

Research study on  
**Effects of Interstate Migration on the Socio-economic Status of  
the Stone Quarry Workers and Planning for better Livelihoods**

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## EXECUTIVE SUMMARY

### Background of the Study

There are many ways in which migration has been characterised. Cycles of migration may be permanent or for longer term, they may be circular, following a particular pattern of movement from and to the home of origin, practiced over several years by the same individual or household, it may be seasonal with the movements following seasonal trends in resources and potential activities, and maybe managed on long cycles or short cycles. The reasons for migrating and the relative benefits of this kind of life-style have been debated by academics. Some see migration as a way of managing livelihood risk and vulnerability, by diversifying the various income streams coming into the household and moving individuals into less risky income-generating activities at certain times of the year or according to changing economic circumstances.

### Migrant Labour in the Quarry Works in India

India is a leading producer and exporter of natural stone in the world. India is a leading producer and exporter of natural stone in the world. On average 10 India is a leading producer and exporter of natural stone in the world. On average 10 per cent of the natural stone traded on the world market comes from India. Dimensional stones like granite, marble, slate and sandstone constitute the bulk of India's export in natural stone. India accounts for over 20 per cent of the world's granite resources. It is the second-largest exporter of raw granite after China and ranks fifth in the export of processed granite products. Migrant stone workers occupy a large scale of professional community due to the increasing number of stone quarries in India. This business contributes a lot to meet the local demand for stone and stone products. Exporting is under processed which will enable us to earn a staggering amount of foreign currency. But the stone quarry activities are facing both challenges and opportunities having various negative impacts on the ecology and environment, especially on the human rights of the quarry workers. Even children aged four years and more work up to 14 hours a day digging, breaking and loading stones, and doing other ore-processing activities, in toxic and hazardous environments, with no safety measures. Children working in quarries experience the constant risk of accidents, injury and chronic health hazards. There are rarely any



opportunities for healthcare or education. It is estimated that there are over 12,000 stone crusher units in India.

### **Need of the Study**

Employment creation is one of the government's main development interventions to reduce poverty considering agriculture as one of the strategies aimed to increase income levels of the rural poor. In this line, the government of India has introduced a number of strategies for the creation of self as well as wage employment through its flagship programmes. However, despite all these efforts, there is a concern about the growing non-agricultural unorganised activities as alternative sources of income in India, a country with high agricultural potential. Stone cutting and crushing work is one such important activity in the country engaged in producing different sizes of stones which are used as raw material for various construction activities namely construction of roads, bridges, buildings and canals, etc. India's major quarries are spread across the states of Rajasthan, Jharkhand, Karnataka, Tamil Nadu and Andhra Pradesh. Almost everywhere they are working as migrant labour forced by poverty, drought, famine or failed crops to take up the hardest possible employment opportunities like quarry works. They are also extremely vulnerable to trafficking and sexual abuse. Escape is hardly ever possible.

With this background, this study aims to investigate how stone quarry workers are marginalised in terms of work opportunity, income and social amenities leading them to be vulnerable and why they continue to work long years with minimal facilities provided by owners. It is in this context, therefore, this research study seeks to find out why individuals and rural households engage in cumbersome and dangerous employment activity like stone cutting in the quarries. What is the status of children of these quarry workers that is regarding their education and also personal development. Further, this study seeks to identify the constraints and the vulnerabilities associated with quarrying activities and further assess the effects of laws, policies and institutions in enhancing or hindering these activities. This research study also endeavours to explore the different livelihood outcomes realised by the stone workers and as a result of stone quarrying activities.

## **Objectives of the Study**

1. To study the socio-economic and ethnographic background of the migrant stone quarry workers.
2. To understand the health, nutritional problems and social insecurity faced by stone quarry workers.
3. To explore the protective measures and awareness levels on the rights of quarry workers.
4. To identify the educational status and other issues of migrant worker's children.

## **Study Area Justification**

This is an analytical cross-sectional study conducted in two States namely Uttar Pradesh and Tamil Nadu. These States were selected because, majority of the stone cutting quarries are located only in these States and inter-State migration is very high among these States. The quarry owners prefer to employ labourers of other States to get continuous work without any break, more hours of work because other State people do not have any other functions or rituals like locals. Labour issues and labour unions interference will not hurdle the works due to the temporary nature or short period of contract.

## **Methodology & Sampling**

The study is mainly based on the analysis of primary data collected through field visits to 10 sample granite quarries in five districts namely Krishnagiri, Dharmapuri, Thiruvellore, Dindigul and Theni districts in Tamil Nadu. In Uttar Pradesh also five districts were selected namely Varanasi, Allahabad, Sonbhadra, Mirzapur and Chandauli. The main source of data for this study was the interviews of the workers. In each quarry 15 to 20 workers were interviewed. The total number of workers interviewed in all the quarries together is 357 representing 184 from Tamil Nadu and 173 from Uttar Pradesh. Structured interview schedule was prepared and administered covering all the aspects related to the objectives of the study. The data on workers' profiles, labour arrangements, wages and working conditions, health status, accommodation, access of basic services, income and expenditure, exploitation of women, cultural deprivation, child labour condition, children education and entertainment, etc., were collected from workers

through individual interviews. It also covered socio-economic status, ethnographic background, and awareness level on the protective laws, security, economic compensatory measures and other welfare aspects about the dangerous labour work.

### **Limitations of the Study**

The owners/representatives of the quarries in the study region were not interested to allow the research and investigating team to interact with the workers. Therefore, it was very difficult to meet the workers in the work sites. The workers fear of eviction from the employment by the quarry owner also influenced the interview process. The data obtained for the study and the opinions expressed are only regarding the study region. Generalising the fact of the study may need exhaustive coverage of States, regions and more samples.

### **Findings on Respondents**

- Sex wise representation of the sample population shows, 58.5 per cent workers under the study were males and 41.5 per cent were females. Among them, around 80 per cent of workers were in the age group between 20-40 years and 92.3 per cent were married and 83 per cent illiterates. Only 17 per cent completed primary schooling. High percentage of children were not attending school
- Majority of the sample population belongs to Hindu religion. The study sample has covered different types of caste groups from both study States. Labourers working in quarries of Tamil Nadu belong to Vaddy sub-caste migrated from Andhra Pradesh and Kalla Wadar from Karnataka. In Uttar Pradesh majority of the migrant stone quarry workers come from Bihar and they belong to Musahars and Patharkat sub-castes.

### **Findings on Living Conditions and Status on Basic Services**

- Around 85 per cent were living near the worksite and far away from the people's settlements. It was reported by around 83 per cent respondents that the houses are not suitable for living. The study found that 61.3 per cent people live in sheds provided by the employer mainly in Tamil Nadu and 32.5 per cent live in the houses



created by them which were funded by the employers

- More than 92 per cent of the workers were not happy about their places of living, but they responded for non-availability of alternative arrangements. The premises of living were not conducive for human life. The workers have to face and get affected by all types of natural disasters. 84 per cent did not have toilets and went for open defecation
- Majority population, 73.2 per cent depends on hand pump for their household purposes as well as for bath. In the majority of the worker's living areas drainage facility was not available; it was acknowledged by 92.4 per cent respondents.

### **Income and Expenditure Status Findings**

- Higher the annual income will lead to higher expenditure especially on buying of comfort needs to lead a better life. More number of respondents, i.e. 36.7 per cent earn an annual income between Rs. 70,001 – 90,000. Further, around 21 per cent have got an annual income between Rs. 90,001-1,10,000, followed by another 20.4 per cent of respondents earned between Rs.50,001-70,000 and 15.4 per cent earn more than Rs. 1,10,000.
- Majority of household's that is 31.4 per cent annual expenditure was between Rs.70,001–90,000. There was 25.2 per cent who spent Rs. 50,001-70,000 per annum currently. Around 21 per cent families were in the expenditure category of above Rs.1,10,000.
- The expenditure of quarry workers is mostly on food and alcohol. Quite surprising enough around 20 per cent of their income was spent on intoxicants. It has resulted in premature deaths and in some cases, they are incapacitated to do any work.

### **Land and Assets Particulars-related Findings**

- Almost 90 per cent of the migrant families did not have land. A significant number of migrant workers had land in their native places before they migrated. Due to failure of monsoon and lack of money for investment, many people sold their land even homestead area for their survival and to pay back loans
- The majority of the people consume non-vegetarian food on alternate days to supplement high energy requirement and also consume alcohol to get relief from

the body pains. Therefore, a major portion of their earnings goes for consumption purposes. In this context, it is very difficult for them to save more money. Around 28 per cent respondents saved in the form of cash, 13.6 per cent purchased house sites in their native places followed by around 27 per cent purchased gold ornaments in less quantity. A majority of the respondents (44.5 per cent) paid their loans

- The majority (63.9 per cent) is unskilled. Only, 14.3 per cent reported they have professional skills. Around 22 per cent have semi-skills of only breaking and loading of stones and metals.

### **Findings on Loans and Repayment**

- All the respondents have taken loans from different sources for different purposes. Around, 43 per cent have taken a loan of Rs. 10,000 – 20,000 followed by 25 per cent borrowed between Rs. 20,001 – 30,000. Only 22 per cent have taken a loan of below Rs. 10,000. Around 10 per cent have taken a higher loan amount of Rs. 30,000 – 40,000
- Different types of loans were taken by the quarry workers, i.e. short-term loan to be paid within week or month. The long-term loans are allowed to pay till the period working in the quarries. This long-term loan is normally taken from quarry owner. The medium-term loan is taken every year and paid back at the end of the year while calculating the annual works and income earned. The short-term loans are taken for consumption needs from local traders and also from neighbours. Almost 74 per cent of people have taken cash loan
- The sources of loans at the destination of migration reveals, 26 per cent people took loans from quarry owners and 28.1 per cent took from labour contractors. Another 22.5 per cent households have taken household commodities from the nearby shops on short-term loans
- It is very interesting to know that, no household mentioned about loans for education. The various purposes of loan, higher responses (39.2 per cent) pointed on meeting the household consumption expenses, followed by marriage and ceremonial expenses (23.4 per cent) and equally for medical expenses (22 per cent). It is interesting to note that a significant per cent (12.8 per cent) of households reported loans taken for other purposes, almost all the respondents spent a significant

amount on alcohol and other drugs, even women and children have the habits of consuming tobacco products.

### **Findings on Labour Arrangements**

- In the sample study region, almost 95 per cent of labourers were approached and contracted by the labour contractors. The majority of labour is engaged in piece-rate basis, i.e. based on the quantum of stones broken and the measurement of a quantity is done based on the number of truck of loads. All workers are taken on a contract with an advance of payment
- Around 50 per cent of the people are not satisfied on the pattern, procedures, binding conditions and also type of payment prevailing in the study regions due to uncertainty of tenure of work, lack of freedom of choice of mobility and severity of working conditions.

