack of security, heavy workloads and very low wages. Another “problem” that was mentioned by the community leaders, was that the influx of migrants into Punjab was disturbing their culture. Some respondents went as far as to say that migrants were causing drug related problems in the state.

Respondents gave mixed reactions regarding the attitude of locals towards the migrants. While some felt that migrants were not liked by locals, others felt that there was no rivalry even at the workplace.

5.2.1.11 Suggestions for alleviating the problems faced by migrants

The community leaders gave the following suggestions to improve the adversities faced by migrants:

1. Measures should be taken to ensure that The Minimum Wage Act is strictly adhered to. This would prevent the employers from exploiting migrant labour and forcing them to do intense manual work at unreasonably low wages.
2. Steps should be taken towards mandatory registration of migrants when they start to work in Punjab. This would allow migrants to have a legal standing in the state, and in case of any work-related harassment or accommodation

problem, they would be able to make legitimate complaints / claims to the authorities.

3. Migrant labour should be given health facilities.
4. Children of migrant labour should be given education facilities.

5.2.1.12 Suggestions on how to alleviate the problems faced by locals

The community leaders gave the following suggestions to improve the problems faced by locals:

1. When employers have a choice between local and migrant labour, they should choose the local labour first. If there is no local labour available, only then should they hire migrants. This would prevent locals from being unemployed or from having to migrate themselves, in order to get jobs.
2. The local labour should also be motivated to do all kinds of work. They can be given certain incentives at first, so that they can get over their initial hesitations to do work that they consider too menial. If they are ready to do all kinds of work, the employers won't be dependent on the migrants.
3. Again, the Minimum Wage Act should be followed strictly. This way, the locals can not complain about the low wages.
4. Local labour should be given all facilities so that they are motivated to work.

5.2.2 In-depth Interviews with Employers / Land Owners:

The respondents included factory owners, construction foremen and land / farm owners. Their opinions on the problems of migrants in the state, as well as their practices regarding recruitment of migrants and their awareness of laws pertaining to the same were obtained.

5.2.2.1 Need for Migrant Labour in Punjab

All the respondents believed that Punjab's economy could not manage without migrant labour. In this regard, they also felt that the sectors where migrant labour was required the most, included: agriculture, construction, other unorganised labour, such as rickshaw pullers and domestic help. Most of the respondents also mentioned that they preferred to hire migrant labour rather than local labour. However, one agriculture land owner from Bathinda mentioned that he had no preference, as long as the work was done.

5.2.2.2 Place of Origin and Pattern of Migration to Punjab

According to the respondents, the states where most migrants originated from were: Uttar Pradesh, Bihar, Jharkhand and Madhya Pradesh. Most of the respondents also believed that the cost of travel to Punjab from their place of origin was borne by the migrants themselves.

According to the employers from Bathinda and Ludhiana, many of the migrants came to Punjab individually, while others travelled with their family. In case their family also came with them it was believed, by the employers, that the spouse also pursued paid employment. However, it was mentioned that the type of job was not necessarily the same. The respondents also noted that the children of migrants also found employment.

5.2.2.3 Patterns of Recruitment and Current Employment of Migrants

Most respondents mentioned that they directly recruited migrant labour. Only one employer (landowner in Bathinda) said that he recruited them through an agent. Regarding preference of migrants from particular states, the respondents gave mixed views. While some respondents did not have any preference, others had a strong preference of migrant labour from particular states. Further, the respondents added, that the reason for preferring migrant labour from these states was due to the fact that they were considered experts and had good quality of work.

In terms of employment, the employers mentioned that in the past they had recruited between 30-35 male migrants and 5-15 female migrants. According to the employers their current employment of migrant labour ranges from less than 10 to 30 males; only two respondents had 10-15 female migrant labour.

5.2.2.4 Awareness of Inter-State Migrant Workmen Act & Its Particulars

None of the respondents in Bathinda were aware of the Inter-state Migrant Workmen Act. However, the respondents in Ludhiana were aware of the same. When the Ludhiana respondents were probed, they mentioned that within the terms of the Act, anyone wishing to employ migrant labour, from other states in India, had to first obtain permission from the Government of Punjab.

With regards to the terms under the Act, intended to be followed by employers, specific questions were posed. The responses are given as follows:

- a) **Registration Certificates:** Again, respondents from Bathinda were unaware that under the act, they were required to obtain registration certificates in order to employ migrant labour. Respondents from Ludhiana claimed that they were aware, however, when probed whether they had obtained the same, their response was negative. Further, the respondents from Ludhiana claimed that they did not require the registration certificates.
- b) **Maintenance of Registers of Contractors & Employees:** As was previously established, most respondents did not go through contractors to hire their migrant employees. Hence, they did not have any requirement of registers for contractors. On the other hand, most respondents agreed that they kept records and registers of their employees. They also claimed that these registers contained details regarding: Name of the Employee, Wages paid, Deduction of Wages and Overtime.
- c) **Annual Returns:** While most respondents claimed that they submitted their annual returns to the authorities, some mentioned that they did not. The latter felt that it was not required by them to do so.

5.2.2.5 Wages, Working hours, Workload & Career Mobility of Migrants

In terms of wages, all respondents emphatically claimed that the both migrant and local labour are given the same wages, have the same working hours as well as having the same workload. From the literature, as well as from the discussions with migrants and community leaders, it is evident that this is not the scenario. It seems that the employers were hesitant to provide any information which may disgrace them in any way. Interestingly, the respondents felt that there was scope for upward career mobility, i.e. promotions, for migrant labour in their workplace.

5.2.2.6 Facilities Provided by the Employer

All the employers from both Bathinda and Ludhiana mentioned that they provided drinking water and toilets at the workplace for their employees, both migrants and locals. These included. Other facilities provided by most of the respondents include: accommodation and tea / snacks at the workplace. Fewer respondents mentioned that they provided food grains, medical facilities, clothes and childcare.

Most respondents also mentioned that they gave some support to the migrants in case of any serious injury at the workplace (or their families in case of death). The type of support was mentioned to be in terms of monetary advance towards the treatment of the injury, or arrangement for transport to the local doctor / hospital in case of non-life threatening injury.

5.2.2.7 Workers' Union

Nearly all the respondents mentioned that there was no union. Only one respondent mentioned the opposite.

5.2.2.8 Opinion on Problems of Migrant Labour

According to the respondents, migrants faced some difficulties while living and working in Punjab. Of these, the most commonly faced was the lack of accommodation. In addition, the respondents felt that migrants suffered from not having any medical facilities. For those migrants who had young children, respondents claimed that the system for children's crèches (at the workplace) was inadequate, as well as there being no educational facilities for them.

5.2.2.9 Opinion on Effect of Migrants on Local Labour

Employers had a mixed opinion regarding the effect of migrant labour on locals. Many felt that migrants had an adverse effect on the local labour. They explained that due to migrant labour, the lower wages were given and this was not acceptable to locals. As a result of an increase in migrant population in the state, respondents also felt that locals had to compete for jobs and also were expected to do more "hard work".

Other respondents did not believe there was any adverse effect of migrant labour on the local population. Rather, they claimed that the migrant labour was beneficial to the State of Punjab overall.

Interestingly, most respondents felt that there was no enmity between both groups and even claimed that the "public are happy" with migrants as well as saying that "they mix together" at the workplace. Only one respondent hesitantly noted that the locals did not like the migrants.

5.2.2.10 Suggestions for Alleviating the Problems Faced by Migrants

The employers gave the following suggestions to improve the problems faced by migrants:

1. Migrants should be registered in the State once they arrive and begin working. This is important to be able to "track" them, in case there are any problems.
2. The employers should be responsible for ensuring the security of the migrant labour that they hire.

3. Migrants should be given accommodation at low cost, so that they do not encroach.
4. Safe drinking water and clean toilets must be mandatory at all workplaces and at accommodation sites to avoid spread of disease.
5. Medical facilities should be provided to the migrants by the State Govt.

5.2.2.11 Suggestions for Alleviating the Problems Faced by Locals

The employers gave the following suggestions to alleviate problems faced by locals:

1. Minimum wages should be fixed and strictly enforced, so that there are no complaints about low wages.
2. Locals should be encouraged to take on all kinds of jobs, rather than “becoming choosy” and “not doing hard work”.

5.2.3 In-depth Interviews with Contractors:

The respondents included labour contractors, specific contractors such as construction labour contractors and their assistants. Their opinions on the problems of migrants in the state, as well as their practices regarding recruitment of migrants and their awareness of laws pertaining to the same were obtained.

5.2.3.1 Need for Migrant Labour in Punjab

All the respondents expressly noted that there was a definite need for migrant labour in Punjab. They mentioned that the major sectors where migrants are required include construction, agriculture, and other unorganised sectors (such as vegetable vendors, rickshaw pullers and domestic help). Respondents also mentioned the migrants were needed in brick kilns and dairy farming.

5.2.3.2 Place of Origin and Pattern of Migration to Punjab

The respondents believed that most of the migrant labour came to Punjab from the States of Bihar and Uttar Pradesh. They also mentioned that a lesser number of migrants originated from Jharkhand and Uttarakhand. Further, all the respondents mentioned that the cost of travel to Punjab from their place of origin was borne by the migrants themselves.

According to the contractors, some of the migrants arrived in Punjab individually, while others came along with their families. They also mentioned that the spouses of these migrants also found jobs. While few respondents added that the children of migrants were also made to work in order to sustain the family.

5.2.3.3 Patterns of Recruitment and Current Employment of Migrants

The contractors mentioned different forms of recruitment of migrant labour. Many explained that they directly recruited the migrants from the place of origin. Others mentioned that they recruited migrants based on the demands of employers with whom they were attached. Only one respondent said that there was no system for recruiting migrant labour.

Many of the respondents mentioned that they did not have any particular preference in the State from which they recruited migrants. However, other respondents mentioned that they did have a preference, for the reason that workers from certain states were thought to have expertise in agricultural work. It was also mentioned that they mostly recruited seasonal labour, although both seasonal and permanent had been recruited by them.

The contractors mostly recruited male migrants labour, and had in the past recruited an average of 30 (per contractor). The number of female migrant labour recruited by the contractors was considerably less, about 10. In terms of the migrant labour they had recruited currently, there were around 10 males and only 2-3 females (with some respondents not having any current female migrant labour at all).

5.2.3.4 Awareness of Inter-State Migrant Workmen Act & Its Particulars

With regard to the Inter-State Migrant Workmen Act, it was found that none of the respondents were aware of the Act. Specific questions were posed regarding the particulars of the Act. The responses are as follows:

- a) **Contractor's Licence:** Interestingly, respondents from Bathinda were not aware that they required a licence in order to recruit migrant workers. Respondents from Ludhiana on the other hand, were aware and had in turn obtained their licences as well.
- b) **Passbook:** Again, respondents from Bathinda did not provide the migrant labour with a passbook. While, respondents from Ludhiana provided a passbook to each migrant they recruited. According to the respondents from Ludhiana, the information contained in such passbooks were: Date of recruitment; Date of employment; Wage Period; and the Name & Address of the Migrant.
- c) **Displacement Allowance:** None of the respondents provided any displacement allowance to the migrant labour they recruited.
- d) **Journey Allowance:** Respondents from Bathinda mentioned that there was a provision for journey allowance for the migrant labour to travel to their place of

origin, during the wage period. However, respondents from Ludhiana said that they did not have such provisions, and the migrants made their own arrangements.

- e) **Half-Yearly Returns:** Most respondents claimed that they sent their half-yearly returns to the district licensing officer. They also noted that the district licensing officer made random checks on them during the year.

5.2.3.5 Wages, Working hours, Workload & Career Mobility of Migrants

Most respondents felt that the wages of migrant labour and local labour were the same. However, some mentioned that the wages were different, i.e. that migrants received less wages. According to the respondents migrants were ready to do the work at a lower wage and were thus paid accordingly. With regards to career mobility, the respondents from Ludhiana felt that there was a scope for migrants to progress in their careers, while Bathinda respondents felt the opposite.

5.2.3.6 Provision of Welfare Amenities and Support to Migrant Labour

All the respondents agreed that certain welfare amenities were provided to the migrant labour. While all respondents noted that toilets were provided, there were some differences in the provision of other amenities. Most respondents agreed that drinking water was provided, while fewer respondents mentioned that tea and medical facilities were given. Furthermore, the contractors mentioned that these amenities / facilities were provided by the employers. Arrangement and provision of accommodation was mentioned by only one respondent. The same respondent also claimed that instead of the employers, the contractor was the provider of all welfare amenities.