### **Major Problems Experienced during Quarry Work**

- Nature of work is very hard in the quarries, working with heavy instruments and breaking solid stones either under the earth or at the peaks. Quarry workers face weakness and body pains every day, which was accepted by all the sample population. A total of, 62.5 per cent opined getting injured and wounded while breaking stones
- Around 90 per cent of the sample population was facing mental stress and loneliness, followed by around 33 per cent reported for mental instability
- 90 per cent of the families feel they were disintegrated from their society and all responded that they were distant from their relatives and feeling insecure due to lack of people to share their feelings
- High income leads to high expenditure is agreed by the majority of the respondents (78.4 per cent) and addiction to drugs was accepted by more than 90 per cent. The expenditure on health (88.8 per cent) was very high due to the nature of work and possibility of injuries during work hours. Since parents are addicted to drugs and other habits, children are easily trapped in such practices
- Major problems faced by workers are quarry dust leading to blocking of the respiratory system (94.1 per cent), skin rashes (89.6 per cent), malnutrition (40.9 per

cent), lack of immunity (41.3 per cent), polluted environment lead to tuberculosis (37.0 per cent) and vision problem (28.3 per cent). There were around 10 per cent, who also responded having conditions of morbidity in their families

- Almost all the working members of the family consume local liquor and varieties of tobacco and marijuana products which are more harmful especially to the hard-working people like stone quarry workers
- Lack of adequate food and nutrition lead to malnutrition, morbidity, anaemia in women and children. In addition to such specific problems, they also get common diseases like fever, cold, dysentery during rainy season and headache, vision problem, heart problem etc., during summer. They also get intestine problems due to heavy consumption of liquor and teeth problems due to chewing of tobacco
- In rural areas people give more importance to cultural practices like attending village and community festivals, communal rituals, attending marriages and family-related ceremonies, visiting relatives and many other occasions. It leads to a number of consequences like lack of peer group sharing for children as well as adolescents (65.3 per cent), problem in finding a life partner at the place of origin (41.5%)
- Around 91 per cent reported missing their festivals, and 78.7 per cent felt missing of family rituals and ceremonies. Those problems ultimately affect the mindset of workers especially women feeling isolated.

### **Women Workers Problems**

- Specific problems faced by women workers are, due to their physic. The ability of strength affects women and creates specific problems like back pain (93.8 per cent), incidences of abortion, unequal payment and sexual harassment were also reported by around 20 per cent
- More than 81 per cent expressed that the contractors and other male members' force and urge to have an illegal sexual relationship. Women are unable to report the situation either to family members or to anybody else with the fear of eviction from the work or disintegration from the family.

### **Push and Pull Factors for Migration**

- More than 98 per cent responded lack of employment and 94.4 per cent reported

high poverty played as a push factor for their migration. Especially poor people were pushed from their native places to get better employment opportunities and to earn better income to support their survival. Around 88 per cent reported failure of agriculture and fewer wage in the native places, 57.1 per cent for indebtedness and 50.4 per cent agreed lack of skills led them to move away from their natives

- Similarly, responses on pull factors reported by 97.5 per cent were for regular employment, 83.8 per cent towards payment of advance money, 82.6 per cent were attracted towards high earning possibility and around 41 per cent for possibility of earning according to their capacity.

### **Working Conditions and Awareness on the Protective Laws**

- A total of 77 per cent reported negatively on protection of the rights of inter-State migrant workers in real spirit by the existing laws. In addition, provisions of other labour laws are also applicable to the inter-state migrant workers with the intention of protecting them from any form of exploitation
- Majority of the quarries in the study region do not follow provisions of the Inter-State Migrant Workmen Act 1979 and not ready to disclose such provisions to the workers to avoid legal complication or prosecutions by the labours or supporting organisations
- Other provisions like issuing of passbook to the workers, obtaining a license for contractors, provision of first-aid, punishment for offences at the worksite, facilities to be given at worksite and living places, minimum wage payment were not implemented according to the Act by the employers
- 91 per cent reflected negatively on employers' attitude in implementing various constitutional provisions related to quarry activities and in majority cases, the stone quarry workers were cheated or exploited by employers
- In case of violations of legal provisions of the Acts, 84 per cent respondents reported positively, means penalty compensation would be possible if legal complaints are filed. But, in majority cases, issues are settled without allowing them to make complaints with legal system. 84 per cent of workers among sample population were not aware of the legal provisions of various constitutional acts protecting industrial labour or laws related to protecting the



interest of the other State migrant workers

- All the respondents expressed the need of awareness creation about the rights and provisions of various laws pertaining to labour under the Indian Constitution, making adequate initiatives to implement the protective and welfare measures for the betterment of the working conditions
- They also suggested improving living conditions by providing basic provisions at living places as well as working sites. Moreover, making appropriate measures and arrangements for the education of their children
- Around 92 per cent respondents replied positively accepting to welfare measures provided by the employer. The workers are provided free accommodation of dormitory type or they are given a sum of amount to create small huts for their living. The health expenditure incurred on minor accidents and injuries were also paid by the owners
- In connection with the sufficiency of various items or facilities, majority workers expressed on the inadequacy of food materials by 73.4 per cent workers, lack of better housing by 82.4 per cent, lack of nutrition by around 70 per cent, inadequacy of medical facilities by 66.1 per cent, lack of access to transport and market facilities by 79.3 per cent, non-availability of schools in nearby working areas 89.1 per cent and non-existence of entertainment by 51.8 per cent
- Informal discussion on the health and life of quarry workers disclosed occurrence of number of early deaths especially among men, which disrupts the life of the family. Early deaths are caused by the habit of addiction to liquor and drugs, inadequate nutrition, long working hours in the scorching sun, injuries and accidents
- All the respondents were very much interested in requesting the government to create regular source of income through creating alternate safe employment avenues. They also intended to request for minimum basic services in the living places provided by the employers
- Around 98 per cent of the labourers interested to put a humble request for creating educational access to their children either at the workplace or arrangement of boarding accommodation in the form of priority in admission to the boarding schools

- It is also suggested by 72 per cent respondents that accident victims and family of the victims can complain to the legal system
- The nature of high mobility in changing of worksites and status of non-local labours could hardly unite them to fight or demand for their rights. It was reported by all the respondents on non-existence of labour organisation. 45.4 per cent respondents of the study reported on the availability of Non-Governmental Organisations (NGOs) in both the study States and working for the welfare and legal support. But, a majority of 54.6 per cent did not get any support from NGOs
- Illiteracy, ignorance and lack of institutional support to the migrant workers allowed the employers to cheat them without paying adequate compensation and also eliminating the cases or forces behind the accidents or deaths
- Regarding reaction towards 'no compensation attitude of the employers', around 41 per cent reported for approaching local organisations for support to fight against the employer's injustices.

### Suggestions

- The State government has to make adequate efforts to insist the quarry operators to issue 'Identity Pass' to each individual worker and this should be monitored and reported to the district administration about the movement of labours into different quarries. Total working hours in a day and timings of the work are to be regulated as per the standard operating procedures and it is to be monitored by the inspector of works appointed by the State government
- Functional training programmes related to fundamental work are to be imparted to the stone quarry workers on safety during work, application of 'First-aid' for accidental injuries and these are to be organised by the quarry licensees
- Semi-mechanisation of stone cutting work to reduce the drudgery of the workers and initiatives to impart know-how and operating skills are to be given to the labourers
- Creation of basic minimum facilities like safe places for people to hide during the process of blasting, creation of shade nets to take rest in the premises of worksites, safe places for newborn and babies while the mother is engaged at work, toilet

facilities at least for women and drinking water, etc., are to be ensured by the employers

- It is essential to supervise and coordinate the process of drilling and blasting of rocks under the guidance of appointed government officers for witnessing any unexpected incidents and accidents
- Ensuring supply of protective equipment like shoes, gloves, eye-glass and head protection instruments (suggestion: gear) by the quarry owners and periodical checking for using such safety gear by the labourers
- Organising training camps on disaster preparedness and actions to be taken on emergencies during working hours and minimum knowledge on treating minor ailments. Conducting awareness campaigns on the rights of labour in general and other State migrant workers to the quarry workers. Various provisions of the relevant laws and their provisions associated with the stone quarry workers
- Compulsory week breaks from work to be maintained to enable the workers to take rest. Provision of protected and sanitised living environment with protected decent house with minimum space and provision of drinking water, toilet, electricity and shops for basic things
- Creation of grievance redressal mechanism and periodical interaction with the workers by the worksite supervisors and reporting the appellate authorities for appropriate action protecting the interest of the workers are essential
- There is a need to create or organise entertainment events and recreational facilities or at least provision of monetary incentives to organise such events periodically to break the nature of monotonous work
- Severe punishment for involvement of child labour in disastrous works like stone breaking and related works to the owners as well as parents. Creation of access to education for the children of quarry workers by establishing study centres, mobile schools or transport facilities to reach school and encourage every parent to send their children to study
- Imparting skills in alternative trades of employment may be for the workers or on priority to their children through government schemes or by NGOs and encourage them to search for safe employment and better living conditions
- Maintaining transparency in obtaining and repayment of loans and advances and

proper document entries are important to protect the labourers from financial discrepancies

- Making the labour understand the legal process, procedures for prosecution, possibility of seeking legal support, and quantum of compensations that can be claimed are important. Arrangement of free legal support and family counselling for stress free life for the workers in problem
- Periodical health camps and visit of health workers to be organised by the employers and NGOs can be encouraged. Helping to diagnose the problems of labourers promptly and guide them to have nutrition food intake for maintaining better health
- Creation of awareness on the harmful effects of alcohol, drugs and organising counselling to the individuals addicted to drugs in order to help them to get away from the evil effects of drugs
- Severe punishment to the offenders of sexual harassment and creation of better working and living environment for women workers
- Exploring the possibility of creating access to the workers with the local public distribution system and giving them priority in availing benefits of development and welfare schemes of government in the native places of the workers and encouraging them to come back and live in their native
- Enlighten them on the opportunities available at the places of their birth through Mahatma Gandhi National Rural Employment Generation Scheme, National Rural Livelihoods Mission, Deen Dayal Upadhyaya-Grameen Koushal Yojana, Public Distribution System, Pradhan Mantri Awas Yojana and many other social security schemes to help them find livelihoods in their native States.

## Conclusion

Stone quarrying is one of the key extractive economic activities in India, supplying the bulk of stone of varying aggregates to the construction industry, roads and railways. The country also earns considerable income through exporting of semi-polished and full polished granite stones to a number of countries. Quarrying provides some levels of employment and generates some income to the people. Majority of the people who are engaged in labour activities in stone quarries are from low economic groups and socially

backward. With inadequate skills and high consumption expenditures quarrying does not generate returns to commensurate the efforts and problems faced. The operation of quarrying in its current form is environmentally unsustainable.

Land degradation is widespread posing a serious threat to food security. Atmospheric dust concentration coupled with the physical nature of the quarrying process creates negative health consequences in general and workers in particular. The existing legislation and implementing agencies remain ineffective in comprehending the dynamics of socio-economic and cultural problems prevailing in this industry. Therefore, there is an urgent need to evolve a comprehensive legislative mechanism, effective initiatives to strengthening the implementation of existing labour-related laws and a special institutional set-up to liberate other State migrant stone quarry workers.

## **Chapter – 1**

# **Background, Working Status of the Inter-State Migrant Labourers and Provisions of the Inter-State Migration Act**

### **1.1. Introduction**

One important facet of study on population is the study of migration arising out of various social, economic or political reasons. For a large country like India, the study of movement of population in different parts of the country helps in understanding the dynamics of the society better. At this juncture in the economic development, in the country, especially when many States are undergoing faster economic development, particularly in areas, such as, manufacturing, information technology or service sectors, data related to migration profile of population has become more important. With this intention, the present study attempted to analyse the socio-economic conditions of the inter-State migrant population working in the stone quarries in selected districts of Tamil Nadu and Uttar Pradesh. Internal migrants within the State are somewhat better than the people migrating from one State to another especially working in the mines due to its hazardous conditions and risk of losing life.

This chapter presents various sections starting from background of migration, various forms of migration. Working conditions of migration, economic status of other State migrants, etc. It also presents various provisions of the Interstate Migration Act, present in the Constitution of India.

### **1.2. Types of Migration**

The census of India defines migration is of two types, i.e. migration by place of birth and migration by place of last residence. At the time of census enumeration, if a person resides in a place other than the birthplace he/she is considered a migrant by place of birth. Otherwise, if a person resides in another place other than the place of last enumeration would be considered a migrant by place of last residence. There has been much debate on the negative impact of migration on development and vice versa. Many researchers and economists argue that the major cause of migrations is under development and another way around is development leads to migration. But both do not have similar effects or consequences, the first one happens as the consequences of

poverty and underdevelopment and the second one leads the development and creates better opportunities to the people to shape better livelihood for the people.

### **1.3. Migrant labour in India**

One of the estimates of the National Commission on Rural Labour in India (NCRL, 1991) shows that India has more than 10 million circular migrants in the rural areas. It includes an estimated 4.5 million inter-state migrants and six million intra-state migrants. But, as per census 2001, about 307 million persons have been reported as migrants by place of birth. Out of them about 259 million (84.2 per cent), were in internal migration and 42 million (2 per cent) from outside the country. The data on migration by the last residence in India as per Census 2001 shows that the total number of migrants has been 314 million. Out of these migrants by last residence, 268 million (85 per cent) has been intra-state migrants, those who migrated from one state to another and 41 million (13 per cent) were inter-State migrants and 5.1 million (1.6 per cent) migrated from outside of the country.

### **1.4. Natural Stone Potential in India**

India is one of the countries having huge potential in natural stone trade with its enormous deposits of different varieties of dimensional stones especially granite, marble, slate and sandstone. It has around 20 per cent world's reserve which is estimated at around 43 billion cubic granite resources. The modern construction sector has a high demand for granite as it is used as a structural and decorative building material. Decorative stones from India have been preferred by the exporters due to its high compressive strength, longevity and shining therefore India is keeping the status of second largest exporter of granite in the world after China. India ranks fifth in the export of processed (value-added finished) products. The bulk (90 per cent) of the Indian granite exports consists of rough granite blocks and only about 10 per cent is by way of value-added or branded products.

In India, the State governments own the authority and sole decision making on the strategy to use of minerals within its territory. In Tamil Nadu, one of the study States, Department of Geology and Mining is looked after by the process of administration of licensing and exploration of minerals in its territorial region. Private quarry operators find



the potential areas of the mineral reserves in the State and apply to the Department of Geology and Mines for a period between twenty and thirty years to get operating license. The State governments also develop quarries through their agencies. The government of Tamil Nadu maintains all the legal rights over quarries in the State; more than 90 per cent of the quarries in State are operated by the private sector. The field study indicated that labour conditions are slightly better in quarries operated by State-owned companies; for instance, better facilities for workers were observed in State-operated quarries.

### 1.5 Migrant Labour

In recent times, labour movement in India has become longer distant with an increase in inter-state mobility. A huge number of youth population from north and north-east migrate mainly to the south in search of employment. There are new hotspots of migrants and more sectors are known to employ migrant workforce. Labour is circulated far, wide, and in between, blurring State boundaries, distance, and also the definition of migrants receiving and sending regions. The rapidly growing construction sector is known to be the largest employer with 40 million migrants. Next, employment as domestic work (20 million), employment in textile industries (11 million), brick-kilns (10 million), transportation, mines, quarries and agriculture. Within these sectors, seasonal migrants are mostly employed to do bottom-end tasks, which entail back-breaking labour and high-risk tasks which the local labour would not be willing to undertake. Poor unskilled people from Odisha, Andhra Pradesh and Karnataka move to Tamil Nadu. Similarly, poor from Bihar, Jharkhand and Uttarakhand move to Uttar Pradesh to work in the stone quarries.

Migrant labour makes enormous contributions to the Indian economy through major sectors such as construction, textiles, small industries, brick-making, stone quarries, mines, fish and prawn processing and hospitality services. But migrants remain on the periphery of society, with few citizen rights and no political voice in shaping decisions that impact their lives (Kabeer 2005). Especially migrants in the stone mining are poorly endowed all-round. As they come from poor families where access to physical, financial and human capital is limited and where prospects for improving living standards are constrained by their inferior social status.

They show that circular migration is the main form of mobility for work and that such migration is higher among the poor and especially stone quarry workers belonging

to SC and ST. They also show higher rates of migration among women and children. Field evidence show that the major subsectors employing migrant labour are textiles, construction, stone quarries and mines, brick-kilns, small scale industry, food processing and salt field, etc.

### **1.6 Migrant Workers in Stone Quarries**

Rough stone cutting is an important activity carried out by small contractors with the help of migrant labourers in many places both in Tamil Nadu and Uttar Pradesh. A number of sub-activities are done by the owner/contractor of the quarries and in some places, the main contractor gives sub-contract to many individuals. The activities like drilling and blasting of the rock, breaking the stone size suitable to the crusher machines, transportation of stones to the crusher point, crushing and grading of stones, loading and unloading of stones both at the quarries and crusher units involves number of people both skilled and unskilled in the stone mining. Stone metal is an important raw material for the construction sector which is an ever-growing sector it demands huge quantity of stones in different forms. Even though it is a risky activity both for humans and the environment, the high income attracts many people to get involved in this industry. The Rough stone from these quarries is dispatched directly to the consumers like external crusher units for producing stone aggregates of different sizes for construction of roads, bridges and buildings, etc., supplied to nearby areas and elsewhere. It also provides employment opportunities directly and indirectly to a large number of people. Monetary gains also accrue to State and Central governments through receipt of royalties and taxes, etc. In each, quarry 15-50 families are engaged in different activities. Mainly, for blasting and breaking of stones, the quarry owners prefer to engage labourers from other states for many reasons.

Many researchers and economists expressed that the failure of agriculture and a number of small scale and cottage industries resulted in unemployment and underemployment which further lead to large quantity of labour migrating to different parts of the country. Migration of labour is an important factor affecting the course of socio-economic development in India. Census 2011, reveals that about 28.3 per cent of the workforce in India are migrants. Migrants fuel the Indian economy by carrying human capital to regions where it is needed and enabling the acquisition of new skills and a

better standard of living (Korra 2011). Rural-urban migration has also historically played a significant role in the urbanisation process (Mitra and Murayama, 2011). At the same time, the economic, social and political marginalisation of these migrant workers has been an area of concern.

### **1.6.1 Benefits of Engaging Inter-state Migrant Labour**

Seasonal migrant labour constitutes an important component of the workforce in granite quarries in Tamil Nadu. Migrant workers are preferred to local workers. "Compared to local workers migrants are more obedient, work long hours and do not switch employers frequently. Migrants can work flexible and long hours as they often have fewer social or family commitments", says a granite company owner in Tamil Nadu. Migrant labourers are brought into work in the quarries from other areas, often through a labour broker by paying advances. They can be divided into two categories, migrant labourers from within the State and those from outside the State. Those hired within the State are unskilled and semi-skilled workers. Those from outside the State are mainly skilled workers brought in to work in the processing factories and they typically come from Andhra Pradesh, Rajasthan, Karnataka and Gujarat.

### **1.6.2 Caste Composition of the Workforce**

Most of the workers engaged in stone quarry works are from backward castes and so-called scheduled castes ('Dalits'). They account for 77.3 per cent (the total stone quarry workers) in Tamil Nadu. Stone cutting and processing is a traditional occupation for some of the backward caste groups like Vaddera and Uppara in South India. Especially in Tamil Nadu also a large number of Dalits are involved. Due to the seasonal nature of the work these caste groups keep moving from one place to another.

### **1.6.3 Contract of Migrant Labour for Stone Quarries**

Workers are usually recruited by an agent or contractor. This is the notorious 'Dadan' system which attracted attention for being highly exploitative and led to the formulation of the Inter-State Migrant Workmen Act. At the time of recruitment, brokers give the worker an advance and promise a wage which is to be adjusted against the advance at the end of every month. But this promise is rarely kept and the contractors

willingly do not collect from the labourers to push them into a continuous debt trap and make them continue working in the quarries. Moreover, migrant workers are preferred because they are not unionised and are employed by the contractor so do not create disputes. They also tend to work harder under the direct supervision of the contractor and they do not have to be paid bonuses, provident fund and payments, etc. Other State workers go to own State only once in a year, in the meantime they work continuously without any break. The mine owners approach contractors whenever they need more workers. During drought period or festivity season, the contractor approaches the poor labourers and extends financial help either for interest or as advances taking promises to make them work in the quarries.

#### **1.6.4 Accommodation Arrangements for the Quarry Workers**

Migrant workers in Tamil Nadu and Uttar Pradesh are provided accommodation within the quarry premises. They live in very poor conditions due to the lack of adequate basic services. The shed created for each family is highly inadequate having the provision of an only single room and there is no privacy for husband and wife and children. Workers with families are provided with a small hut, while workers without families are housed in a common room so small that most workers prefer to sleep outside during warm nights. These common living rooms do not have proper facilities. They provide neither privacy nor protection from the elements. Little or no provision is made for sanitation or safe drinking water.

#### **1.7 Working Status of Stone Quarry Workers**

The contractor recruits a group of 30-50 families by paying through collateral of small holdings or on house with the signature of a promissory note. They also pay travel charges one time in a year to visit their native. The mine management pays the daily wages of these workers to the contractor who makes a profit because he pays the workers much less than what he receives. Working in mines and quarries is dangerous and out of regulatory regimes. There are no safety standards, medical care or protective clothing. The methods and machines used are primitive and injuries are common. For minor or major injuries, the labourers are not paid any compensation, and no wages are paid if the labourers do not attend work due to injuries or illness. (Sarde 2008)

### **1.7.1 Ruining of Children Education**

In majority cases other State migrant quarry workers every year move from one place to another in search of better wages. They also have better demand because this quarry work is very hard, risky and hazardous for health; hence all kinds of labour will not prefer to work. Only healthy and young people earn well because breaking the stone with a big hammer is difficult for the aged. Therefore, aged men and women engage in breaking small stones, loading, heaping and taking care of children. There is a possibility of migration from one quarry to another due to closure of the quarries, water stagnation during the rainy season and any misunderstanding between owner/contractor and workers. Due to this nature of continuous movement and remote location of the worksites, the migrants could not access any basic services given by the government, even getting government documents is difficult for this group of people. The worst scenario is that the children are unable to attend the school due to non-availability of schools at the working places or constraints in studying other than mother-tongue. Moreover, the adults leave the quarry work before 6 AM and work till late in the evening, they do not find time to take care of children or send them to school. The children also accompany the parents and start learning stone breaking at the age of 5 to 10 years. This is a cyclical system, generation after generation they engage in this sector. They are bonded to the system of quarry labour.

### **1.7.2 Health Risk in the Quarry Works**

In general, workers are beginning the stone cutting work around the age of 15 years. The quarry blasting and stone breaking raise lot of dust particles, for the convenience of muscle work they don't wear any mask which causes blocks in the respiratory system. They turn victim to various diseases like malaria and others related to respiratory system like tuberculosis, asthma due to the poor hygienic living environment. They live in the huts even without walls and without any type of protection; they also face bites of poisonous insects. The remote location of living makes a lack of access to the health facilities and lack of transport makes havocs and life miserable.

Due to lack of proper food and nutrients, many young people look aged and anaemic especially children and women. Even though they earn more money, due to hard

work, the male members are addicted to alcohol and other forms of drugs in which they spend more money. The parents encourage or not much bothered about the children getting addicted to drugs. Sexual harassment of women is also a worrisome fact in the workplace by the contractors, drivers of the loading vehicles and sometimes licensees of the quarries.

There are high possibilities of early deaths among these workers due to exposure to the hot sun for long hours. They opined that they can break more stones in the hot sun, due to the heat stone breaks easily and they earn more. This practice leads to more loss of energy and liquids leading to sunstroke or heart attack.