Most of the respondents claimed that they gave support to the migrant labour in case of any accident. The form of support was mainly monetary advance, for the treatment of the injury

5.2.3.7 Workers' Union

Most of the respondents felt that there was no workers' union, however some respondent mentioned that they were in existence.

5.2.3.8 Opinion on Problems Faced by Migrants

According to the respondents, migrants faced a number of problems in Punjab. They felt that the migrants had a low standard of living, which included their poor hygiene habit as well as finding the costs of living very high. Further, as many of

them had no proper status in Punjab, they did not have access to many of the benefits, such as medical benefits, or education facilities for their children.

5.2.3.9 Opinion on Effect of Migrants on Local Labour

According to respondents from Bathinda, there was no effect of migrant labour on the local community and that the locals' attitude was "good" towards migrants. However, respondents from Ludhiana felt that there was a definite impact of migrants. According to Ludhiana respondents, employers preferred to hire migrant labour and thus it was harder for locals to find jobs, in an already competitive situation. Further, the respondents felt that there was an increase in crimes.

5.2.3.10 Suggestions for Alleviating the Problems Faced by Migrants

The contractors of Bathinda and Ludhiana gave the following suggestions to improve the problems faced by migrants:

1. Migrant labour should be provided with low cost accommodation (labour colonies), with safe drinking water, near the place of work (e.g. factories)
2. Migrant labour should be provided with food grains from the employer or the Government.
3. The Government should subsidise the cost of medicines for migrant labour.
4. There should be a Government scheme by which children of migrants can go to school at a low fee.

5.2.3.11 Suggestions for Alleviating the Problems Faced by Locals

The contractors of Bathinda and Ludhiana gave the following suggestions to improve the problems faced by locals:

1. Employers should give preference to local labour, but keep all the wages, workload, working hours the same for migrants and locals.
2. Local labour should be motivated to take on all sorts of work, so that they don't complain lack of employment.

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5.3 Findings from the Focus Group Discussions

Focus Group Discussions (FGDs) were conducted in both the study districts, with groups of local Punjabi labourers, in order to gain their views on migrant labour in their state. The types of labour included agricultural and brick kiln labour from Bathinda; as well as factory and construction labour from Ludhiana. The participants gave their views on the places of origin of the migrants, the types of work migrants come to Punjab to do, the wage and workload differences between migrants and locals as well as sharing their feelings regarding the necessity of migrants and how they affect the state's economy amongst other issues. These are presented below.

5.3.1 Extent of Migrant Labour in the Area

Bathinda:

FGD groups in Bathinda mentioned that there were a few agriculture migrant labourers coming to work in this area, for instance 20 migrants per 100 locals. In terms of Brick Kiln labour, about 50% were migrants, but this changes, every season. All the migrants are only seasonal.

Ludhiana:

All the FGD groups in Ludhiana mentioned that there were a majority of migrant labourers in their areas, ranging from 60 to 90% as compared to locals.

5.3.2 Places of Origin of Migrant Labour

Bathinda:

Groups in Bathinda mentioned that migrant labourers usually come from Uttar Pradesh and Rajasthan. They also specified that migrants from UP were experts in harvesting / reaping; while Rajasthani migrants mainly worked in the brick kilns.

Ludhiana:

In Ludhiana, it was mentioned that most of the migrants come from Bihar, while a large number also came from Uttar Pradesh. Other states where migrant labourers originated from were mentioned, including Himachal Pradesh, Rajasthan, Maharashtra and Karnataka.

5.3.3 Reasons for Migrants to Come to Punjab

Bathinda:

According to the FGD participants in Bathinda, the main reason for people migrating to their area is – “it is easy for them to find work”. Further, they claimed

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that the local (Punjabi) people provided migrants with free food and accommodation. Thus, migrants were able to save some amount of their earnings.

Ludhiana:

In Ludhiana, participants mentioned that migrants come to their area in search of work in the factories. They noted that employment was easily available in factories all over Punjab. Further, the local labourers commented, that in other states, people had to fulfil many qualifications (such as proof of Identity) which they do not always possess. Local labourers also added that migrants got accommodation easily in Punjab.

5.3.4 Work Opportunities Usually Sought by Migrants in Punjab

Bathinda:

According to FGD participants in Bathinda, migrant labours usually came for working in agricultural fields (planting cotton plants, wheat, rice etc.). They also mentioned that other migrants also came to work in brick kilns.

Ludhiana:

It was commonly mentioned by FGD participants in Ludhiana that most migrants work in the factories. Other than factory labourers, migrants were also thought to work as vegetable vendors, rickshaw pullers, boot polishers, head massaging, and other unskilled work. It was also mentioned that Muslim migrants usually do embroidery and stitching work.

5.3.5 Patterns of Arrival and Duration of Stay of Migrant Labour

Bathinda:

Local labourers felt that most of the migrants were seasonal, particularly the agricultural labour, as the work itself is only seasonal. They mentioned that migrants, who come for agricultural work, stay for two or three months. On the other hand, it was noted that brick kiln migrant labourers come from September to June – that is for 9 months.

According to the local labourers in Bathinda, migrants were bound to go back to their place of origin as it was expensive for them to stay on. It was thought that in urban areas, whole wages were spent on the daily fare and food, so migrant labourers were not able to save money to stay in Bathinda during the off-season.

Ludhiana:

In Ludhiana, it was felt overall, that migration was not season-specific as work was available throughout the year. However, there were a few examples cited as

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seasonal work, such as rickshaw pulling, wherein migrants did not stay during the hot summer seasons. Otherwise, it was mentioned that migrants who worked in factories came / stayed all year round. Some participants even mentioned that in their area the majority of migrants were permanently settled in Punjab and particularly Muslim migrants, who had even purchased houses.

5.3.6 Process by which Migrant Labour Reach Punjab

Bathinda:

Participants from Agricultural labourers usually come with the whole family. However, at the time of wheat crops they come individually. Agricultural labourers don't come through contractors / agents. Instead, the permanent migrant labourers, who have been staying since the long time, bring other migrant labourers from their place of origin.

Brick Kiln Labourers on the other hand can only get this type of work through agents. These migrants usually come individually, but bring their family when the raw material has to be made.

Ludhiana:

According to the local labourers most of the migrants come to Punjab via contractors. However, they felt that these contractors exploit the migrants by reducing their wages. Local labourers also mentioned that factory and mill owners preferred to get workers through contractors as it eventually turns out to be cheaper for them. FGD participants also noted that some migrants came to Punjab individually, and stayed for four to five months, before returning to their place of origin.

5.3.7 Opinion on whether Migrant Labour is essential to Punjab's Economy

Bathinda:

The local labourers felt that there was a definite effect of migrant labour on the economy of Punjab. It was commonly believed that migrant labour were important to the state, as they felt that locals did not prefer to do the menial hard labour for which migrants were mainly employed in the state. However, they also believed that having migrant labour meant that the money earned by them did not remain in the state and instead went to the benefit of the migrants' states of origin.

Ludhiana:

In Ludhiana, the local labourers voiced a similar belief regarding migrant labour and the economy of Punjab. They felt that it was become compulsory to employ migrant labour in order to handle the intense workload demanded by the field /

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industrial work. Some participants stressed that there was not enough local labour (as many had left for foreign countries) to do all the work in factories and thus migrant labour was needed from other states. As in Bathinda, FGD participants in Ludhiana were of the opinion that local labourers were not interested in doing such menial jobs.

5.3.8 Wage and Workload Differences between Migrant and Local Labourers

Bathinda:

According to the FGD participants, local agricultural labourers are paid Rs. 70-80 per day in the fields and upto Rs. 100 during wheat harvesting time. They mentioned that migrant labourers are contracted and earn about Rs. 100 per day. They also noted that daily wage local labourers work 8 hrs a day in the fields, while the contracted migrant labourers may do more hours.

On the other hand, labourers who work in the brick kilns were believed to earn Rs. 250-300 per 1000 bricks in the outlet; Rs. 70-75 per km, for those who water the bricks; and Rs. 55 per 1000 bricks for those who remove the bricks from the kilns. It was thought that there are no differences in wages between migrants and locals. However, it was also explained that the migrants did "more efficient and hard work" while locals were only hired for loading / unloading the prepared bricks in their trucks.

Ludhiana:

Local labourers in Ludhiana felt that in urban areas, there was a lot of competition for jobs. Thus, the work went to those people who were willing to work at the lowest wage – in other words, the migrants. FGD participants also mentioned that the workload is more for migrants, because are willing to do the job, whereas locals don't want to do intense work at low wages. They noted that the wages were different in every industry. According to the FGD participants, in some mills, the wage is about Rs. 60 per day while some other factories it is Rs. 100 per day. However, they claimed that the wages were not given as per written and signed statements.

Some participants explained that migrant labourers get Rs. 120 per day for doing work that should actually be charged at Rs.150-200 per day. In contrast, they said that the local labourers demanded the minimum wage required for sustaining themselves; as well as expecting wages as per the workload and experience they have. They FGD participants emphasised that they do not agree to work if their demands are not accepted. Most of the participants seemed unaware of the Government Laws regarding minimum wages. The FGD participants felt that wages should be according to the nature of work.

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3.5.9 Local Labourers Overall Opinion on Migrant Labour

Bathinda:

While the overall opinion was that migrant labour was required in both brick kilns and in agriculture in the state of Punjab, local labourers professed some concerns regarding the same. The foremost concern was that of job competition. According to the local labourers of Bathinda, some migrants were also involved in crimes and some others did not have basic hygiene sense.

Ludhiana:

Similarly, in Ludhiana, the participants felt that without the migrant labourers, locals would have to do all the work themselves. However, they believed that if this were the case, it would be done at “proper wages”. Some participants expressed that they were unhappy with migrant labourers. They believed that by agreeing to work at lower wages, migrants were not only creating competition, but also ruining the wage system. FGD participants felt that because of migrants, crimes in their areas have increased. Some local labourers mentioned another concern, that The majority of locals take drugs because people don't have any interest in their work any more. Only a few FGD participants did not portray grudges against migrant labourers but rather against the employers, who, they felt, were reaping all benefits (i.e. spending less on labour to get more profits).

5.3.10 Problems faced by Locals due to increase in Migrant Labour in Punjab

Bathinda:

One of the common problems mentioned by the local labourers was the competition for low paying jobs. Local labourers believed that that the increase in migrant labour in Punjab had lead to a decrease in the wages because the migrants were willing to take any wage. They also felt that as a result, the employers were exploiting the migrants. FGD participants mentioned that another problem was an increase in crime, and felt that migrants were responsible for this.

Ludhiana:

As a result of influx of migrants into Ludhiana, local labourers felt that the increase in population has caused a reduction of resources, i.e. there is a lack of accommodation. Further, local labourers mentioned that there are fewer jobs available, particularly in urban areas. They felt that the willingness of migrants to work at any wage has unbalanced the wage system. Some of the local labourers noted that due to migrant labourers the wages in factories and for masonry have decreased. The locals, on demanding higher wages, were told by the employers that “in this same amount we can get two migrants”. Thus, the FGD participants concluded, that if locals want to get a job they have to accept lower wages.

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Problems female employees are facing: According to the FGD participants, sometimes women, especially those employed at small-scale factories, take their children along to their work place. The FGD participants believed that these women and children were exploited by the factory supervisors. They also claimed that the children were often made to work at minimal wages of Rs. 10-15 per day.

5.3.11 Suggestions Given by Local Labourers to Alleviate these Problems

The FGD participants in **Bathinda** gave the following suggestions towards improving the problems of migrant labour in Punjab:

- There should be proper toilets and drinking water facilities to reduce the risk of disease spreading to the rest of the community.
- Wages should be fixed according to the type of work and this should be part of the contract so that the same wages are given to migrants and locals.
- Steps should be taken to ensure the safety of female migrant labourers.
- There should be rules for buying property whereby an out-of-state person cannot buy land in Punjab

Similarly, The FGD participants in **Ludhiana** gave the following suggestions towards improving the problems of migrant labour in Punjab:

- Migrants should be registered in the State and be provided with identity cards so that records are maintained.
 - o This needs to be done to prevent the contractors from misusing / exploiting them.
 - o It also needs to be done to be able to track migrants in case they are involved in any criminal acts.
- The minimum wages as per Government rules should be strictly enforced.
- Proper wages should be given to all the labourers, whether migrant or local.
- Employers should be responsible for providing basic amenities to the migrants, and this should be enforced strictly by the State Government. If employers do not comply, their registration / licenses should be cancelled.
- Migrants should be given accommodation only after provision of proper identification. The State Government should construct separate labour colonies.
- Clean drinking water should be provided to prevent diseases like cholera, jaundice, etc.
- Also, the migrants should be made to obey the rules in order to maintain clean surroundings.
- A property act should be introduced in Punjab, so that no out-of-state person can purchase property.
- Since the migrant population is increasingly rapidly, the State Government should put restrictions on the number of family members permitted to migrate.