### **1.7.3 Child Labour in the Quarries**

Child labour is one of the key issues of concern in the granite quarrying and processing industry in India. The Indian Child Labour (Prohibition and Regulation) Act 1986 prohibits the employment of children in hazardous occupations such as mining. The parents go to work in early morning 6 or 7 AM and they come back at 5 or 6 PM. Therefore, the responsibility of children is to take care of the house. Normally they have to wash the clothes and vessels, cook food and take care of siblings. The boys in the age group of 4 to 12 years normally carry meals for their parents.

However, the studies have confirmed the existence of child labour in granite quarries. The studies conducted reported existence of a large number of children in granite quarrying activities mainly in the processing of waste stones into cobbles and blue metal chips. Though there was no precise estimate available about the total number of child workers in granite quarries the studies do indicate that the number is significant.

### **1.7.4 Debt Bondage of the Migrants**

The quarry works required continued labour force for operating various activities to run the stone metal business smoothly without any break, especially in winter and summer seasons. They have to maintain a huge reserve of finished products for maintaining a successful business. For this purpose, the quarry owners make all efforts to have adequate labour force by making tactical strategy of providing one-time loans and periodical wage advances to the poor labourers. The owners do not show interest in collecting back the loans or advances because if labour pays back the loans, he may try to

leave work or try to change the quarry where better options are available. The labour contractors are also given opportunities to exploit the labourers along with the owners. The labour contractors make sub-contracts to supply the required quantity of rough stones to the crush owners for Rs. 50 to 100 per a load of the tractor will be given as commission and the sub-contractors will also earn additional income by selling the stones thrown away from the stone breaking area allotted to each individual, the stones are thrown away while blasting main rock. These avenues of opportunities make contractor act favourable to the owners and preventing labour leaving the quarry and exploit them in favour of quarry owners.

The contractors extend the short term and long-term loans to the labourers for a high rate of interest, the labourers for emergency requirements like health problems and family rituals take loans. At the end of the year, a huge amount of un-repaid loan will compel them to stay back. This is a repeated process to prevent the labour movement and have assured supply of labour. There are cases of unpaid labourers running off from the quarries and such people are identified and threatened to come back otherwise they have to pay back the loan with high interest even for interest fewer loans or advances. To avoid paying back a huge amount of interest on the money, they come back to work unwillingly and treatment towards such labourers is unfavourable. Long term binding contracts through loans and wage advances is a widely prevalent labour hiring practice in the granite quarrying industry in both the States of the study region.

### **1.7.5 Wage Payment**

There are two types of quarry works prevalent in the study region, i.e. stone blasting and breaking in the quarries is one activity and another is stone crushing in the crusher or stone polishing and breaking waste stones in the granite industries. In the State of Uttar Pradesh also two types of activities are undertaken by the labourers, cutting big slab stones from the earth and breaking of road or concrete metal stones. Payment of wages depends on the type of activity involved by a labour. Broadly there are three types of wage payments. Depending upon the nature of the arrangement workers in quarries are paid on monthly, daily or on a piece-rate basis. The permanent or regular workers whose number is very small (less than 5 per cent) are paid on a monthly basis. The workers involved in stone drilling, stone cutting and dressing are mostly paid on a daily



rate basis. The workers who process waste stones are compensated by their output. They take stones unsuitable for processing and convert them into bricks or crush them into small pieces for sale.

Most of the workers involved in waste stone processing activity are women and children. The per-day wage earned by women workers in waste stone processing activity varied between Rs. 150 - 200 for eight to nine hours of work. This is below the minimum legal wage rates prescribed for unskilled workers in granite quarries. The children who have some experience also work as intensively as women and earn similar wages. In the stone breaking quarries, the wages are paid on piece-rate basis calculated based on truck of loads, it costs around Rs. 500 to 700 per a load of trucks. If a husband and wife together work from morning till evening without any recess, they can break one truck of load. The less abled family will take two days, sometimes big families having four members along with children they can break more than 2 loads and fetch good income with hard work. Total income-earning depends based on the quantum of stones blasted from the main rock through drilling and dynamite blasting and also based on the type of rocks either soft or hard.

#### **1.7.6 Accidental Risks in the Stone Quarries**

The chances of accidents in quarry are very high, every year there are 2 to 3 accident cases taking place but they go unregistered. The owners of the quarries always try closing the matter at the site, by giving some money for the treatment, if the relatives of the injured worker ask more money or something then owners throw them out from quarry or send them back to village. Most of time if any worker dies in an accident the owner gives money to other workers to throw or send back dead body to workers village. If the owner thinks, there is more risk to him in the case, only then he gives more money.

Moreover, the work in quarries is hazardous. Quarry workers face many occupational hazards like explosions, large moving stones, dust, and backbreaking labour. Quarry workers are especially vulnerable to work-related illnesses. Unsanitary living conditions, malnutrition, lack of clean drinking water, and substandard medical care contribute to poor health, while insufficient protective equipment exposes workers to other dangerous factors.

### **1.7.7 Lack of Safety Measures and Legal Requisites**

The law requires quarries to provide appropriate safety equipment to workers - helmet, goggles, boots, respiratory mask and gloves, etc. Most of the quarries visited by the research team in Tamil Nadu and Uttar Pradesh are not following work safety guidelines. Workers were seen working in quarries without any Personal Protective Equipment (PPE). In 30 per cent of the quarries (mostly small quarries) workers were unsure if any protective equipment was available at the worksite. Majority workers who were interviewed reported that they are not provided safety equipment except during labour department inspections. First-aid boxes are also not available at the worksite. Children were seen working along with the adults with their bare hands with hammers and sieves. They do not have any safety equipment, do not cover their heads or eyes and work barefooted sitting on the stones. The absence of safety equipment and guidelines increases the vulnerability of workers to diseases like bronchitis, tuberculosis and silicosis. This is caused by exposure to silica dust emitted into the air during granite mining and processing.

### **1.8 Law on Inter – State Migrants**

The Act applies to every establishment in which five or more inter – State migrant workers are employed or were employed on any day of the preceding 12 months. The Act also likewise applies to every contractor who employs or employed five or more inter – State migrant workers during the preceding twelve months.

The Act defines an inter–State migrant workman as any person who is recruited by or through a contractor in any State under an agreement or other arrangement for employment in an establishment in another State, whether with or without the knowledge of the principal employer about such establishment.

To consider a person as inter – State migrant workman the following four conditions are to be satisfied under the Act:

- The worker should be recruited by a ‘Contractor’ in one State (i.e. home State of the worker)
- The recruitment should be for employment in an establishment in another State (i.e. host State)
- The recruitment may be made by an agreement or by any other arrangement

- The recruitment may be made with or without the knowledge of the principal employer of an industrial establishment of the host State.

### **Registration of the Quarry as Establishment**

Section 4 of the Act empowers the appropriate government to appoint registering officers. Every principal employer of an establishment to which this Act applies makes an application to the registering officers for the registration of the establishment. The registration of the principal employer is compulsory if the inter-State migrant workers are employed or intended to be employed in his establishment. The registering officer shall register the establishment and issue a certificate of registration within one month after the receipt of the application from the principal employer if the application for registration is complete in all respects.

If the application for registration is incomplete the registering officer is required to return the application to the principal employer of the establishment. The Act contemplates a situation where the registering officer does not grant registration certificate within one month or he does not return the application treating it incomplete, the registering officer shall within 15 days from the receipt of the application rather an application in the form of a reminder from the principal employer, register the establishment and issue the registration certificate.

### **1.8.2 License for Labour Contractor**

The Act prohibits the contractor to recruit any person in a State for employment in another State except under and in accordance with a license issued by the licensing officer appointed by the Central government or the State government, as the case may be who has jurisdiction to the area wherein the recruitment is made. Therefore, every contractor is required to obtain a license from the licensing officer appointed under the Act, both for employing migrant workers in any establishment and also to recruit any person in a State to employ him in any establishment situated in another State.

### **1.8.3 Agreement for Labour Contract**

The license under the Act may contain the terms and conditions of the agreement or other arrangement under which the workmen will be recruited, the remuneration payable, hours of work, fixation of wages and other essential amenities to be provided to the inter – State migrant workmen as deemed fit by the appropriate government in accordance with the rules and shall be issued on payment of prescribed fees. However, for any special reasons the licensing officer may require the applicant to furnish security for the performance of the conditions of the license. The security required to be furnished shall be reasonable based on the number of workmen employed, the wages payable to them, the facilities which shall be afforded to them and other relevant factors.

### **1.8.4 Revoke the License and Forfeit the Security of the Labour Contractor**

The Act lays down the conditions under which the license issued may be revoked or suspended or the security or any part thereof furnished by the contractor may be forfeited. The licensing officer on being unsatisfied can revoke license and forfeit the security furnished by the contractor, if (i) the license has been obtained by misrepresentation or suspension of material facts or (ii) the holder of the license has failed to comply (without a reasonable cause) any of the conditions of the license or (iii) the holder of the license contravened any of the provisions of the Act or rules made thereunder. The order of the revocation or forfeit of security shall be made after the holder of the license has been given reasonable opportunity of being heard. The action contemplated under section 10 of the Act shall be without prejudice to any other penalty to which the holder of the license may be liable under this Act.

### **1.8.5 Identity Passbook for the Inter-State Workers**

Section 12 of the Act deals such duties and obligations of the contractors. According to the section, the contractor must furnish the particulars regarding the recruitment of inter–State migrant workers within 15 days from the date of recruitment to the relevant authorities in the State from which an inter–State migrant workmen is recruited and in the State in which such workmen is employed. The contractor must issue all the inter–State migrant workers with a passbook containing the worker's photograph and indicating in Hindi and English or in the language known to the workman. The

passbook must contain the name and place of employment wherein the workman is employed, the period of employment, wage rates and mode of payment displacement allowance payable, return – fare payable to the workman on the expiry of the period of employment, any deductions made from wages and other particulars. The contractors must furnish information to the authorities of both the States about the termination of employment with a declaration that wages and other dues of the workman and the fare for the return journey back to his State payable have been paid.

### **1.8.6 Wage Security**

The Act provides wage security to the inter-State migrant workmen. The wage rates holidays, hours of work and other conditions of service of inter-State migrant workmen shall be the same as those applicable to other workmen if they perform the same or similar kind of work in the establishment. In no case the inter-State migrant workmen be paid less than minimum wages fixed under the Minimum Wages Act, 1948 and the wages payable to the inter-State migrant workmen shall be paid in cash notwithstanding any other mode of payment of wages is in operation under any other law for the time being in force.

### **1.8.7 Displacement Allowance**

The contractor is required to pay displacement allowance to every inter-State migrant workman at the time of recruitment and the allowance shall be equal to 50 per cent of the monthly wages payable to the worker or Rs. 75 whichever is higher. The amount paid to workmen as displacement allowance shall not be refundable and shall be in addition to the wages or other amounts payable to him. The contractor has to ensure regular payment of wages, equal pay for equal work irrespective of sex, suitable conditions of work and to provide and maintain suitable residential accommodation, medical facilities on free of charge, protective clothing and report to the specified authorities of both the States and also the next of kin of the workman any instances of serious injury or fatal accident of the workman.

### **1.8.8 Wage Payment Arrangement**

Section 17 the Act fixes the responsibility for payment of wages to Inter – State

migrant workers and to ensure payment within prescribed period. The contractor shall be responsible for payment of wages to each Inter – State migrant workmen employed by him and such wages shall be paid before the expiry of prescribed wage period. Every principal employer shall nominate a representative duly authorised by him to be present at the time of disbursement of wages and he is required to certify the amount paid as wages in the prescribed manner so that no deduction could be made out of wages payable to the migrant workman. Similarly, the contractor is bound to ensure the disbursement of wages in the presence of authorised representative of the principal employer. In case the contractor fails to make payment of wages within the prescribed period or makes short payment, the principal employer shall be liable to make payment of the wages in full or the unpaid balance due to the inter- State migrant workman employed by the contractor and recover the amount so paid from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt payable by the contractor.