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5.4 Observations of the Field Research Team

5.4.1 Places of Origin of Migrant Labour

In general it has been observed that migrant labour come to Punjab primarily from the states of Bihar and Uttar Pradesh; the other states, from where the migrants originated, include Rajasthan and Haryana.

5.4.2 Patterns of Arrival and Duration of Stay of Migrant Labour

It has been observed further that migrants are engaged in seasonal as well as permanent works in Punjab; however, from Bathinda most of the labour migrants are engaged in seasonal work. It has been observed that seasonal migrant labour stay for about six months per year in Punjab. These migrant labours are observed to be working in different sectors, viz., agricultural, industrial, brick kiln, shops, etc.

Further, it has been observed that most of the migrants, who are involved in seasonal work, come to Punjab individually (without family). It could be because of their temporary nature of employment. But the migrant labourers from Uttar Pradesh come along with their families.

5.4.3 Differences between Migrant and Local Labourers

Differences have been observed between local labour and migrant labour vis-à-vis workload, wages, selection of work and preference by the employers. The migrant labour put up with higher workload as compared to local labour. Though local labour work for eight hours per day, the working hours for migrant labourers are not limited. Further, it has also been observed that children of migrant labour also work along with them, but are not paid any wages for that. And also, though local labour have preference for the kind of work they are ought to do, migrant labour agree to do any kind of work. For this, the employers prefer to employ migrant labours rather than the local labour.

5.4.4 Accommodation Facilities for Migrant Labour

It has also been observed that migrant labour do not have proper accommodation facilities. Those engaged in brick kilns stay in small huts and more than 10 persons are usually sharing one hut. These huts lack basic facilities like electricity, drinking water, etc. For the labourers in agricultural sector, owners provide accommodation facilities to the migrants. But labour working in the industrial sector stay mostly in rented accommodation, as they need to arrange it themselves.

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 Focus Group Discussions (FGDs) were conducted in both the study districts, with groups of local Punjabi labourers, in order to gain their views on migrant labour in their state. The types of labour included agricultural and brick kiln labour from Bathinda; as well as factory and construction labour from Ludhiana. The participants gave their views on the places of origin of the migrants, the types of work migrants come to Punjab to do, the wage and workload differences between migrants and locals as well as sharing their feelings regarding the necessity of migrants and how they affect the state's economy amongst other issues. These are presented below. ¶
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5.4.5 Problems due to Migrant Labour

It has been mentioned by the respondents that many problems originate because of stay of migrant labour in the area like increase in population of the area and increase in the criminal activities in the area. The migrants are linked with the criminal activities like drug supply and thievery.

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5.3 Findings from the Focus Group Discussions

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5.3.1 Extent of Migrant Labour in the Area

Bathinda:

FGD groups in Bathinda mentioned that there were a few agriculture migrant labourers coming to work in this area, for instance 20 migrants per 100 locals. In terms of Brick Kiln labour, about 50% were migrants, but this changes, every season. All the migrants are only seasonal.

Ludhiana:

All the FGD groups in Ludhiana mentioned that there were a majority of migrant labourers in their areas, ranging from 60 to 90% as compared to locals.

5.3.2 Places of Origin of Migrant Labour

Bathinda:

Groups in Bathinda mentioned that migrant labourers usually come from Uttar Pradesh and Rajasthan. They also specified that migrants from UP were experts in harvesting / reaping; while Rajasthani migrants mainly worked in the brick kilns.

Ludhiana:

In Ludhiana, it was mentioned that most of the migrants come from Bihar, while a large number also came from Uttar Pradesh. Other states where migrant labourers originated from were mentioned, including Himachal Pradesh, Rajasthan, Maharashtra and Karnataka.

5.3.3 Reasons for Migrants to Come to Punjab

Bathinda:

According to the FGD participants in Bathinda, the main reason for people migrating to their area is – “it is easy for them to find work”. Further, they claimed that the local (Punjabi) people provided migrants with free food and accommodation. Thus, migrants were able to save some amount of their earnings.

Ludhiana:

In Ludhiana, participants mentioned that migrants come to their area in search of work in the factories. They noted that employment was easily available in factories all over Punjab. Further, the local labourers commented, that in other states, people had to fulfil many qualifications (such as proof of Identity) which they do not always possess. Local labourers also added that migrants got accommodation easily in Punjab.

5.3.4 Work Opportunities Usually Sought by Migrants in Punjab

Bathinda:

According to FGD participants in Bathinda, migrant labours usually came for working in agricultural fields (planting cotton plants, wheat, rice etc.). They also mentioned that other migrants also came to work in brick kilns.

Ludhiana:

It was commonly mentioned by FGD participants in Ludhiana that most migrants work in the factories. Other than factory labourers, migrants were also thought to work as vegetable vendors, rickshaw pullers, boot polishers, head massaging, and other unskilled work. It was also mentioned that Muslim migrants usually do embroidery and stitching work.

5.3.5 Patterns of Arrival and Duration of Stay of Migrant Labour

Bathinda:

Local labourers felt that most of the migrants were seasonal, particularly the agricultural labour, as the work itself is only seasonal. They mentioned that migrants, who come for agricultural work, stay for two or three months. On the other hand, it was noted that brick kiln migrant labourers come from September to June – that is for 9 months.

According to the local labourers in Bathinda, migrants were bound to go back to their place of origin as it was expensive for them to stay on. It was thought that

in urban areas, whole wages were spent on the daily fare and food, so migrant labourers were not able to save money to stay in Bathinda during the off-season.

Ludhiana:

In Ludhiana, it was felt overall, that migration was not season-specific as work was available throughout the year. However, there were a few examples cited as seasonal work, such as rickshaw pulling, wherein migrants did not stay during the hot summer seasons. Otherwise, it was mentioned that migrants who worked in factories came / stayed all year round. Some participants even mentioned that in their area the majority of migrants were permanently settled in Punjab and particularly Muslim migrants, who had even purchased houses.

5.3.6 Process by which Migrant Labour Reach Punjab

Bathinda:

Participants from Agricultural labourers usually come with the whole family. However, at the time of wheat crops they come individually. Agricultural labourers don't come through contractors / agents. Instead, the permanent migrant labourers, who have been staying since the long time, bring other migrant labourers from their place of origin.

Brick Kiln Labourers on the other hand can only get this type of work through agents. These migrants usually come individually, but bring their family when the raw material has to be made.

Ludhiana:

According to the local labourers most of the migrants come to Punjab via contractors. However, they felt that these contractors exploit the migrants by reducing their wages. Local labourers also mentioned that factory and mill owners preferred to get workers through contractors as it eventually turns out to be cheaper for them. FGD participants also noted that some migrants came to Punjab individually, and stayed for four to five months, before returning to their place of origin.

5.3.7 Opinion on whether Migrant Labour is essential to Punjab's Economy

Bathinda:

The local labourers felt that there was a definite effect of migrant labour on the economy of Punjab. It was commonly believed that migrant labour were important to the state, as they felt that locals did not prefer to do the menial

hard labour for which migrants were mainly employed in the state. However, they also believed that having migrant labour meant that the money earned by them did not remain in the state and instead went to the benefit of the migrants' states of origin.

Ludhiana:

In Ludhiana, the local labourers voiced a similar belief regarding migrant labour and the economy of Punjab. They felt that it was become compulsory to employ migrant labour in order to handle the intense workload demanded by the field / industrial work. Some participants stressed that there was not enough local labour (as many had left for foreign countries) to do all the work in factories and thus migrant labour was needed from other states. As in Bathinda, FGD participants in Ludhiana were of the opinion that local labourers were not interested in doing such menial jobs.

5.3.8 Wage and Workload Differences between Migrant and Local Labourers

Bathinda:

According to the FGD participants, local agricultural labourers are paid Rs. 70-80 per day in the fields and upto Rs. 100 during wheat harvesting time. They mentioned that migrant labourers are contracted and earn about Rs. 100 per day. They also noted that daily wage local labourers work 8 hrs a day in the fields, while the contracted migrant labourers may do more hours.

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100 per day. However, they claimed that the wages were not given as per written and signed statements.

Some participants explained that migrant labourers get Rs. 120 per day for doing work that should actually be charged at Rs.150-200 per day. In contrast, they said that the local labourers demanded the minimum wage required for sustaining themselves; as well as expecting wages as per the workload and experience they have. They FGD participants emphasised that they do not agree to work if their demands are not accepted. Most of the participants seemed unaware of the Government Laws regarding minimum wages. The FGD participants felt that wages should be according to the nature of work.

3.5.9 Local Labourers Overall Opinion on Migrant Labour

Bathinda:

While the overall opinion was that migrant labour was required in both brick kilns and in agriculture in the state of Punjab, local labourers professed some concerns regarding the same. The foremost concern was that of job competition. According to the local labourers of Bathinda, some migrants were also involved in crimes and some others did not have basic hygiene sense.

Ludhiana:

Similarly, in Ludhiana, the participants felt that without the migrant labourers, locals would have to do all the work themselves. However, they believed that if this were the case, it would be done at "proper wages". Some participants expressed that they were unhappy with migrant labourers. They believed that by agreeing to work at lower wages, migrants were not only creating competition, but also ruining the wage system. FGD participants felt that because of migrants, crimes in their areas have increased. Some local labourers mentioned another concern, that The majority of locals take drugs because people don't have any interest in their work any more. Only a few FGD participants did not portray grudges against migrant labourers but rather against the employers, who, they felt, were reaping all benefits (i.e. spending less on labour to get more profits).

5.3.10 Problems faced by Locals due to increase in Migrant Labour in Punjab

Bathinda:

One of the common problems mentioned by the local labourers was the competition for low paying jobs. Local labourers believed that that the increase in migrant labour in Punjab had lead to a decrease in the wages because the migrants were willing to take any wage. They also felt that as a result, the

employers were exploiting the migrants. FGD participants mentioned that another problem was an increase in crime, and felt that migrants were responsible for this.

Ludhiana:

As a result of influx of migrants into Ludhiana, local labourers felt that the increase in population has caused a reduction of resources, i.e. there is a lack of accommodation. Further, local labourers mentioned that there are fewer jobs available, particularly in urban areas. They felt that the willingness of migrants to work at any wage has unbalanced the wage system. Some of the local labourers noted that due to migrant labourers the wages in factories and for masonry have decreased. The locals, on demanding higher wages, were told by the employers that "in this same amount we can get two migrants". Thus, the FGD participants concluded, that if locals want to get a job they have to accept lower wages.

Problems female employees are facing: According to the FGD participants, sometimes women, especially those employed at small-scale factories, take their children along to their work place. The FGD participants believed that these women and children were exploited by the factory supervisors. They also claimed that the children were often made to work at minimal wages of Rs. 10-15 per day.

5.3.11 Suggestions Given by Local Labourers to Alleviate these Problems

The FGD participants in **Bathinda** gave the following suggestions towards improving the problems of migrant labour in Punjab:

There should be proper toilets and drinking water facilities to reduce the risk of disease spreading to the rest of the community.

Wages should be fixed according to the type of work and this should be part of the contract so that the same wages are given to migrants and locals.

Steps should be taken to ensure the safety of female migrant labourers.

There should be rules for buying property whereby an out-of-state person cannot buy land in Punjab

Similarly, The FGD participants in **Ludhiana** gave the following suggestions towards improving the problems of migrant labour in Punjab:

Migrants should be registered in the State and be provided with identity cards so that records are maintained.

This needs to be done to prevent the contractors from misusing / exploiting them.

It also needs to be done to be able to track migrants in case they are involved in any criminal acts.

The minimum wages as per Government rules should be strictly enforced. Proper wages should be given to all the labourers, whether migrant or local. Employers should be responsible for providing basic amenities to the migrants, and this should be enforced strictly by the State Government. If employers do not comply, their registration / licenses should be cancelled.

Migrants should be given accommodation only after provision of proper identification. The State Government should construct separate labour colonies.

Clean drinking water should be provided to prevent diseases like cholera, jaundice, etc.

Also, the migrants should be made to obey the rules in order to maintain clean surroundings.

A property act should be introduced in Punjab, so that no out-of-state person can purchase property.

Since the migrant population is increasingly rapidly, the State Government should put restrictions on the number of family members permitted to migrate.

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CHAPTER 6 OBSERVATIONS AND RECOMMENDATIONS (Revised Draft)

6.1 Salient Observations

The study focused on the problems of migrant labour. However, there have also been important observations regarding the problems locals face as a result of migrant labour.

- The need for migrant labour in the state has been prominently noted in the affirmative, by all categories of respondents, from the employers, to the community leaders and even the local labour themselves. The reasons why migrant labour was needed in Punjab are:
 - a) Since many of the locals are “not interested” in doing some types of work, migrant labours are required in agriculture as well as industries.
 - b) Employers, Contractors and Community Leaders stressed that migrants are better workers and are willing to work at lower wages and thus preferred over local labour.
- The majority of the migrants were from either Uttar Pradesh or Bihar, while a smaller proportion was from Rajasthan, Jharkhand, Uttarakhand and Madhya Pradesh.
- Most migrants come to Punjab on their own- without the help of a contractor / agent. However, there were some migrants who came to Punjab through a contractor / agent, though it was largely felt that no particular system was followed towards their recruitment. There was mention of recruitment from “labour *chowks*” by some community leaders.
- While respondents in the Employer and Contractor categories claimed that they paid the same wages to both migrant and local labour, it was largely believed (by migrants, locals and community leaders) that migrants received lower wages, more work hours along with heavier workloads than locals. According to the migrants, they accepted these conditions as they are still far better than their previous situations, where they could not even earn this much.
- The study found that most of the employers and contractors interviewed, had very little knowledge of the Interstate Migrant Workmen Act, if at all. Some went so far to claim, that many of the particulars covered under the act (such as obtaining licenses / registration certificates, annual / half yearly returns, etc.) were not required by them.
- The Minimum Wage Act also met with low awareness from all categories of respondents. In fact, some had even suggested that there should be a new Government Policy for “fixing” the minimum wage.

- In terms of provision of facilities by the employer to the migrants, the most commonly mentioned by all respondents was drinking water, toilets and tea (in most cases along with some snacks).
- Accommodation was largely arranged by the migrants themselves, especially in the case of agricultural labour. The agricultural labour generally set up temporary housing in the fields. There was some mention of labour colonies; however, this was not a common statement by the respondents.
- Medical facilities (including ANC / PNC) were not provided at all, nor were the guidelines (in the Interstate Migrant Workmen Act) followed, regarding legal aid in case of serious injury to the migrant.
- Women and children migrants were reportedly harassed and exploited at the workplace. It was also mentioned that many of the children were made to work (mostly in factories) and were not given even the bare minimum wage.
- Locals believe that migrants not only cause great job competition, they also implied that the lowering of wages for all labour was a result of migrants coming to Punjab in large numbers.
- It was also thought that criminal activities, including drug-related problems, increased in areas where there are large migrant population.
- There was concern over the poor living conditions of migrants and the spread of diseases as a result.
- On the whole there is vulnerability in the situation of migrant labour/ worker.

6.2 Recommended Areas for Intervention

While the study attempted to explore the problems faced by migrants as well as the problems faced due to them, a number of suggestions, and “requirements” were proposed by the respondents themselves during the interviews.

[Though it may be better to provide sector specific recommendations for migrant labours working in different sectors of employment, but most of the vices affecting migrant labours cut across all sectors -for example, plethora of issues: - Non adherence to prescribed (legal) minimum wage, working hours, social safety including health, education, security etc, bonded labour, child labour, unhygienic living conditions & exploitation of migrant labours by contractors / employers etc. - are present in all sectors using migrant labour. Under the circumstances, the recommendations placed in the report are general in nature. At the same time, wherever possible, efforts have been made to put sector specific suggestions.]

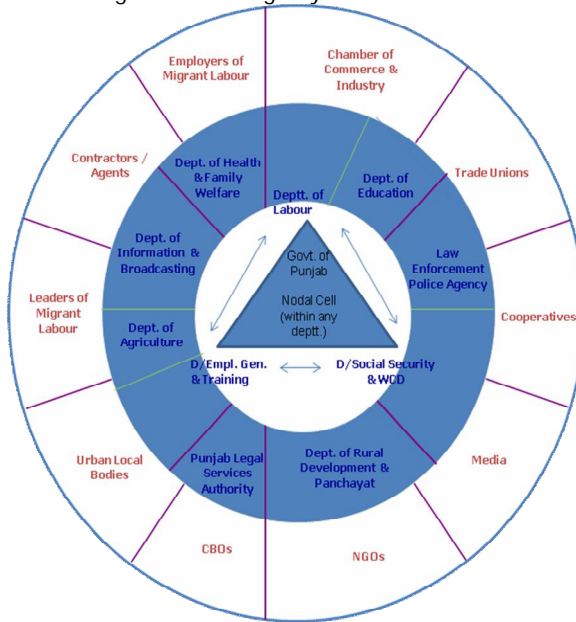
Keeping the issues in the fore, following recommendations have been proposed to alleviate the problems.

➤ **Setting up a Nodal Agency**

As migrant labour is integral to the economy of Punjab, a “Migrant Labour Cell” has to be in place within the Government set up. Since the issues are overlapping, i.e. they fall in the jurisdiction of three (3) different Ministries/Departments; the cell may be set up under the state’s Ministry/Department of Labour/ Employment Generation & Training/ Social Security & WCD. The state authorities may decide about location of the nodal cell. An inter-ministerial meeting of line departments may be called for briefing as well as identification and handing over the responsibility of working as nodal department for the issue. The cell is to take the responsibility of overseeing actions, Monitoring & Evaluation of measures, Coordinate & Liaison with all concerned/stake holders.

A diagrammatic view of nodal agency and its responsibilities are given below:

Figure 1 Nodal Agency within the Government of Punjab



Responsibilities of the Nodal Agency:

- To take up the task of Verification & Registration of all migrant labours. If need be this job may be outsourced (In line with Ludhiana Municipality experience)
- To issue SMART/Identity Card to migrant labours.
- To monitor actions/steps taken by various State departments through their district offices / functionaries up to grassroots level as also of other stake holders for improvement of conditions & delivery of services to Migrant labours.
- To coordinate and liaise with all stakeholders, partners, state machineries of Deptts. of Rural Dev./Agriculture/ Panchayat (For Migrant labour in Rural/Agriculture sector), Small Scale Industries (For Industrial Migrant labour) & Enforcement departments for vigilance of Self Employed Migrants.

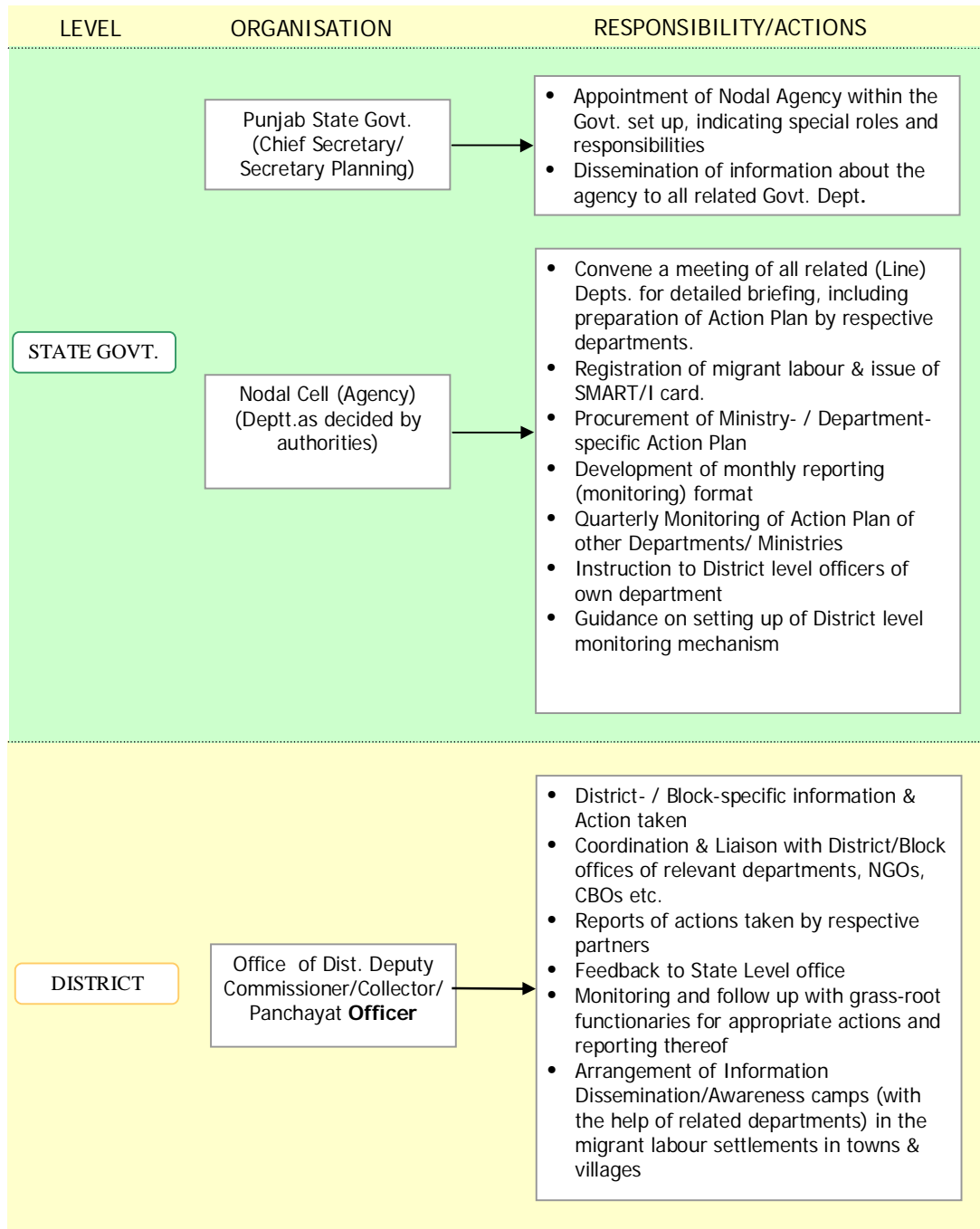
➤ INSTITUTIONAL MECHANISM

Along with setting up of a nodal cell within a state department there is also need for an institutional mechanism and system for tackling the problems of Migrant Labours in Punjab.

- Within this institutional system, the nodal cell will work for the migrant labours in the state. Responsibility of this cell to include a) Planning of suitable measures, b) Implementation of actions through various stakeholders, c) Overall monitoring of activities and d) Feedback from time to time.
- The cell will introduce a Registration System, Issue SMART/ Identity card etc (Samples of SMART/Identity Card & Registration Form are at Annexure 5) This work may be out sourced also (In line with such step taken up by Ludhiana Municipal Corporation (A brief report of which is placed at Annexure--after thorough analysis of experiences, results, pros & cons. Thereafter it may be suitably adopted for use throughout the state)
- Any complaint regarding, harassment by employer / contractor or denial of rights may be addressed by the Nodal cell for which close interaction will be required with Grass Root Functionaries of State Machineries, NGOs, Trade Unions etc.
- The cell would be required to coordinate and liaise with other Government departments as well as stakeholders (Fig 1).The cell- whatever Ministry/Department it is located- will be assisted/supported by other related Ministries/Departments

A suggested institutional mechanism is given in Figure 6.2.

Figure 2 Institutional Mechanisms for tackling the problems of migrant labours in Punjab



OTHER ACTIONS

- Employers should be encouraged to follow regular and transparent procedure of selection and keep details for inspection (for monitoring purposes).
- Security measures at the sites of accommodation as well as workplaces need to be set up for all labour (migrant and local).
- Information Dissemination / Awareness Generation regarding the Minimum Wage Act (1948) should be undertaken along with the promotion (through apex bodies) of other Government Schemes like NREGS etc. at the community level.
- Awareness Generation (through Apex bodies, CBOs / NGOs) about the Inter State Migrant Workmen Act in the Employers / Contractors (using/ recruiting migrant workers from other state) in Agriculture and allied activities as also in the industries (owners of factories).
- Strict enforcement of anti-child labour laws and other relevant Acts/laws.
- Attitudinal change of local labour towards acceptance of different forms of employment rather than dismissing some work that they feel is “menial”.
- Capacity Building / Sensitisation of Leaders of Community /Trade Union/ *Panchayat* etc. so that they are instrumental in changing the attitude of locals towards “migrants as outsiders” to “migrants as community members”. This will also help community leaders / *Panchayat* members to handle dispute cases between migrants and locals at the domestic level.

6.3 Recommendations vis-à-vis Objectives and Findings of the Study

- ❖ **Objective 1.** To identify how registration and proper records of migrant labours’ identity can be maintained so as to minimise their exploitation and harassment as well as to help the State Government handle the law and order situation.