The allowances required to be paid under section 14 or section 15 to an inter-State migrant workman employed in an establishment is not paid by the contractor or any facility specified in section 16 is not provided for the benefit of such workman, then such allowance or facility shall be provided by the principal employer. All the allowances paid by the principal employer or all the expenses incurred by him in providing such facility may be recovered by him from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt by the contractor.

### **1.8.9 Loan Recovery**

Under Section 19, every contractor and principal employer must ensure that any loan given by such contractor of the principal employer to any Inter- State migrant workmen does not remain outstanding after the completion of the period of employment under the said contractor or principal employer. The obligation of Inter- State migrant workmen to repay any debt obtained from the contractor or principal employer and remaining unsatisfied before the completion of such employment is deemed to have been extinguished on completion of the employment. Also, no suit or other proceedings shall be in any court or before any authority for the recovery of such debt or any part thereof. This is intended to safeguard the interest of migrant worker. The Act makes clear

that the loan which remains unsatisfied and the period of employment is completed the loan is deemed to be extinguished and no case can be filed for recovery.

#### **1.8.10 Powers of Inspector of Works in the Quarries**

Section 20 of the Act empowers the appropriate government to appoint such persons as it thinks fit to be inspectors for this Act defining the local limits within which they shall exercise their powers. This section enumerates the powers of the inspectors. If the inspector has reasonable grounds to believe that any Inter- State migrant workmen are employed in any premises or place, he may enter at all reasonable hours with such assistants who are in the service of the government or any local or other public authority, such premises or place to satisfy himself whether the provisions of this relating to the payment of wages, conditions of service or facilities to be provided to such migrant workmen are being complied with. For that purpose, he may examine registers or records or notices. He may also examine any person found in the premises to identify whether he is an Inter – State migrant workman. Inspectors has the power to seize or takes copies of such registers, records of wages or notices which in his opinion are relevant to constitute an offence under the Act.

Section 24 of the Act provides for punishment for the person who obstructs an inspector in discharge of his duties under this Act or willfully neglects to afford the inspector or the authorised person any reasonable facility for making any inspect on examination, inquiry or investigation, etc. The punishment may extend to two years of imprisonment or with fines which may extend to two years of imprisonment or with fines which may extend to two thousand rupees or with both.

#### **1.8.11 Governance of Workers under Different Labour Acts**

Section 21 of the Act is States that Inter- State migrant workmen shall be deemed to be employed and worked in the establishment or as the case may be the first establishment in connection with work which they are doing from the date of their recruitment for the enactments specified in the schedule of the Act. The date of recruitment and the date of employment in any establishment where they are made available by the contractors may be different. It is, therefore, date of recruitment shall be deemed to be the date of employment for certain labour enactments so that they may be



entitled to the benefits of the provisions of the enactments specified in the schedule such as Employees Compensation Act, Payment of Wages Act, Industrial Disputes Act, Employees State Insurance Act, Employee's Provident Fund Act and the Maternity Benefit Act.

#### **1.8.12 Adjudication of Disputes Related to Inter-State Workers**

Section 22 of the Act deals with the adjudication of industrial disputes relating to the migrant workmen. This Section empowers the appropriate government, to refer such a dispute to the authorities in the State where recruitment was made, provided the workman concerned makes an application on the ground that he has returned to that State after completion of his work. The Act similarly empowers the State Government to refer such a dispute to any one of the authorities in the state wherein recruitment was made if the migrant worker requests the ground that he has returned within six months of his return to his State. It provides that if during the pendency of the proceeding an application for transfer of such proceeding to the corresponding authority in the State of recruitment is moved by migrant workman stating that he has returned to the State of recruitment after completion of his employment that authority shall forward that application to the central government or the State government, as the case may be, where such recruitment was made and transfer pending proceeding in the prescribed manner to such authority as may be specified in this behalf by that government. This Section expressly provides that if the Central Government is satisfied that it is expedient in the interests of justice, may by order in writing with reasons withdraw any proceeding relating to an Inter- State Migrant Workman pending before an authority in which the establishment is situated and transfer it to authority in the State where he was recruited. Every principal employer and every contractor is required to maintain such registers and records regarding the particulars of the Inter-State migrant workmen employed, the nature of work performed but such workmen, the rate of wages paid to the workmen and such other particulars and it is also required that notices in the prescribed form containing particulars about hours of work, nature of duty and such other information shall be kept exhibited within the premises of the establishment by the principal employer and the contractor concerned.

### **1.8.13 Punishment for the Offences in the Quarries**

Section 27 of the Act makes provision for punishment where an offence has been committed by a company. In such event, every person who at the time the offence was committed was in charge of and was responsible to, the company for the conduct of the business of the company, as well as the company itself, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly. This section provides further that if the offence committed by the company and they are proved they shall be deemed guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Section 28 deals cognisance of offence. The cognisance of any offence under the Act can be taken by the court only when a complaint is made by or with the previous sanction in writing of an inspector or authorised person and no court inferior to that of metropolitan Magistrate or a first-class Judicial Magistrate shall try any offence punishable under this Act.

### **1.8.14 Limitation of Prosecutions**

Section 29 of the Act says about limitation of prosecutions. The period of limitation of prosecution is three months from the date on which the alleged commission of the offence Section 29 of the Act says about limitation of prosecutions. The period of limitation of prosecution is three months from the date on which the alleged commission of the offence came to the knowledge of the inspector or the authorised person concerned but the period of limitation is six months in cases where the offence consists of disobedience of the written orders of the inspector.

Section 30 of the Act gives an overriding effect over any other law, agreement or contract of service etc., which are inconsistent with the provisions of this Act. However, if under any other law, agreement or contracts of service the Inter-State migrant workmen are getting more favourable benefits, then these benefits shall continue and the Inter – State migrant workmen will continue to get other benefits also from this Act.

### **1.8.15 Exemption of Establishment or Inspector of Work from Adjudication**

Section 31 of the Act empowers the appropriate Government to exempt any establishment or class of establishments or any contractor or class of contractors or any

Inter- State Migrant Workmen in such establishment or class of such workmen from the operation or application of all or any of the provisions of the Act or rules made there, if that Government is satisfied that it is just and proper to do so having regard to the methods of recruitment and the conditions of employment in such establishments and all other relevant circumstances.

Section 32 provides protection to any registering officer, licensing officer or any other employee of the government for anything is done in good faith or intended to be done in good faith in pursuance of the Act or any rule or order made there under, from any suit, prosecution or other legal proceedings. Similarly, no suit or other legal proceedings shall lie against the Government itself for any damage caused or likely to be caused by anything done or indented to be done in pursuance of this Act or any rule or notification or order made or issued there under.

#### **1.8.16 Powers of the Central Government on Implementation of Inter-State Migration Act**

Section 33 empowers the Central Government to give directions to any State Governments to execute the provisions of the Act in the State concerned.

Section 34 confers powers on the Central government to make such provisions as it appears to be necessary or expedient for removing the difficulty experienced in giving effect to the provisions of this Act. The Act empowers the appropriate government to make rules to carry out the provisions of the Act on matters related to registration of an establishment, license, security, appeals, wage rates, holidays, hours of work, conditions of service, wage period, allowances or facilities powers of the inspectors, forms of registers and records, and legal aid to Inter – State migrant workmen.

The Central government in exercise of the powers conferred by Section 35 has made the rules namely Inter-State Migrant Workmen Central Rules, 1980. The Tamil Nadu government has made the rules namely Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983 in the exercise of the powers conferred under Section 35 of the Act.

Section 36 of the Act has repealed the Orissa Dadan Labour (Control and Regulation) Act, 1975 and also repealed any law corresponding to that Act, in force, in any State. However, this Section provides that anything is done or any action taken under the

repealed law, in so far as such thing or action is not inconsistent with the provisions of this Act shall continue to be in force accordingly until superseded by anything is done or any action taken under this Act.

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## CHAPTER 2

### METHODOLOGY AND REVIEW OF LITERATURE

#### 2. 1 Background of the Study

There are many ways in which migration has been characterised. Cycles of migration may be permanent or longer term, they may be circular, following a particular pattern of movement to and from the home of origin, practised over a number of years by the same individual or household, it may be seasonal with the movements following seasonal trends in resources and potential activities and may be managed on long cycles (i.e. with short periods working away from home) or short cycles (i.e. with longer periods of activity away from home).

The reasons for migrating and the relative benefits of this kind of life-style have been debated by academics. Some see migration as a way of managing livelihood risk and vulnerability, by diversifying the various income streams coming into the household and moving individuals into less risky income-generating activities at certain times of the year or according to changing economic circumstances. Academics have also discussed whether migration is a positive or negative choice. There is evidence that for many migrants who come from poor areas of India, or who come from areas where the natural environment presents particular livelihood challenges, migration is a positive strategy. It can help migrants gain cash assets which they can go on to use in their villages and improve their home conditions.

Migration provides an important source of remittance income to the households which remain behind. Migration may also provide access to goods and services that are not available in their original home, such as education and health facilities. There is other evidence to suggest that migration may be a more negative choice, and is an action of last resort forced on individuals and households as a consequence of worsening conditions. This more reactionary attempt to manage extreme hardship may present outcomes of migration which are not positive. It is not the poorest of the poor who migrate successfully, since a certain level of assets are required to manage this livelihood strategy to best advantage. In either case, it is worth remembering that outside their home areas, migrants often find they have no entitlements to livelihood support systems or formal welfare schemes.

Migrants may also suffer from poor labour conditions and discrimination in the workplace or in the area they have migrated to. Migration should not be understood as either an 'easy' or a secured livelihood option. For many migrants the reality is a daily conflict with caste-based and ethnically based power relations, and for others, the reality is bonded labour and perpetual debt. The migration has been practised as a seasonal and cyclic pattern of activity. Migrants from other States are alternating livestock activities according to the season, people who have land return to their home of origin to practice agriculture during the monsoon rains, when opportunities for work in quarrying diminished but the need for labour on their farms was high. The pattern of migration away from the quarries also fits in with the need for cash income at different times of the year.

### **Migrant Labour in the Quarry Works in India**

India is a leading producer and exporter of natural stone in the world. On average 10 per cent of the natural stone traded on the world, market comes from India. Dimensional stones like granite, marble, slate and sandstone constitute the bulk of India's export in natural stone. India accounts for over 20 per cent of the world's granite resources. It is the second-largest exporter of raw granite after China and ranks fifth in the export of processed granite products.

Migrant stone workers occupied a large scale of professional community due to the increasing number of stone quarries in India. This business contributing a lot to meet the local demand for stone and stone products and exporting in abroad is under process which will enable us to earn a staggering amount of foreign currency. But the stone quarry activities are facing both challenges and opportunities having various negative impacts on the ecology and environment, especially on the human rights of the quarry workers. Even Children aged four years and more work up to 14 hours a day digging, breaking and loading stones, and doing other ore-processing activities, in toxic and hazardous environments, with no safety measures. Children working in quarries experience the constant risk of accidents, injury and chronic health hazards. There are rarely any opportunities for healthcare or education. It is estimated that there are over 12,000 stone crusher units in India. Their number is growing further keeping in view the plans for the development of infrastructure of roads, canals and buildings that are required for the overall development of the country. The stone quarry work is estimated

to have an annual turnover of over Rs. 5,000 crore and is, therefore, an economically important sector. It is estimated to be providing direct employment to over 5,00,000 people engaged in various activities such as mining, crushing, transportation of mined stones and crushed products, etc.