Findings	Recommendations
<ul style="list-style-type: none"> ➤ Currently there is no record of migrant labours (their numbers or other details) working in different sectors of economy. ➤ Causes of exploitation and harassment are: <ul style="list-style-type: none"> - People have Very little knowledge about Interstate Migrant Labour Act. Practically none abiding obligations of this act. - Other essential Acts like Minimum Wage Act, Factories Act etc. are also not followed by the employers. 	<p>Universal Actions</p> <ul style="list-style-type: none"> ➤ Registration of migrant labours, verification & issue of SMART/Identity Card may be out sourced to a credible NGO under the overall monitoring of Migrant Labour Cell. (Ref. Case study as Annex. 4) ➤ The Identity Card and information collection format developed under the study may be used (Ref. Annexure 5) ➤ Awareness building of relevant Acts in Migrant Labour, labour leaders,

- Use of child labour.
- Poor living conditions of majority of seasonal labour, casual and daily wage labour and their families.
- Health facilities and education facilities for children are unavailable.
- Migrant labour are mostly engaged in low paid, menial jobs, long working hours, heavy load of work.
- Exploitation in terms of money, use of workers dependants (children) in work
- Reports of criminal activities including drug pedalling and use.

Employers, Contractors/Agents, Panchayat Members etc..

- Sensitisation of officials and “Cutting Edge” level functionaries of Ministries of Labour, Employment & Training, Education, Health, Rural Development / Panchayat, Small Scale Industry and Police Department, on issues and actions required from their end.
- Partnership with local NGOs, CBOs etc. for implementation of projects on health, hygiene, education etc. in / near the migrant labour settlements.
- The Nodal ministry identified for dealing with migrant labours in the state should set up a high powered committee at the outset and chalk out an Action Plan indicating “Who” (Ministry/stake holders) will do “What”(Actions) and “When” .

Agriculture & other Rural sector

- Village Panchayats may record the number of migrant labour working with each agricultural land owner/brick kiln owner etc.
- Suitable mechanism may be developed by the related Ministries/ Departments for identification of irregularities/ exploitation by employers & contractors/agents. The system should also work for monitoring of legal bindings & actions on the part of employers of migrant labours of Agriculture & allied sector, brick kiln or others in the rural areas.
- The nodal agency or a high powered committee set up by the agency may take it up with the respective Ministries/department

Industrial labour

- For identification of irregularities & monitoring of legal bindings applicable to migrant labours working for industries, factory inspectors of small scale industries may be instructed

	<p>accordingly by their Ministry.</p> <p>Self Employed Migrants</p> <ul style="list-style-type: none"> ➤ Law Enforcement Department/Local Police Station may take up the task of collection of information of self-employed migrants (rickshaw pullers, vegetable vendors, shop assistants, domestic servants etc.) including their exploitation/ harassment etc. with the help of NGOs, CBOs active in the area
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❖ **Objective 2.** To identify the economic impact on social life of local population and suggest strategy to safeguard the interest of local people

Findings	Recommendations
<p>The study did not find any noticeable social impact.</p> <p>However, in the economic issue the local labour loses out to migrant labours who are also not gaining in the process. This is because, migrant labour are:</p> <ul style="list-style-type: none"> ➤ At times engaged in such jobs which are not accepted by local labours. ➤ Low wages, more working hours and work load are accepted by migrants because there is no alternative for them. ➤ There are three (3) major bones of contention of locals against migrant labours: <ol style="list-style-type: none"> i) Depriving locals from jobs by accepting lower wages (less than minimum wage), exploitative work situation (working hours, loads of work, no over time payments etc.). ii) Migrants live in very unhygienic conditions and have very poor sanitary practices. Thus the migrant population contract diseases (Diarrhoea, etc.) which spread into the local communities. iii) There is an increase in criminal activities including drug peddling etc. in migrant localities. 	<p>All recommendations placed for objective 1 are pre requisite.</p> <p>In addition, following steps need to be taken:</p> <ul style="list-style-type: none"> ➤ Awareness and motivation of local labours to undertake all types of work without labelling some as “menial”. <p>For removing stigma in the minds of locals against migrant labour following steps have to be taken:</p> <ul style="list-style-type: none"> ➤ Employers are to be encouraged to recruit local labour as first preference and to adhere /abide by the labour laws. Safeguarding the interests of locals should be a priority ➤ Ensure hygienic living conditions with proper drinking water, toilets, drainage sanitation etc. at workplaces and migrant labour settlements to prevent spread of diseases. ➤ Facilities for accessible & affordable schooling, vocational training, and health services near the migrant labour settlements. Local NGOs/CBOs may be motivated to guide/counsel/support the migrants in these issues. ➤ Children of migrant labour who are either exploited or not doing anything

	<p>to be engaged in productive /livelihood training/activities.</p> <ul style="list-style-type: none"> ➤ Extra vigilance/monitoring of activities within/near migrant settlements by law enforcement agencies(Police).
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❖ **Objective 3.** To suggest suitable measures for Govt. to ensure them(Migrant Labour) decent living condition, working condition, proper contract system providing health care for migrant families and education opportunities

Findings	Recommendations
<ul style="list-style-type: none"> ➤ The study reveals that the major proportion of migrant labour reach Punjab on their own or through relatives and friends. Though some proportion, especially the seasonal migrant, are recruited through contractors. ➤ Agents / Contractors also hardly have any knowledge about the Inter-State Migration Labour Act and its binding actions. ➤ Many agents / contractors are not registered. ➤ The labour pay for their transport and displacement expenses. ➤ Only facilities provided by employer (some times contractor) are drinking water and toilets, which are often inadequate. ➤ Living conditions of migrant labour is very poor, with numbers of them having to share a small single room, often with strangers. ➤ No medical facility or very minimum. ➤ Combined with unhygienic living conditions and dearth of support in health services, a substantial portion of migrant labours' earnings are spent on private doctors and medicines. ➤ Children of low wage migrant labours are mostly out of school. They are either not doing anything or engaged in work along with their parents but without proper remuneration. Situation is perfect for breeding crimes – motivating adolescents to unlawful activities for easy money. 	<ul style="list-style-type: none"> ➤ Dissemination of information about Inter-state Migrant Labour Act through Mass Media (both print and audio visual), State Chambers of Commerce and Industry and other associations of that nature ➤ Monitoring/vigilance and disciplinary action against defaulters of Inter-state Migrant Workmen Act, Contract Labour Act, Minimum Wage Act etc. ➤ Identify & Register all agents / contractors involved in bringing migrant labour in the state ➤ Regular checking of migrant labours settlement/slums etc. for assessment of health and hygiene facilities. ➤ Coordination and liaison with concerned ministries, NGOs, CSO. CBOs, Charitable organisations, private trust etc. for extending their health and education services to migrant settlements/slums. ➤ Check for govt health & Education services (affordable, accessible and properly functional) near/in migrant labour settlements, for their proper functioning & delivery of health/education services to migrant labour & their families. ➤ Regular monitoring & feed back of health, nutrition, education, training service centres catering to migrant labour settlements. ➤ Provision of low cost, healthy and hygienic accommodation for the labours along with proper drinking water, toilets, sewerage, garbage

Findings	Recommendations
	<p>disposal, cleaning, spraying of disinfectant etc. by the employer/state authorities.</p> <ul style="list-style-type: none"> ➤ Provision of affordable medical facilities at the place of work. In cases of accidents, deaths, grievous injury etc., compulsive support to worker &/ or the family by employer as per labour laws applicable ➤ Tie-up with existing support available in various central and state schemes (like ICDS, Mid-Day meal, Sarva Shiksha Abhiyan, NCPA etc.) of various central & state government ministries/departments for provision of humanitarian and developmental facilities to migrant labour's and their family specially children ➤ Awareness Generation and Sensitization of migrant labour through Audio-Visual and Inter-Personal Communication Services by NGOs CBOs, Professional Bodies, Charitable Organisations, Extension Services Of Schools, Colleges Including Medical Colleges on: ➤ Issues of parenting & child care with special focus on health & nutrition, education, sanitation etc. ➤ Prevention of crimes/violence in adolescents/adults by removing exploitative situation as also engaging them in productive work .

❖ **Objective 4.** To identify the constraints that are obstacles in their (Migrant Labour) right to avail of the entitlements that Punjab provides for all its citizens.

Findings	Recommendations
<ul style="list-style-type: none"> ➤ Number of factors contribute, in migrant labour not availing the existing facilities/rightful entitlements ➤ Lack of education, information and knowledge of migrants about the facilities and entitlements ➤ Location of such facilities (Govt. hospitals/clinics, schools) and their functioning including provision of medicines, presence & behaviour of 	<ul style="list-style-type: none"> ➤ Dissemination of information through properly developed IEC material about the facilities, entitlements, and obligatory actions/provisions under relevant laws applicable in Punjab. (Since most of the migrant labour are from Hindi-speaking states – the material should be in Hindi) ➤ Most of the migrant labour being illiterate, modes of dissemination

<p>service providers, clinical testing etc need special attention of senior administrators and implementers.</p> <ul style="list-style-type: none"> ➤ Process and procedures for availing those services are also difficult for understanding and apprehension of illiterate or little literate migrants ➤ Lack of awareness and motivation of migrants for the type of actions required to avail those ➤ Lack of dissemination of information about facilities for and entitlements of migrant labours. 	<p>should be audio-visual and interpersonal communication. If possible, local vernacular press of U.P. and Bihar especially those with readership/audience in rural belt should be used. Similarly, use of Radio and T.V. channels of U.P. and Bihar also need to be used.</p> <ul style="list-style-type: none"> ➤ Railway stations, bus terminals in the states of origin and also in Punjab, should properly display the salient information, warnings and rights of migrants in Punjab. ➤ Gram <i>Panchayat</i>, ULBs, NGOs/CBOs and local police may be used for dissemination of information about the existing facilities/support as also entitlement of migrants. ➤ Mobilisation of migrants in Group activity including joining in trade unions to raise the issues on behalf of migrant labour - their constraints, or raising awareness, knowledge and information of migrant labours etc. ➤ If needed, NGOs, CSOs, CBOs, school/college extension services (NSS, Scouts and Guides etc.) may also be approached & utilised for rendering services to migrant labours at the service centres
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Annexure-I**INTERVIEW SCHEDULE FOR MIGRANT LABOURERS**

Date of Data Collection: _____

Data Collection by _____

Questionnaire No.		Place of Interview	
District Name		Name of Respondent	
Block Name		Age of the Respondent	
Village Name		Current Address of Respondent	

A. PERSONAL DETAILS

S.N.	QUESTIONS	Reponses
1.	Place of Origin.	A. Village: _____ B. District: _____
2.	Sex	1. Male 2. Female
3.	Religion	1. Hindu 2. Muslim 3. Christian 4. Buddhist 5. Others
4.	Caste	1. SC 2. ST 3. OBC 4. Others
5.	Education	0. Illiterate 1. Primary 2. Middle 3. Secondary 4. Intermediate 5. Graduation
6.	Any skill training received?	1. Yes 2. No

B. HOUSEHOLD COMPOSITION

Sl. No.	Relation with Household Head (H.H.) ¹	Age	Sex M -1 F -2	Marital Status ²	Age Marriage ³	Education Code ⁴	Education Code for 18 years and below ⁵	Occupation**/ Employment ⁶	Average Monthly Income (Rs.)
1.									
2.									
3.									
4.									
5.									
6.									
7.									
8.									
9.									
10.									
11.									

¹ Father=1, Mother=2, Wife=3, Son=4, Daughter=5, Daughter-in-law=6, Son-in-law=7, Grand children = 8, Household Head = 9, Others (Specify) = 10

² Unmarried=1, Married=2, Divorced=3, Separated=4, Widowed=5

³ Age at first marriage of the respondent is to be taken

⁴ Illiterate=0, No Schooling but can read /write = 1, Primary =2, Upper Primary=3, High School=4, Higher Secondary school=5, College=6, Technical=7, Informal Education=8, Others= 9 (Specify)

⁵ Going to school =1, not going to school=2, drop out case=3

⁶ Skilled: (mason, electrician, driver, plumber etc.)= 1, semi-skilled: (helper in skilled work)=2, unskilled: (carrying of loads, manual labour, domestic maid etc) = 3

** for children: attending school as well as paid labour = 1, attending school and doing household chores = 2, not attending school but doing household chores = 3, not attending school working as paid labourer = 4, other = 5

Total Family Members:

Adult	Male:	Female:
Children	Girls:	Boys

C. INCOME DETAILS

	Questions	Responses
1.	Total Family Income per month –	Rs. (Rounded)
2.	Total Expenditure per month	Rs.
3.	Expenditure On Food	Rs.
4.	Expenditure On Shelter	Rs.
5.	Expenditure On Medical	Rs.
6.	Expenditure On Clothing	Rs.
7.	Expenditure Others	Rs.
8.	Total Savings saving per month	Rs.
9.	What is / are the purpose(s) of savings:	

D. Migration Related Issues

	Questions	Responses
1.	Reason for Migration	1. No employment at the place of origin 2. Came with spouse 3. Came for visit and stayed 4. Others
2.	What was your Occupation at the place of origin	1. Skilled 2. Semi-skilled 3. Unskilled
3.	Who from your family came to Punjab First?	1. Self 2. Father/Parent 3. Wife 4. Along with Family 5. Other
4.	If migrated alone, when did your family joined?	_____ Year
5.	At what age and year of migration	_____ (Yrs.) _____ Year of migration
6.	How did you migrate to Punjab?	1. Alone 2. With relation/friends 3. With contractor/agency 4. Any other
7.	Main mode of Transportation.	1. Bus 2. Train 3. Truck 4. Others
8.	Who bore the cost of transportation?	1. Self 2. Contractor 3. Agent

	Questions	Responses
16.	Has your income increased in the last few years?	1 Yes 2 No
17.	Have you got any promotions?	1 Yes 2 No
18.	How much do you spent (Monthly) to live in Punjab. ?	1.Food 2.Sheltter 3.Clothing 4.Medical 4.Education of Children 5.Others
19.	On an average how much you save monthly?	Rs.....
20.	Purpose of saving

F. Accommodation and Other Facilities

	Questions	Responses
1.	With whom do you stay now?	1. With Labour Contractor 2. With Own Family 3. With Friends/Relative 4. Others
2.	What is the type of shelter you live in?	1. Pucca 2. Semi-pucca 3. Kuchcha
3.	Is it rented or owned?	1. Rented 2. Owned
4.	Number of Rooms in possession?	
5.	How many persons are sharing the same room?	
6.	Where did you stay once you reached Punjab?	1. Work site 2. Road side 3. Rented house 4. Own house 5. Any Other
7.	What Kind of toilet facility do you have?	1. Separate toilet attached with house 2. Common toilet in the locality 3. Use open sewer line as toilet 4. Open field 5. Any other (specify)
8.	What kind of sewerage system is there at the place of destination?	1. Open sewer line 2. Closed sewer line 3. Sewerage in the open field 4. Any other (specify)
9.	Type of drinking water facility you have?	1. Separate tap in the house 2. Separate hand pump 3. Common hand pump 4. Common supply water tap 5. Common well 6. Common borewell pump 7. Any other (specify)
10.	Electricity facilities that you have?	1. No electricity

	Questions	Responses
		2. Self connection 3. Unauthorised connection 4. Any other (specify)
11.	Household durables	1. Bicycle 2. Scooter/motorcycle 3. Kerosene oil stove 4. Gas cylinder 5. TV 6. Radio 7. Tape Recorder 8. Fan 9. Cooler 10. Cot
12.	Where do you get the treatment when you fall ill?	1. Govt Health Centre/Doctor/Nurse 2. Private Doctor (qualified) 3. Local untrained doctor 4. Local Vaidyas 5. Faith Healers 6. Medical Store 7. Self Medication (local herbs) 8. Any other (specify) 9. No treatment
13.	Difficulty in getting treatment	1. Govt health centres far away 2. No facilities at govt health centre 3. Discrimination at govt health centre 4. No money for treatment 5. Any other (specify)
14.	If you fall sick who bears the cost of medical expenses	1. Employer 2. Self 3. Spouse 4. Children
15.	Is your income sufficient to bear the expenses of your family	1. Yes 2.No
16.	If No how it is managed?	
17.	Do you avail PDS (Public distribution system) Ration given by the govt.?	1. Yes 2. No
18.	What extra facilities you get from the employer apart from wages	1. Tea between work 2. Snacks between work 3. Bonus 4. Maternity & Paternity leave 5. Others, Specify

1 Yes 2 No

G. Problem/Constraints of Migrants

	Questions	Responses
1.	What difference you find between local labour	1. There are no local labour

	Questions	Responses
	and migrant labour	2. Local Gets higher wages 3. Local Gets lower wages 4. No difference 5. Any Other
2.	<u>Are children of migrant families socially discriminated?</u>	1. Yes _____ 2. No _____
3.	<u>Do you feel children of migrant families are harassed / exploited at workplace / neighbourhood?</u>	1. Yes _____ 2. No _____
4.	<u>Are children of migrant families receiving basic facilities of Anganwadi, Health Centres (Check ups, immunization, treatment, etc.), Primary education?</u>	1. Yes _____ 2. No _____
5.	<u>If yes, details of facilities receive by children of migrant families</u>	
6.	<u>Are women of migrant families socially discriminated/exploited at work place/ neighbourhood subjected to gender based violence?</u>	1. Yes _____ 2. No _____
	<u>If Yes, types and details</u>	
7.	Do you mix, socialise with locals working at par with you?	1. Yes _____ 2. No _____
8.	What is the attitude of the locals as neighbours towards migrants?	1. Liked 2. Not liked 3. Hostile 4. Indifferent
9.	Given the chance would you settle in Punjab or return to your own place?	1. Stay in Punjab 2. Return
10.	Why?	1. 2.
11.	As a migrant to Punjab what are the constraints/problems you face in the process of migration?	1. Issue of debt and repayment 2. Role of agents/contractors 3. Physical movement 4. Exploitation, harassment 5. Others
12.	What changes you desire in your day-to-day life in Punjab?	1. Improving economic opportunities 2. Providing education opportunities for their children 3. Provision of health facilities 4. Others
13.	What are the problems you face in availing Education for your children	1. Non availability of Schools 2. Non availability of Teachers 3. Insufficient income 4. Others
14.	What are the problems you face in availing existing health facilities	1. Non availability of Primary Health Centres 2. Non availability of Doctors at PHCs

	Questions	Responses
		3. Lack of income 4. Others

H. Suggestions for Improvement Of Conditions Of Migrant Labourers

Issues	Suggestions/Mechanisms for Change
Freedom from the exploitations (financial, physical and sexual) of the agents/ contractors <ul style="list-style-type: none"> ▪ <u>Self</u> ▪ <u>Women</u> ▪ <u>Children</u> 	
Issue of identity cards	
Centralised registrations	
Education facilities for the children	
Security and Protection of women/girls of migrant families	
Medical facilities for self and dependents	
Avenues for savings	
Skill up gradation	
Better living conditions	
Others	

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ANNEXURE – II

GUIDELINES FOR FOCUS GROUP DISCUSSION [FGD] WITH LOCALS

1. Intensity of migrant labourers in their area
2. States of Origin of Migrants
3. Why do migrants come to Punjab?
4. Types of work/Employment available for migrant Labour
5. When do Migrants come to work, and how long do they stay? (differentiate between seasonal and settled migrants)
6. How migrants reach Punjab – (discuss options: own initiative, along with Family/Relatives, Through contractors)
7. Are migrant labours essential for Punjab's Economy?
8. What are the wage and workload differences between migrant and local labourers?
9. Are locals happy that migrant labours are supporting Punjab to flourish? Reasons
10. Types of constraints arising from migrant labour's influx to cities, towns and villages of Punjab . Details
 - Competition for jobs
 - Lower wages
 - Civic amenities
 - Sanitation and health
 - Work atmosphere
 - Unlawful anti-social activities
 - Others
11. Suggested strategies for tackling the problems

ANNEXURE - IIIa

IN-DEPTH INTERVIEWS

Respondent	Number
1. Government officials: ADM, BDO, DPO & others	} 5
2. Panchayat representatives: Sarpanch, Gram Pradhan, ward member, councillor	
3. Opinion leaders, teachers, medicos: Head of CBOs, NGOs, SHGs, Trade union leaders	
4. Agricultural landowners & allied activity (dairy, poultry etc.): Small Industry owners, Household industry	3
5. Labour contractors and agents	2
Total, per district	10

**IN-DEPTH INTERVIEW SCHEDULE FOR GOVT OFFICIALS / PANCHAYAT
REPRESENTATIVES / OPINION LEADERS**

District _____
 Name of the Respondent _____
 Designation/occupation _____

S. No.	Questions	Responses
1.	There are reports that Punjab uses large number of inter-state (migrant) workers for various sectors of their economy. What is your opinion about that?	
2.	Can Punjab manage without the migrant workers?	1. Yes 2. No
3.	What are the sectors that need them most?	1. 2. 3.
4.	Which are the states that supply them?	1. 2. 3.
5.	How do the migrants reach Punjab?	1. Alone / 2. With relatives / 3. Through agents or contractor
6.	What is the most common mode?	1. 2. 3.
7.	How do the contractors/agents recruit migrant workers?	
8.	Do these aspiring migrant workers have to pay for recruitment?	1. Yes 2. No
9.	If yes, then how the payment is done?	1. In cash / 2. Adjustment in wages / 3. other (specify)
10.	How are they transported to Punjab?	
11.	Who bears the cost of transportation?	1. Contractor / 2. Employer / 3. Migrant / 4. Other (specify)
12.	How does the employer select them at the place of destination?	

S. No.	Questions	Responses	
13.	Do these agents/contractors receive cuts or percentage, payments for supply of labourers	1. Yes	2. No
14.	If yes, what is the rate?		
15.	Are the payments of agents/contractors deducted from the wages of labourers	1. Yes	2. No
16.	What are the types of jobs generally the migrants do?	1. 2. 3.	
17.	Do they receive wages at par with the local labour?	1. Yes	2. No
18.	Is their working hours at par with local labour?	1. Yes	2. No
19.	Is their workload at par with the local labour?	1. Yes	2. No
20.	Are the labour related acts/laws (Minimum wages act, Contract labour act, Factory act etc.) followed by the employers, especially for the migrant workers?	1. Yes	2. No
21.	If not, what are the reactions of migrant workers?		
22.	Is there use of child labour or bonded labour in the state?	1. Yes	2. No
23.	What needs to be done to safeguard the interests of migrant workers?		
24.	Do they have any scope for upward mobility (promotions)?		
25.	In addition to wages, what other facilities are given to the migrants at their workplace?	1. Drinking water / 2. Food grains / 3. Clothes / 4. Food, tea at workplace / 5. Medical facilities / 6. Childcare and educational facilities / 7. Accommodation / 8. Toilets at workplace / 9. Other (Specify)	
26.	How are the migrant workers treated by the employers?		
27.	Are they preferred by local employers?	1. Yes	2. No
28.	If Yes, Why? Give reasons?		

S. No.	Questions	Responses
29.	Who arranges accommodation for migrant workers?	1. Employer / 2. Contractor / 3. Workers themselves / 4. Other (specify)
30.	What is the nature of arrangement?	1. Rented / 2. Free / 3. other
31.	Types of accommodation for migrant workers?	1. 2. 3.
32.	What are the types of basic facilities available at / near their accommodation?	1. Drinking water / 2. Toilets / 3. Sewerage / 4. Others (specify)
33.	Are they different from those for local workers?	1. Yes 2. No
34.	Are there medical facilities for migrant workers and their dependents?	1. Yes 2. No
<u>35.</u>	<u>Are any ANC/PNC and other medical benefits given to the women?</u>	<u>1. Yes 2. No</u>
<u>36.</u>	<u>Are there educational facilities for the children of migrant workers?</u>	<u>1. Yes 2. No</u>
<u>37.</u>	Is there any system of providing legal aid to a migrant workman who has given a written application for the same, or in the event of his death, to their family members?	1. Yes 2. No
<u>38.</u>	If yes, what is the system?	
<u>39.</u>	Are there any unlawful activities like begging, drug peddling, pick pocketing, shop lifting and prostitution etc. reported / seen with migrant people?	1. Yes 2. No
<u>40.</u>	What are the general problems faced by migrant workers at their workplace and at their place of accommodation?	
<u>41.</u>	<u>Do the women and children face exploitation or harassment?</u>	<u>1. Yes 2. No</u>
<u>42.</u>	If yes, details.	
<u>43.</u>	What are the measures being undertaken for the security and protection of the women and children?	
<u>44.</u>	Are local labours adversely affected because of migration of labour from other states?	1. Yes 2. No
<u>45.</u>	If Yes, How?	1. Competition for jobs / 2. Low wages / 3. Not enough working hours / 4. others (specify)
<u>46.</u>	What are the most common problems and difficulties	1.

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S. No.	Questions	Responses
	faced by migrant labourers	2. 3.
47.	What is the impact of migrant population on the locals?	
48.	What is the attitude of local people about migrants and vice versa?	
49.	What can be done to solve the problems/difficulties of migrant workers?	
50.	Suggest ways in which the problems faced by local workers, due to migrating workers competing for their jobs, can be resolved?	