### **Need of the Study**

Employment creation is one of the government's main development interventions to reduce poverty considering agriculture as one of the strategies aimed to increase income levels of the rural poor. In this line, the government of India has introduced a number of strategies for the creation of self as well as wage employment opportunities through its flagship programmes. However, despite all these efforts, there is a concern on the growing non-agricultural unorganised activities as alternative sources of income in India, a country with high agricultural potential. Stone cutting and crushing work is one such important activity in the country engaged in producing different sizes of stones which are used as raw material for various construction activities namely the construction of roads, bridges, buildings and canals, etc. India's major quarries are spread across the States of Rajasthan, Jharkhand, Karnataka, Tamil Nadu and Andhra Pradesh. Almost everywhere they are work as migrant labour forced by poverty, drought, famine or failed crops forced to take up the hardest possible employment opportunities like quarry works. They are also extremely vulnerable to trafficking and sexual abuse. Escape is hardly ever possible.

With this background, the aim of this study is to investigate how stone quarry workers are marginalised in terms of work opportunity, income and social amenities leading them to be vulnerable and why they continue to work years long with minimal facilities provided by owners. It is in this context, therefore; this research study seeks to find out why individuals and rural households engage in cumbersome and dangerous employment activity like stone cutting in the quarries. What is the status of children of these quarry workers regarding their educational and also personal development.

Further, this study seeks to identify the constraints and the vulnerabilities associated with small scale quarrying activities and further assess the effects of laws, policies and institutions in enhancing or hindering these activities. This research study also endeavours to explore the different livelihood outcomes realised by the stone workers as a result of stone quarrying activities. The study relies on information collected qualitatively through



individual and group interviews coupled with personal observations in addition to the documented data from published and unpublished articles.

### **2.3 Review of Literature**

Srivastava, in his paper points out that the migrant labourers appear particularly vulnerable to bonded labour exploitation through recruitment systems where labour contractors and intermediaries lure ill-informed workers from their home communities with advance payments and false promises of well-paid, decent work.

ILO research shows that such deceptive arrangements are increasingly a feature of forced labour in all parts of the world, whether affecting internal or international migrants. A 2009 paper for the United Nations Development Programme (UNDP) estimated that there are roughly 100 million 'circular migrants' in India. The same paper says, tribal and forest areas of Madhya Pradesh have been identified among the 15 pockets of chronic poverty in India. Migration is an important facilitating factor of livelihood activity and research in the tribal districts of southern Madhya Pradesh revealed that 65 per cent of households included migrants who worked mainly in the construction sector.

The incidence of migration was growing in the area as a few years later, another study in the same area found that in many villages up to three-quarters of the population were absent between November and June. Referring to migrant construction workers, until about 2005, the recruitment of migrant workers from this area was largely done by agents locally known as mukaddams. Mukaddams provide the labourers with a cash advance for the family left behind in the absence of the migrant. The advance is also used by the migrant to purchase essentials for the journey. The advances are repaid through migrant wages and the length of time that this takes depends on the payment that the migrant receives at the destination.

A study by DISHA, an NGO in Gujarat found that over half of the migrants' sleep in the open area and the rest has very unsafe accommodation. They experienced harassment, abuse, theft, forcible eviction or the demolition of their dwellings by urban authorities or police. The sexual exploitation of women by contractors, owners and others is routine but unreported by women for fear of the consequences of loss of employment, violence. Children are even more vulnerable to such abuses. Although unions have taken up the cause of such migrants, many do not register with unions because of their

continuously changing work destinations.

De Hann (2002) report reveals that remittances can have both positive and negative impacts. Research on migration from Jullundur in India and Mirpur in Pakistan showed that remittances facilitated local entrepreneurial activity in Jullundur, whilst similar financial flows into Mirpur prompted economic decline and dependency.

A 2009 meta-study on migration in India found poverty ratio (was not related) is not found related with out-migration rates at the State level. On the contrary, migration rates are higher in households with higher monthly per capita expenditure. Also, the socially disadvantaged groups like Scheduled Castes and Scheduled Tribes do not show higher mobility compared to other population categories. Thus, the increased mobility of India's population in recent times is more confined to better-off sections. If this is correct, it would indicate that migration is a rational choice, based on an assessment of options and knowledge of conditions in the receiving area.

Studies conducted by international and Indian NGOs in the mid-2000s on conditions of workers in Rajasthan's sandstone quarries showed serious labour and human rights violations that include child labour, bonded labour, sub-standard wages, wage discrimination, unsafe working conditions and absence of freedom of association.

The inter-State labour market in India is not at all static, and current developments are driving changes that may already be impacting on the stone quarry sector. The National Rural Employment Guarantee Act of 2005 created a justifiable 'right to work' for all households in rural India through the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) in 2009. The scheme provides for 100 days of work for any family that can demonstrate the need. The work is usually construction to create assets such as roads, bridges, minor irrigation works. At the same time, it is clear from the Jhabua field research that development programmes, including the MGNREGS, are poorly implemented in the district.

**Occupational health** is concerned with the provision of safety, health and welfare of people working in the quarries. Numerous epidemiological studies have undertaken where occupational health hazards are proven. A few studies are reported under:

A cross-sectional study was conducted regarding knowledge and practices related to occupational hazards among cement factory workers in the United Arab Emirates. The researcher found the majority of the workers knew that exposure to the dust was a

serious hazard to their health, only 52.9 per cent of the workers knew the hazards other than associated with their work. In spite of high knowledge of cement factory workers about the adverse health effects of exposure to dust, the use of respiratory protective equipment was poor.

An observational study was conducted in West Bengal on occupational deafness on production workers in heavy engineering industry. To find out the prevalence of occupational deafness, and the association between occupational noise exposures, socio-demographic and other risk factors with deafness among 278 employees were randomly selected from the production unit. This study showed that 235 employees were exposed to more than the permissible occupational noise level (90dB), out of whom 82 (34.90 per cent) employees were deaf which was significantly ( $\chi^2 = 17.97$ ,  $p = 0.0001$ ).

A comparative study was conducted in Nigeria regarding the impact of granite quarrying on the health of selected five quarry site workers who involved in drilling and crushing operations and health problem of the nearby residents. It showed nasal infection to 29.3 per cent as a health problem. Similarly, among the quarry worker the common health problems diagnosed was cough 26.0 per cent, followed by catarrh 20.0 per cent and sinusitis 15.0 per cent while silicosis recorded the least number of cases. There were similarities in the health problems suffered by the residents living near quarry sites and quarry workers in the study area.

A study was conducted regarding the pattern and predictors of mortality in sandstone quarry workers in Jodhpur. The study showed that total of 97.8 per cent could be followed of whom, 10.9 per cent had died. The average age of time of death was  $51.8 \pm 12.5$  years. Mortality rates were higher in silicotics, smokers and those quarry workers showed mixed abnormal pulmonary function test. This study underlines the need for adopting measures among workers for the prevention from exposure to dust.

Literature showed a high prevalence of occupational hazards in stone quarries. It is important to improve the knowledge of the workers to use protective devices and take proper health measures, to reduce mortality and morbidity. So, the investigator planned to assess the knowledge of the workers and planned to give a teaching programme on the prevention and treatment of occupational hazards in stone crushing quarry.

A study was carried out in 57 granite quarries in Tamil Nadu in 2009 by a Tamil Nadu based NGO. This study shows that granite quarry operators treat their workers

unethically and, in many ways, they also violate laws. Workers are paid poorly and receive hardly any legally mandatory benefits. Migrant workers live at quarry sites in small, unsanitary huts and have limited access to healthcare or clean drinking water. Hazardous working conditions are common. Workplace safety measures are categorically inadequate, leading to accidents and chronic diseases. Many quarries keep migrant workers confined through unfair wage and lending practices; some even employ young children. Involvement of children was mainly observed in waste stone processing.

The literature debate the extent to which poverty is a driver for migration. Even though, a number of studies were conducted on the working conditions and health statuses of the labourers in the quarry sector as well as the construction sector, hardly any studies are found specifically focusing on the issues related to the poor migrants migrating to other States and engaged in the quarry works. And also, no study was found dealing with the plight of the children of the quarry workers especially migrating from one State to other. They are deprived of many ethnicity relations, rituals and detachment with their community. Also, due to their migration often seeking employment their children are deprived of peer group relations, away from their own cultural relations, deprived of education and inability to learn through mother tongue. These particular inter-State migrants are facing a number of problems in addition to the general issues faced by other labourers of similar nature, which are fundamental to humanity. Therefore, studying such issues of such a community will help address the issues with appropriate policymaking and protecting the children with suitable strategies.

### **Objectives of the Study**

- To study the socio-economic and ethnographic background of the migrant stone quarry workers
- To understand the health, nutritional problems and social insecurity faced by stone quarry workers
- To explore the protective measures and awareness level on the rights of quarry workers
- To identify the educational status and other issues of migrant worker's children.

## Study Area Justification

This is an analytical cross-sectional study conducted in two States namely Uttar Pradesh and Tamil Nadu. These States were selected because, majority of the stone cutting quarries are located only in these States and inter-State migration is very high among these States. A large number of poor people migrate from different States to both in Tamil Nadu and UP. The quarry owners prefer to employ labourers of other States to get continuous work without any break, more hours of work because other State labour do not have any other functions or rituals like locals. Labour issues and labour unions interference will not hurdle the works due to the temporary nature or short period of contract. Moreover, till recently most of the research on working conditions of the labourers in the Indian natural stone sector was concentrated on sandstone quarries in Rajasthan. Little was known about the conditions of workers faced in granite quarries which are largely concentrated in the proposed study States.

## Methodology & Sampling

The field survey for the present study was conducted during November 2016, January 2017. The study is mainly based on the analysis of primary data collected through field visits to 10 sample granite quarries in 5 districts namely Krishnagiri, Dharmapuri, Thiruvellore, Dindigul and Theni districts in Tamil Nadu. In Uttar Pradesh also five districts were selected namely Varanasi, Allahabad, Sonbhadra, Mirzapur and Chandauli.

Since the study aims at examining the working conditions of labourers in the whole quarrying industry, both public and private quarry operations, small and big quarries were sampled for the study. The public sector quarries are owned, developed and operated by the government under the Tamil Nadu Minerals Ltd (TAMIN) in Tamil Nadu. Private quarries are also owned by the government but are leased to various private companies who undertake the quarry operations. The categorisation of quarries into small and big is based on the number of workers employed at the quarries. Quarries with a total number of workers employed below 50 are categorised as small and above 50 workers as big. In each quarry, around 20 per cent of other State migrant workers were sampled and interviews were conducted. Five districts in each State and two quarries from each district covering different State migrant families were interviewed for the collection of field data.

Two States for field study were chosen for a comparative analysis of the socio-economic conditions and mainly to identify the variation on the employer and employee relationship, as well as to understand the protective and welfare measures adopted under State mechanism.

Of the total 20 quarries surveyed, 13 are small and 7 are big. Considering the difficulties in getting access to quarry sites, while selecting the sample quarries, the issue of feasibility and accessibility was also taken into consideration.

The main source of data for this study is interviews with the workers. The data on workers' profiles, labour arrangements, wages and working conditions were collected from workers through individual interviews and focus group discussions. In each quarry, 15 to 20 workers were interviewed. The total number of workers interviewed in all the quarries together is 357 representing 184 from Tamil Nadu and 173 from Uttar Pradesh. A representative sample of workers was selected for interviews based on factors such as gender, caste, type of activity they are engaged in and migratory status.