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ANNEXURE - IIIb**IN-DEPTH INTERVIEW SCHEDULE FOR LAND OWNERS / EMPLOYERS**

District _____
 Name of the Respondent _____
 Designation/occupation _____

S. No.	Questions	Responses
1.	There are reports that Punjab employs large number of migrant workers in different sectors of their economy. What is your opinion about that?	
2.	Can Punjab manage without the migrants?	1. Yes 2. No
3.	In which sectors are migrant workers mainly used?	1. 2. 3.
4.	Do you prefer to employ migrant workers or local workers? Reasons for your choice.	1. Migrant workers / 2. Local Workers
5.	How many migrant workers have you employed over the last year?	- Number of Males - Number of Females
6.	How many are currently employed with you?	- Number of Males: - Number of Females:
7.	What is the process of recruiting migrant workers?	
8.	Do you employ migrant workers from any particular state(s)?	1. Yes 2. No
9.	If yes, what is the advantage of doing this, if any?	
10.	If no, which states do the migrant workers generally come from?	1. 2. 3.
11.	Who pays for the outward and return journey for the migrant workers?	1. Contractor / 2. Employer / 3. Migrant / 4. Other (specify)
12.	Do they generally come alone or with family?	1. Alone / 2. With Family
13.	If they come with family, does the spouse work? Where?	1. Yes 2. No 1. In same industry / 2. Other (specify)
14.	Do the children also work? Where?	1. Yes 2. No 1. Self employed / 2. Other (specify)

S. No.	Questions	Responses	
15.	Are you aware of the Inter-State Migrant Workmen Act?	1. Yes	2. No
16.	If yes, what do you know about it?		
17.	Are you aware that employers require an Employment Certificate for employing migrant workers?	1. Yes	2. No
18.	If yes, have you obtained a certificate?	1. Yes	2. No
19.	If not obtained certificate, why?		
20.	Do you maintain registers and records of contractors?	1. Yes	2. No
21.	Do you maintain registers and records of employees?	1. Yes	2. No
22.	If yes, what details do you make records of?	1. Name of contractor or employee / 2. Wages / 3. Journey Allowances / 4. Deduction of wages / 5. Overtime	
23.	Do you send annual returns to the Registering Officer?	1. Yes	2. No
24.	If no, why?		
25.	Do the migrant workers receive wages at par with the local workers?	1. Yes	2. No
26.	If no, why?		
27.	Is their working hours at par with local labour?	1. Yes	2. No
28.	If no, why?		
29.	Is their workload at par with the local labour?	1. Yes	2. No
30.	If no, why?		
31.	Do they have any scope for upward mobility (promotions)?	1. Yes	2. No
32.	In addition to wages, what are the other facilities the migrants receive at the workplace?	1. Drinking water / 2. Food grains / 3. Clothes / 4. Food, tea at workplace / 5. Medical facilities / 6. Childcare and educational facilities / 7. Accommodation / 8. Toilets at workplace / 9. Other (Specify)	
33.	Do you give any support to migrant workers in the event of accidents / death?	1. Yes	2. No

S. No.	Questions	Responses
34.	If yes, details.	
35.	What are the most common problems and difficulties faced by migrant labourers	1. 2. 3.
36.	Is there any workers Union in your industry?	1. Yes 2. No
37.	Are local labours adversely affected because of migration of labour from other states?	1. Yes 2. No
38.	If Yes, how?	
39.	What is the impact of migrant population on the locals?	
40.	What is the attitude of local people about migrants and vice versa?	
41.	What can be done to solve the problems/difficulties of migrant labour?	
42.	Suggest ways in which the problems faced by local workers, due to migrating workers competing for their jobs, can be resolved?	

ANNEXURE - IIIc**IN-DEPTH INTERVIEW SCHEDULE FOR CONTRACTORS / AGENTS**

District _____
 Name of the Respondent _____
 Designation/occupation _____

S. No.	Questions	Responses
1.	There are reports that Punjab employs large number of migrant workers in different sectors of their economy. What is your opinion about that?	
2.	Can Punjab manage without the migrants?	1. Yes 2. No
3.	In which sectors are migrant workers mainly used?	1. 2. 3.
4.	How many migrant workers have you recruited / employed over the last year?	- Number of Males: - Number of Females:
5.	How many are currently recruited / employed by you?	- Number of Males: - Number of Females:
6.	What is the process of recruiting migrant workers?	
7.	Do you recruit migrant workers from any particular state(s)?	1. Yes 2. No
8.	If yes, what is the advantage of doing this, if any?	
9.	If no, which states do the migrant workers generally come from?	1. 2. 3.
10.	Do you have any selection criteria for recruiting migrant workers?	1. Yes 2. No
11.	What type of migrants do you recruit?	1. Seasonal 2. Permanent 3. Both
12.	Who pays for the outward and return journey for the migrant workers?	1. Contractor / 2. Employer / 3. Migrant / 4. Other (specify)
13.	Is there any provision for journey allowance/ food and shelter til the migrant worker gets employment?	1. Yes 2. No
14.	If no, how do they manage?	

S. No.	Questions	Responses
15.	Do they generally come alone or with family?	1. Alone / 2. With Family
16.	If they come with family, does the spouse work? Where?	1. Yes 2. No 1. In same industry / 2. Other (specify)
17.	Do the children also work? Where?	1. Yes 2. No 1. Self-employed / 2. Other (specify)
18.	Are you aware of the Inter-State Migrant Workmen Act?	1. Yes 2. No
19.	If yes, what do you know about it?	
20.	Is a Recruitment Licence necessary for getting inter-state workers?	1. Yes 2. No
21.	Do you have a Recruitment Licence?	1. Yes 2. No
22.	Do you send half yearly returns to the Registering Officer?	1. Yes 2. No
23.	Do the District Labour Officers make checks on contractors / agents or employers?	1. Yes 2. No
24.	If yes, how often do they come?	1. Once a month / 2. Once a year / 3. Randomly / 4. Other (specify)
25.	Do you provide passbooks for the migrant workers?	1. Yes 2. No
26.	If yes, what information do they contain?	1. Photo / 2. Date of Recruitment / 3. Date of Employment / 4. Wage Period / 5. Name and Address of worker / 6. terms & conditions of employment / 7. other (specify)
27.	Is there any provision for displacement allowance for the migrant workers?	1. Yes 2. No
28.	If yes, who pays this, the employer or contractor?	1. Employer / 2. Contractor / 3. Other (specify)
29.	If yes, how much is paid?	1. 50% of monthly wage / 2. Rs. 75 / 3. Other (specify)
30.	Is there any provision for journey allowance for the migrant worker while he/she is under the wage period?	1. Yes 2. No
31.	If no, why?	
32.	Do the migrant workers receive wages at par with the local workers?	1. Yes 2. No
33.	If no, why?	

S. No.	Questions	Responses
34.	Is their working hours at par with local labour?	1. Yes 2. No
35.	If no, why?	
36.	Is their workload at par with the local labour?	1. Yes 2. No
37.	If no, why?	
38.	Do they have any scope for upward mobility (promotions)?	1. Yes 2. No
39.	Is there any provision of welfare facilities to the migrant worker?	1. Yes 2. No
40.	If yes, what are they?	1. Drinking water / 2. Food grains / 3. Clothes / 4. Food, tea at workplace / 5. Medical facilities / 6. Childcare and Education facilities / 7. Accommodation / 8. Toilets at workplace / 9. Other (Specify)
41.	If yes, who provides these facilities?	1. Contractor / 2. Employer / 3. Other (specify)
42.	Do you give any support to migrant workers in the event of accidents / death?	1. Yes 2. No
43.	If yes, details.	
44.	What are the most common problems and difficulties faced by migrant labourers	
45.	Is there any migrant workers union?	1. Yes 2. No
46.	Are local labours adversely affected because of migration of labour from other states?	1. Yes 2. No
47.	If Yes, how?	
48.	What is the impact of migrant population on the locals?	
49.	What is the attitude of local people about migrants and vice versa?	
50.	What can be done to solve the problems/difficulties of migrant labour?	

S. No.	Questions	Responses
51.	Suggest ways in which the problems faced by local workers, due to migrating workers competing for their jobs, can be resolved?	

ANNEXURE - 4

**PUNJAB MIGRANT WORKERS VERIFICATION PROJECT--- A CASE STUDY
(DRAFT)**

Background:

Punjab has recorded an above average growth rate of 10 percent over the years. The state also has the distinction of being the state with highest per capita income in India (Economic Survey, Govt. of Punjab, 2006-2007) Consolidation of land holdings, subsequent advent of the “Green Revolution” through the introduction of high yield varieties, assured irrigation and use of fertilizers by hard working peasantry resulted in soaring productivity levels. This primarily agricultural state recorded highest yield per hectare of wheat, rice, cotton and Bajra. The per capita milk and egg production is highest in the country. Further, a large quantity of surplus agricultural produce is available for agro-based industries. Not surprising, then, there is immense influx of labour from all over India to share a piece of this booming economy.

Today the types of preponderant agricultural activities of the state i.e. paddy, wheat, sugar cane etc. have resulted in seasonal demand of hard-working, efficient and cheap labour which are fulfilled by migrant labours from other, poorer states of India.

There is a thrust on industrial development in the state as well. This development primarily is in agro-based, service, and knowledge-based industries. There has been a sharp growth in the number of industries as well as industrial workforce. Punjab leads in the manufacture of machine and hand tools; printing and related machinery; auto parts and electrical switchgear. The state also provides more than country's requirement for bicycles, sewing machines, hosiery and sports goods at par with quality standards in the world.

Today all sectors of Punjab's economy employ migrant labour. Punjab is one of the most sought after destinations from poor backward states' unskilled rural population. Most of the seasonal migrants of the state are for agricultural purposes. Mostly adult male migrant labours are working in agriculture or allied sectors, small scale industries etc., migrant women and children are mainly employed as domestic help or as helpers in small and petty businesses and so on.

Migrants reach the state with varied intentions like working as seasonal labour or to settle in the state. . At the same time, there are reports of many unlawful activities among these populations ranging from child labour, bonded labour, use

of drugs, crimes, sneaking of terrorists and foreigners in the garb of migrant labour in the state etc.

Issues related to migrant labour:

There is plethora of issues related to migrant labours. Apart from their exploitation, harassment, quality of life in Punjab, these migrant populations directly or indirectly affect the lives of local people also. Some important issues are:

- Local workers face competition from these groups which many a time result in clash of interest and clashes between them.
- Background of migrants employed in industries, service sectors, self employed etc. are critical issues. Most migrant labour do not possess any documentary evidence of their identification. Local society feel insecure to give job/accommodation to migrants
- Migrants mostly live in very unhealthy, unhygienic condition, which often results in spread of communicable disease affecting local population also
- Labourers move from one place to another looking for better wages without state authority's knowledge about their Composition, Numbers, Characteristics, and Movements etc which is potentially dangerous situation for a border state.
- Migrant labour settlements are ideal hide out for criminals of other states. Many illegal, criminal activities can flourish under such condition

Challenges

In today's socio-economic-political scenario, the prominent challenges related to migrant labour/worker lies in their identification, past records, background/behaviour/habits/peer group etc. It is challenge for the State Authorities, Law Enforcement Machinery, and Employers of Punjab. These migrations being mostly private & unorganised, it is extremely difficult to trace & track all migrants. Requirement of involvement of more than one state (state of origin & destination state i.e Punjab) and actions (Tracing, Verification and Reporting) by the state machineries of both states up to grass root level makes the challenge more difficult.

Approach to solution – Project background:

Ludhiana a major industrial town of Punjab and destination point for bulk of migrants was suffering from many problems discussed earlier. Realising the issues **Ludhiana police** introduced **the stranger role process** to get rid of those problems. Till March 2006 Ludhiana police alone filled up 2,73,335 forms. However the system could not work properly because out of 2,73,335 form only

65,945 forms were sent to the applicant's home state for verification. Moreover, there was no central database system to keep record of police verification. Each police station worked as an individual island and there was no mechanism to share or search the data about migrant's verification. In addition, there was no proof with applicant that he has given his particulars for verification to police or he is verified. Further, the states where 'forms' were sent for verification didn't send back all duly filled forms/ report.

Keeping in view above, **Community Policing Resource Centre (CPRC) Welfare Society, District Ludhiana** outsourced the job of facilitating public in police verification through official tender. The job was awarded (2006) to M/s Plateau Technologies (India), an IT enable company of Chandigarh .

Project Implementation:

Plateau Technologies started 19 centres in different police stations of Ludhiana in the first 2 months of starting the project. Full infrastructure -computer, printer, furniture, file racks, room furnishing, fan, public sitting chairs, almirah, genset and other required infrastructure were installed in all 19 centres including two terminals at CPRC Ludhiana building). Plateau Technologies' staff of around 90 people worked in those centres. With the support and motivation of Ludhiana police department to public, in first three months of the project start-up, the flow of the application was as per the predictions of the contract. In three years more than 50% of 300,000 applications sent for verification to the home state of migrants, have been received back. Out of which around 40+ verifications showed applicant's criminal background.

However, a few months after the start of the project due to non turnout of applicants at police stations, Plateau Technologies had to reduce no. of centres. Now there are 7 functional centres at major locations of Ludhiana. Along with the centres, Plateau introduced the **Mobile Team System** where 5 different mobile teams visit different localities of Ludhiana and conduct door to door verification. Now only 100 to 150 applications are received per day. Moreover, the mobile team visit/process is not favoured by people. It was felt that locals were not interested in getting their migrant employee or domestic servants verified.

Realising people's apathy to mobile system, Plateau Technologies recently (21st March, 2009) introduced **on-line verification** process (replacing the old process). Previously the information regarding the registered migrants was available only on phone to local public through a central control room. Now all the information regarding migrants registered under this verification process is available to public, local police, other state/country police through the web site- www.ismic.org. Different modes of search are available on-line to find the information of the

registered migrants like, search on the basis of name, father's name, card No., height, colour, built, sex, age etc.

The Plateau Technologies have plans to improve the working of this on-line system and add more suitable modules to this process.

Verification Process

The steps of verification process are as under:

Step 1-- For Verification, the applicant approaches any Plateau Technologies centre. The company collect the information of the applicant and fill up the application form, collects finger prints, checks residence/work proof documents etc. After filling up the form, company staff takes the digital photograph of the applicant also.

Step 2 After collection of information from the applicant and filling of forms, company staff feed the information (data) of the applicant into the software designed by the company.

Step--3--After all the details have been fed, the software generates temporary certificate (called temporary card) with validity of six (6) months. The temporary card is laminated and handed over to the applicant. The applicant pays a fee (Rs.50/-) for the purpose.

Step—4--Thereafter photographs of applicants are printed on the application forms. (Information sheets of each day are printed on the same day). A forwarding letter along with the application's duly filled form, self addressed envelope with prepaid postage on them are ready for despatch. The information is updated in the software.

Step—5-- The filled envelopes from all sub centres are brought to the central data location by the company and are checked by the designated officer of CPRC. After checking all envelopes they are despatched.

Step—6—The copy of the duly filled application form & FP form each sub centre is brought to plateau central location. Every 200 applications of each centre are bound and stored at Plateau central location.

Step—7--Once the verified Information Sheet is received back at data centre the status of remarks of verification is updated in the software. If the verification is found correct, the applicant is issued a permanent card. In case of verification with negative remarks, the company forwards that applicant's details to the CPRC. Thereafter police department takes necessary actions.

In cases of non receipt of verified application from the home state within six months, the company again charges (forwarding charge) the applicant for forwarding the application again with reminder remarks and issuing him another temporary card for the next six months. Again the I.S. is sent for verification with.

Project Finance

There was no budgetary allotment for the project. It is a classic case of self supporting arrangement. Fee which was fixed in tender was Rs. 50/- per application to be charged from each Indian resident applicant and Rs. 80/- from outsiders (non Indians) like Nepal. In this fee structure all the expenses (e.g. infrastructure cost, stationery and postage cost, software cost, salary of the manpower etc.) was calculated on an average of 5,70,000 expected application per year bases.

CASE STUDY ANALYSIS

1) STRENGTH (Results) Of The Project

A) Project gave direct benefits to many as under:

- 1) No of persons with criminal records were identified
- 2) It helped Law Enforcement Machinery (Police) in identification of victims of crimes specially in high way accidents, robbery , murders etc where the temporary / permanent cards were found in belonging of persons (unconscious) or with the dead body
- 3) It also helped Police & Family to trace long lost/missing persons.
- 4) There are cases where migrants could get job easily by showing this card.

B) Increased Comfort level of Local Community with Migrant

Local community, Public & corporate while employing a migrant can search the on line data of migrants verified by police, or can personally check the cards issued to make sure that they are giving job to a person who is verified by police.

C) Benefits for local Police Department

It is reported that after the start of the project, there was a huge drop in crime rates by migrants. Police department can easily identify the record of the migrant in case of crime, unidentified or unclaimed dead body.

2) OPPORTUNITIES—In the project

- 1) Local government can use this project to get more benefits out of this project. They can analyse the data to bring out the amount of revenue every year is earned by other state people. The information should be used for counselling/motivation/correction of local unemployed youths who are reportedly increasingly moving towards crime and drug addiction.

- 2) Other states Police department can also benefit –they can easily search the online data of migrants (who have reached Punjab) for the absconding criminals from their state to get there pending cases solved/trace out missing people etc.

- 4) Since migrant labours are working in various cities, towns and villages of Punjab, only one project in Ludhiana verifying migrants is not enough. Similar efforts are needed for other districts as well. Systematic verification of all migrants in the state will not only add to states safety but the card issued to migrants will help genuine migrants to get proper employment and their return, may save them from exploitation/ harassment etc.

- 5) This data generated within the project will enrich state ministries of Labour , Employment & Training, Statistics , Health, Education etc. in their respective agenda .

- 6) With data of this nature state can also be benefited in curbing unlawful activities of Human Trafficking ,implementation of Inter State Migrant Labour Act, proper tax collection from employers ,contractors ,agents etc

3) WEAKNESS—of the project

- a) It seems that the project started on ad hoc basis.

- b) Other stake holders/partners including local communities, Employers were neither consulted/informed about the project nor approached for their cooperation /support.

- c) There was no effort to raise public awareness through Mass Media about the issues related to exploitation /harassment/difficulties faced by poor migrants in the supplier states and the utility of verification project.

- d) Similar (Ref.pt. c) exercise were also missing for Punjab's own community & employers about some negative points of migrant workforce and the usefulness of the verification project.

4) THREATS--associated with the project

There are few threats /challenges associated with the project as under which have to be tackled intelligently:

a) Challenges from local community

People may feel that it is harassment by the police to public without realising that this step is for the safety of public as well as genuine migrants. People with vested interest like some employer, contractors, and agents may oppose the project.

b) Challenges from local Police

This is not mandatory for the migrants to get them registered and verified by local police, so the migrants use this card whenever they feel the need of this. There is shortage to police force to have a regular motivation programs with public to make them understand the benefits & values of the process. Shortage of man power within police force may deter them from taking such ambitious task

c) Challenges from other State Governments & Public

- i) Delay in sending verification back, or not sending back the verification at all
- ii) Other state governments & public may not understand the benefits of the project. There is possibility of opposition to this kind of verification from those states from where the migration to Punjab takes place. There is need to take those state administration into confidence

ANNEXURE - 5

MULTI PURPOSE FORMS/CARDS FOR MIGRANT LABOURERS

(DRAFT)

SMART CARD DETAILS
(To be issued to migrant Workers)

Full Name: _____

Age: _____ Sex: _____ Marital Status: _____

Father's Name: _____

Height: _____ Colour of Hair: _____ Colour of Eye: _____ Identification Mark: _____

State of Origin: _____ District: _____ Block: _____ Village: _____

Occupation (Skill/Un skill): _____ Place of work: _____ Education: _____

Current Address of Respondent: _____

Date of Entry to the State of Migration: _____

Expected duration of stay: _____ Valid up to: _____

REGISTRATION FORM**(For Office record****&****Verification of personal details)****A. PERSONAL DETAILS**

S.N.	QUESTIONS	REPOSES
1.(a)	Full Name	_____ (Surname) _____ (Given Name)
b)	Aliases, if any	
c)	Have you ever changed your name? (Yes/No)	
	If Yes, please write your previous name in full <ul style="list-style-type: none"> Pl. Copy & Pasta Smart Card information 	
2.	Your Place of Birth	A. Village: _____ B. District: _____ C. State: _____
4.	Date of Birth	_____ (Day) _____ (Month) _____ (Year)
	Religion	1. Hindu 2. Muslim 3. Christian 4. Buddhist 5. Others
	Caste	1. SC 2. ST 3. OBC 4. Others
	Any skill training received?	1. Yes 2. No
	Business/Office address	
	Full Name of Spouse	_____ (Surname) _____ (Given Name) _____ (Nationality)

B. HOUSEHOLD COMPOSITION

Sl. No.	Relation with Household Head (H.H.) ¹	Age	Sex M -1 F -2	Marital Status ²	Age Marriage ³	Education Code ⁴	Education Code for 18 years and below ⁵	Occupation**/ Employment ⁶	Average Monthly Income (Rs.)
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¹ Father=1, Mother=2, Wife=3, Son=4, Daughter=5, Daughter-in-law=6, Son-in-law=7, Grand children = 8, Household Head = 9, Others (Specify) = 10

² Unmarried=1, Married=2, Divorced=3, Separated=4, Widowed=5

³ Age at first marriage of the respondent is to be taken

⁴ Illiterate=0, No Schooling but can read /write = 1, Primary =2, Upper Primary=3, High School=4, Higher Secondary school=5, College=6, Technical=7, Informal Education=8, Others= 9 (Specify)

⁵ Going to school =1, not going to school=2, drop out case=3

1.									
2.									
3.									
4.									
5.									
6.									
7.									
8.									
9.									
10.									
11.									

Total Family Members:

Adult	Male:	Female:
Children	Girls:	Boys

D. MIGRATION RELATED ISSUES

	Questions	Responses
	Reason for coming to the place	1. No employment at the place of origin 2. Came with spouse 3. Came for visit and stayed 4. Others
	Occupation at the place of origin	1. Skilled 2. Semi-skilled 3. Unskilled
	Age and year of migration	_____ (Yrs.) _____ Year of migration
	How did you come to Punjab?	1. Alone 2. With relation/friends 3. With contractor/agency 4. Any other
	Are you working in this village/town for the first time?	1. Yes 2. No
	If no, since when he/she is coming to that particular village/town?	1. One Year 2. Two Years 3. 2-5 Years 4. More Than 5 Years
	Why is this town/village preferred?	1. Good income 2. Nearer to home 3. Good people 4. Well connected to native place
	Do you come to this place every year?	1. Yes 2. No
	If yes since when were you coming here	1. One Year 2. Two Years 3. 2-5 Years 4. More Than 5 Years
	What do you possess as proof of your identity?	1. Ration card 2. Voter's identity card

⁶ Skilled: (mason, electrician, driver, plumber etc.)= 1, semi-skilled: (helper in skilled work)=2, unskilled: (carrying of loads, manual labour, domestic maid etc) = 3

** **for children:** attending school as well as paid labour = 1, attending school and doing household chores = 2, not attending school but doing household chores = 3, not attending school working as paid labourer = 4, other = 5

	Questions	Responses
		3. Identity card issued by the govt 4. Letter of identity given by the employer 5. Any other registration

E. EMPLOYMENT/WORK RELATED ISSUES

	Questions	Responses
1.	Nature of Job	1. Daily Wage 2. Casual 3. Permanent
2.	How did you select the employment at the place of destination?	1. Pre arranged 2. Through Agent 3. Searched themselves 4. Others
3.	Did you get the same wages as committed by the agent?	1. Yes 2. No
4.	In addition to wages do you get any other benefits?	1. Food Grains 2.Lunch 3. Tea 4. Dress 5. Others
5.	No. of months of employment available	1. No employment 2. Less than 3 months 3. 3-6 months 4. 6-9 months 5. 9-12 months
6.	Average no. of days of employment in a month	1. Less than 5 days 2. 5-10 days 3. 10-15 days 4. 15-20 days 5. 20-25 days 6. 25-30 days
7.	What are the normal working hours?	1. 8 Hrs. 2. Less than 8 hours 3. More than 8 hours 4. No limit
8.	Was your spouse also working at the place of your origin?	1. Yes 2. No
9.	Is s/he working now?	1. Yes 2. No

F. ACCOMMODATION

	Questions	Responses
1.	With whom do you stay now?	1. With Labour Contractor 2. With Own Family 3. With Friends/Relative 4. Others
	What is the type of shelter you live in?	1. Pucca 2. Semi-pucca 3. Kuchcha
	Is it rented or owned?	1. Rented 2. Owned

Full Name			
Age	Sex	Marital Status	
Father's Name			
Height	Colour of Hair	Colour of Eye	Identification Mark
State of Origin		District	Block Village
Occupation Skill/Un skill		Place of work Education	
Current Address of Respondent			
Date of Entry to the State of Migration		Expected duration of stay Valid up to	