Structured interview schedule was prepared and administered covering all the aspects related to the objectives of the study. The data on workers' profiles, labour arrangements, wages and working conditions, health status, accommodation, basic services access, income and expenditures, women exploitation, cultural deprivation, child labour condition, children education and entertainment, etc., were collected from workers through individual interviews. It also covered socio-economic status, ethnographic background, and awareness level of the workers on the protective laws, security provisions, economic compensatory measures and other welfare aspects pertaining to the dangerous labour work. Focus Group Discussion (FGD) and observation techniques were also used to collect adequate data from the selected respondents to understand the overall livelihood status of the workers and also identified the functional difficulties. The study also made an attempt to know on the role of MGNREGA in arresting migration of such workers.

## **2.7 Scope of the Study**

The study was focused on only the objectives mentioned in this chapter. The study reveals the opinions, experiences and expression given by the 357 respondents from both Tamil Nadu and Uttar Pradesh States only. The data were given partly under fear or under

the circumstances wherein spy's the of owners were watching the workers, after the first day of data collection one of the representatives of the owners of the quarries also represented, but based on the direct and indirect questions posed by the data collection teams, given data was validated by the investigators. Direct observations of the worksites and living conditions of the migrant labourers in their respective place of living helped the research team to write appropriate inferences of inter-State migrant labourers.

## **2.8 Limitations of the Study**

The study is pertinent to only two States and five districts selected in Tamil Nadu and Uttar Pradesh. Even though systematic sampling method was proposed and was tried but due to the non-availability of members in the proposed sample house, replacement sample was used in the non-availability of any adult members in the proposed sample unit.

The owners/representatives of the quarries in the study region were not interested to allow the research and investigating team to interact with the workers. Therefore, it was very difficult to meet the workers in the work sites. The workers fear of eviction from the employment by the quarry owner also influenced the interview process. Whatever the data was obtained for the study are the opinions of the study region only. Generalising the facts of the study may need exhaustive coverage of States, regions and more samples.

## CHAPTER – 3

### DATA ANALYSIS AND MEANINGFUL INFERENCES

This chapter presents the field data pertaining to the study, collected from 357 respondents selected for the study, comprising 183 respondents from Tamil Nadu and 174 from Uttar Pradesh covering five districts in each State. The names of the districts selected for the study are mentioned below. The respondents were both men and women of the other-state migrant workers employed for stone cutting in the quarries. This chapter makes analysis and presents the inferences based on the field data and also based on the field observations and outcome of Focus Group Discussions (FGDs).

#### 3.1 Workers Profile

**Table 3.1 Sample Districts and Number of Respondents Selected for the Study from Tamil Nadu and Uttar Pradesh**

S. No.	Name of the Districts	No. of Respondents
<b>Tamil Nadu</b>		
1	Krishnagiri	27 (14.8%)
2	Dharmapuri	43 (23.4%)
3	Thiruvallur	38 (20.8%)
4	Dindigul	32 (17.5%)
5	Theni	43 (23.5%)
<b>Total</b>		<b>183 (100)</b>
<b>Uttar Pradesh</b>		
1	Varanasi	37 (21.3%)
2	Mirzapur	31(17.8%)
3	Allahabad	35 (20.1%)
4	Sonbhadra	38 (21.8%)
5	Chandauli	33 (19.0%)
<b>Total</b>		<b>174 (100%)</b>

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



The study focused to cover the issues in two states namely Tamil Nadu and Uttar Pradesh, from each state five districts were selected and from each district two quarries working on stone cutting were selected. Around 50 per cent of labour families were interacted for collection of data pertaining to the objectives of the study. Accordingly, the district-wise number of sample workers selected were listed in the above table (3.1). Relevant data and required information were collected from 357 respondents covering 183 from Tamil Nadu and 174 from Uttar Pradesh. The study considered the family as unit of study, mainly focused on the issues related to the contract of labour, their socio-economic conditions, nature of work and related problems. The study also made special attempts to understand the push and pull factors encountered towards migration to other States.

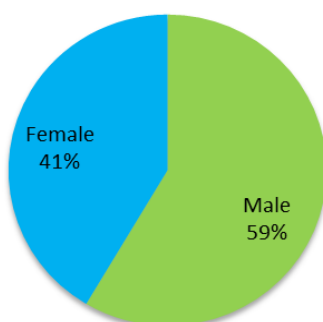
**Table 3.2 Sex wise distribution of the respondents**

S.No.	Sex	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Male	116 (63.4%)	93 (53.4%)	209 (58.5%)
2	Female	67 (36.6%)	81 (46.6%)	148 (41.5%)
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Figure 3.1. Sex Particulars of the Respondents**



Representation based on the sex of the sample population of the study regions were presented in table 3.2. It shows that the quarry work requires both male and female population equally in order to carry out a number of activities related to stone cutting. There are two major types of works undertaken in quarries. One is the granite

industry mainly focusing on stone polishing and involved in the internal sale and exporting it internationally; it requires skilled and semi-skilled manpower. The other type is producing different sizes of stones metal supply to the domestic sector mainly to the construction field, in construction of roads and railways. This particular activity employs huge number of people directly and also creates indirect employment opportunities to poor people in number of sectors. The granite industry looks for either unmarried youth or single person without family for engagement as labour for a longer time. But, the in case of stone quarries only family workers are required as they cannot escape labour, the family bondage makes labourers stay for long time and perform more. Moreover, hard work like this to be feed on time compels supporting family members and staying together. Hence, therefore, the employer prefers family on collective contract, it can be seen from male and female sample represented for the study, 58.5 per cent workers were male and 41.5 per cent were females.

**Table 3.3 Age Particulars of the Study Respondents**

S. No.	Age	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Below 20	42 (22.9%)	31 (17.8%)	73 (28.0%)
2	21-30	53 (29.0%)	43 (24.7%)	96 (26.9%)
3	31-40	58 (31.7%)	61 (35.1%)	119 (33.3%)
4	41-50	16 (8.8%)	21 (12.1%)	37 (10.4%)
5	50 Above	14 (7.7%)	18 (10.3%)	32 (9.0%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the State total and end column represents percentages to total study population.

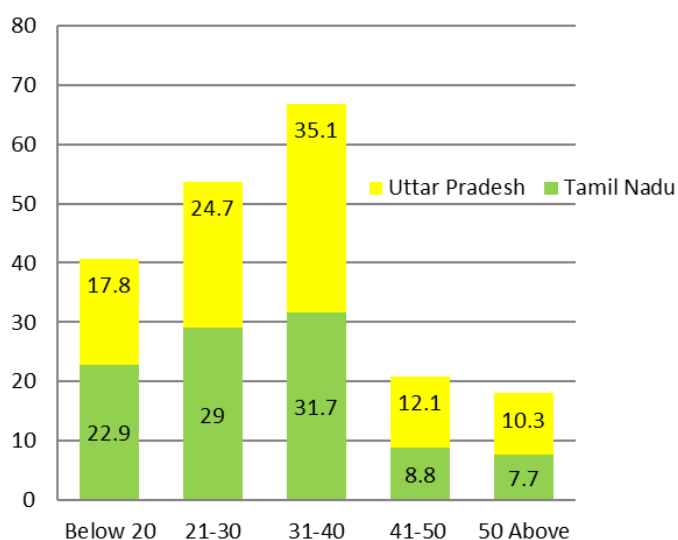
**Figure 3.2. Age Particulars of the Respondents**

Table 3.3 presents the age particulars of the quarry workers selected as sample for the study. As many reports reveal, this particular mining activity requires youngsters and able-bodied, to undertake hard work like breaking of stones, climbing on the peaks of huge rocks, drilling the rock hanging with the help of a rope requires good stamina and

courage which can be done only by the young people. Therefore, in all the States, in quarries, more youngsters involved in main activities like blasting and breaking of stones. The age between 20 to 40 years population is engaged in more numbers. Even in this study area also, around 80 per cent of workers were in the age between 20-40 years. The remaining 20 per cent population though replied engagement in similar activities, their performance level was poor compared to the main category of labourers. The aged and dependents help the other family members who are involved in main activities by sharpening equipment, preparing food and loading of stones, etc. State-wise age group engaged in the quarry activities also shows a similar pattern that, below the age of 40 years are in majority cases in both the study States.

**Table 3.4 Educational status of the Sample population**

S. No.	Education	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Illiterate	139 (76.5%)	157 (90.2%)	296 (82.9%)
2	Primary	44 (23.5%)	17 (9.8%)	61 (17.1%)
3	Secondary	-	-	-
4	College	-	-	-
Total		183 (100.0%)	174 (100%)	357 (100%)

The table 3.4 brings the particulars related to educational status of study population. It has been reported in many studies conducted earlier and available literature on the low literacy of stone quarry workers. The present study also reflects high percentage of illiteracy in the study region. Out of 357 interacted, 296 (82.9 per cent) are illiterates. Only 17 per cent reported attending primary schooling. The State-wise presentation of data shows above 90 per cent illiteracy in Uttar Pradesh comparing to Tamil Nadu where 23.5 per cent studied up to primary level. As it is noted, education is an important instrument to bring awareness and play vital role in bringing economic independence to the poor and ultimately show a way out from this permanent migration and hard work. Further discussion among the sample population reflected that their children are reluctant to attend the school due to non-availability of school in their working premises and they hardly find time to send their children to school due to the nature of work they are engaged. Moreover, they viewed that the existing low economic condition does not allow them to pay school fees or purchase required things for higher studies. Therefore, mothers send their children to quarry works at an early age and they engage in taking care of household activities as well as looking after younger siblings.

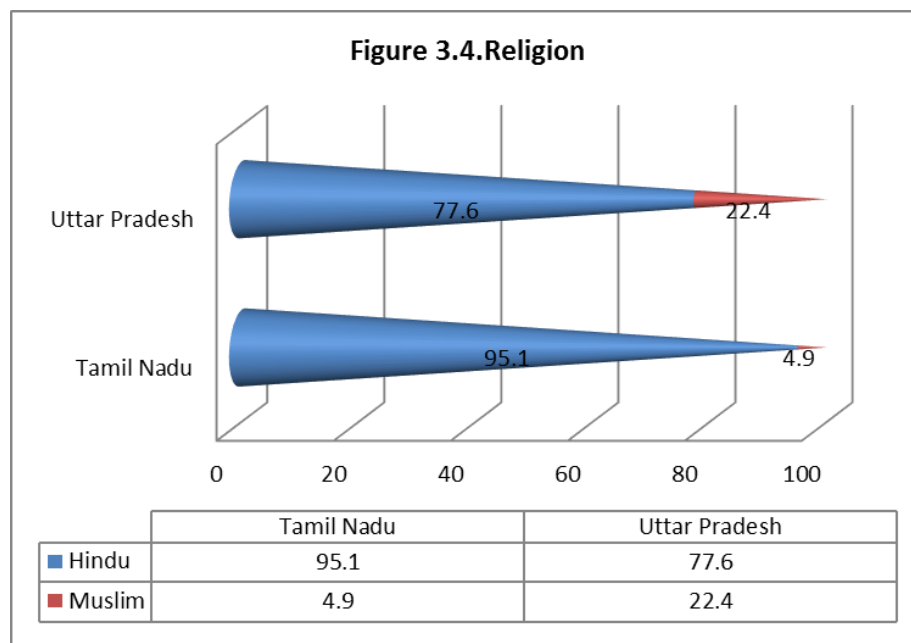
**Table 3.5 Religion Belongingness of the Sample Respondents**

S. No.	Religion	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Hindu	174 (95.1%)	135 (77.6%)	309 (86.5%)
2	Muslim	9 (4.9%)	39 (22.4%)	48 (13.4%)
3	Christian	-	-	-
4	Sikh	-	-	-
5	Others	-	-	-
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Table 3.5 explains the religious background of the study population. It is well understood that majority of the population belongs to Hindu religion. But there is no religious restriction to involve in this activity. The respondents during discussion revealed that in Hindu religion, a particular community namely Ottar belonging to OBC in Tamil Nadu is devoted to this activity. Their basic profession is stone cutting and related activities.



**Table 3.6 Sub-caste details of Stone quarry workers in Tamil Nadu**

S. No.	Sub-Caste	State
		Tamil Nadu
1	Vaddy (Andhra Pradesh)	97 (53.0%)
2	Kalla Wadar (Karnataka)	86 (47.0%)
Total		183 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The study sample has covered different types of caste groups from both the study States. Accordingly, in Tamil Nadu predominant migrants of other States belong to Vaddy sub-caste migrated from Andhra Pradesh and Kalla Wadar from Karnataka. In Uttar Pradesh majority of the migrant stone quarry workers come from Bihar.

Vaddy is a caste in Andhra Pradesh, Tamil Nadu and some other States in India. Their ancestors were stonecutters and well diggers. Alternatively, Vaddera people known as Wadders in Maharashtra, Vadde in Andhra Pradesh and as Bhovi in Karnataka are an ethnic community native to Karnataka. They are basically from Rayalaseema, meaning the country of rocks from Andhra Pradesh and bordering Karnataka. They were warriors by caste, due to the decline of Indian imperial power and invasion of Muslims they were put to laborious works like stone cutting and earth digging. These unfortunates turned out to be permanently stone cutters, earth-workers, and are constantly moving about in search of work. They speak Telugu and Kannada. While digging earth, cutting stone and daily wage labour is their traditional and primary occupations, agriculture is the secondary occupation for those settled in villages.

Wadar community is one of the many Indian nomadic communities, known for their hard-laborious work though they are found all over India. They are mainly concentrated in Andhra Pradesh, Maharashtra and Karnataka. The main occupation of the Vadar community is traditional work which includes stone cutting, mine work, stone engraver, digging and house construction, etc.

**Table 3.7 Sub-caste details of Stone quarry workers in Uttar Pradesh**

S. No.	Sub-Caste	State
		Uttar Pradesh
1	Musahar (Bihar)	83
2	Patharkat (Bihar)	91
Total		174

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the State total and end column represents percentages to total study population.

The Musahars are a Hindu SC community found in Bihar and are employed in the stone quarries of the State. Many have also emigrated to the States of Uttar Pradesh, Punjab and Haryana and are employed as agricultural labourers. They speak Bhojpuri but many now have working knowledge of Hindi. In the rural areas, Musahar are primarily bonded agricultural labourers, but often go without work for as much as eight months in a year. They have been the single largest source of unskilled agricultural labour in the region. A good number of them break stones in quarries. Some work as daily wage labourers in neighbouring towns; a few in brick-kilns as far as Allahabad.

The Patharkat is a Hindu Sub-caste found in North India. In Bihar, the Patharkat are found in the districts of Champaran, Arrah and Gaya. The Patharkat are a sub-group of the larger caste called Kanjar. Their name Patharkat in Hindi means stone cutters have taken up the profession of stone cutting, this particular group broke all links with the parent community.

**Table 3.8 Marital Status of Sample Respondents**

S. No.	Marital Status	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Married	167 (91.3%)	163 (93.7%)	330 (92.3%)
2	Unmarried	16 (8.7%)	11 (6.3%)	27 (7.7%)
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Regarding the marital status of respondents, table 3.8 shows, 330 (92.3 per cent) were married and 27 (7.7 per cent) were unmarried. As it has been mentioned, the quarry owners are much interested to bring families as unit to work in the quarries, not an individual or bachelor. While having a discussion on the status of the marriage of the respondents, they also shared the problems faced on finding marriage partner to their

children. They expressed difficulty in finding brides or grooms for their adult members both for boys and girls due to the long-term migration, away from the native places. There were cases of marriage union among the migrated community or marrying other State members which is an unhealthy situation on the cultural context of families of the place of origin.

**Table 3.9 Particulars of Basic Occupation at the Place of Origin before Quarry Works**

S. No.	Occupations	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Farmer	8 (4.4%)	5 (2.9%)	13 (3.6%)
2	Livestock Rearing	40 (21.9%)	16 (9.2%)	56 (15.7%)
3	Agriculture-Labour	96 (52.5%)	79 (45.4%)	175 (49.0%)
4	Non-farm Labour	14 (7.7%)	18 (10.3%)	32 (9.0%)
5	Under-employed	21 (11.5%)	15 (8.6%)	36 (10.1%)
6	Unemployed	4 (2.2%)	41 (23.6%)	45 (12.6%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

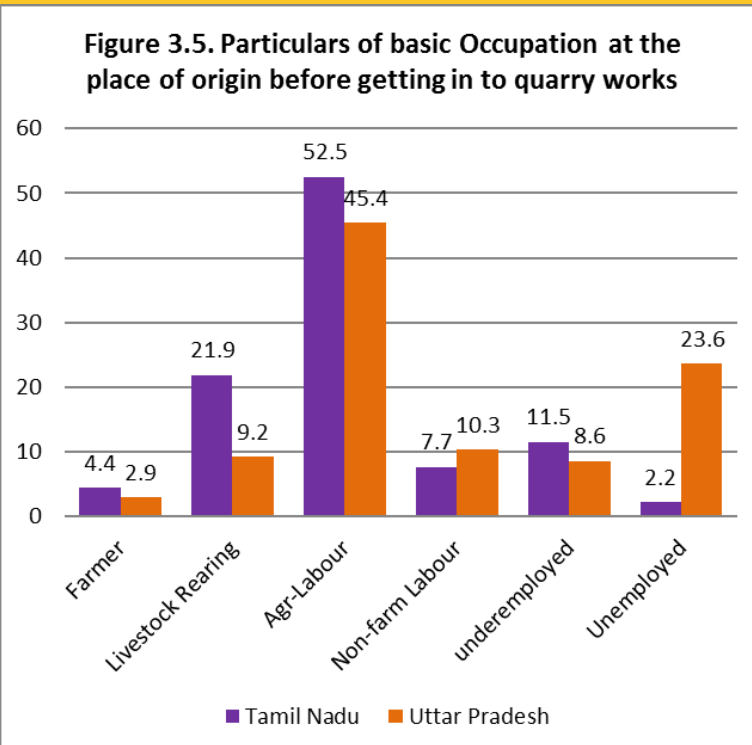
Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

In general, poor people in rural areas may not stay ideal, except the disabled people. In the study area, the majority were engaged in some form of income-earning activities related to agriculture and allied sector before coming to quarry works. As per the data presented in table 3.9, out of 357 sample respondents, majority families were engaged in agriculture labour, i.e. 175 (49.0 per cent), around 22 per cent families of the respondents were underemployed and unemployed. Only 13 (3.6 per cent) were engaged in agriculture as full-time farmers, followed by 56 (15.7 per cent) engaged as part-time farmer and the rest of the period getting engaged in livestock rearing. There were 32 (9 per cent) families engaged as labour in non-farm activities. As agriculture is a seasonal activity both farmers and agricultural workers had to face the problem of acute



unemployment during drought. Even, people who were engaged in animal husbandry also face difficulties due to non-availability of fodder and unsuitable weather. Many of them sold their animals to avoid loss on starvation deaths before they migrate. The majority of respondents expressed subsidised food grains by the government helped in a greater way to support their family survival during the period of distress.



It is evident from this survey, that there was a shift in family occupation. This transition from grandfather to father and father to son has been gradual. Reason for the same is no doubt, the agriculture being unviable due to fragmented land with meagre landholding. Fragmentations of land were due to division of the land within the family. Apart from this, the other significant factor for this shift was the easily available employment opportunity.

### 3.2. Family Particulars

**Table 3.10 Type of Family of Sample Population**

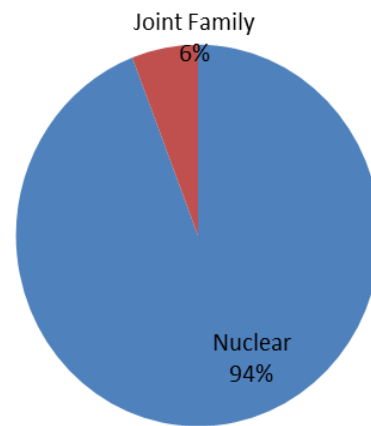
S. No.	Type of Family	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Nuclear	170 (92.9%)	166 (95.4%)	336 (94.1%)
2	Joint Family	13 (7.1%)	8 (4.6%)	21 (5.9%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Of the 357 quarry workers, 21 workers were living in joint family. Maintaining joint family system would be difficult in present scenario especially for rural poor due to the inability to feed more number of people. Moreover, problems of migrants and inter-State migrants are still worse, even they were not able to take care of their aged parents.

**Figure 3.6. Type of Family**



Therefore, the majority of the inter-State migrant families live isolated, even newly married couples quickly separate and form a new family to earn and save or accumulate wealth on their own.

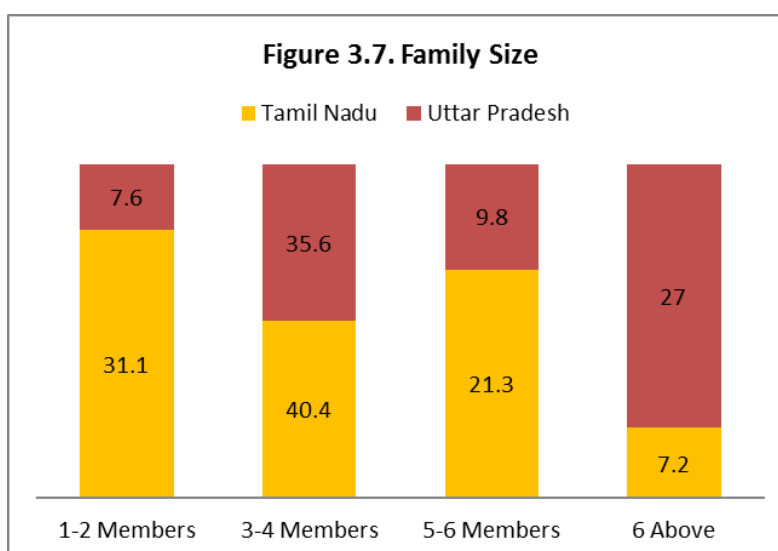
**Table 3.11 Family Sizes of the Respondents**

S. No.	Family Size	State		Total
		Tamil Nadu	Uttar Pradesh	
1	1-2 Members	57 (31.1%)	48 (7.6%)	105 (29.3%)
2	3-4 Members	74 (40.4%)	62 (35.6%)	136 (38.1%)
3	5-6 Members	39 (21.3%)	17 (9.8%)	56 (15.8%)
4	6 Above	13 (7.2%)	47 (27.0%)	60 (16.8%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Data related to the family size of the respondents are furnished in the table 3.11. According to the table, 59 (29.3 per cent) respondents' families were having family size of 1-2 members, 136 (38.1 per cent) were having family size between 3-4 members. Remaining 56 (15.8 per cent) were having more than



5-6 members, followed by around 17 per cent have 5-6 members. The majority of respondent families of the study regions were having bigger families. The reason for having bigger family size was informally enquired; they strongly believe that more hands will fetch more income. Illiteracy, lack of knowledge on family planning practices in earlier days lead to have more number of children. Many research studies which dealt with agricultural labourers and quarry workers were of similar opinion that the majority of them prefer to have more number of children to bring more earning to supplement their family income. This study also shows that the majority have more number of family members. The families which were having around six and more members were of joint families.

**Table 3.12 Status of Accommodation -Place of Living**

S. No.	Place of Living	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Near to habitations	37 (20.2%)	17 (9.8%)	54 (15.1%)
2	Near to Worksite away from habitations	146 (79.8%)	157 (90.2%)	303 (84.9%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.13 Level of Satisfaction on the Location of Houses**

S. No.	Location of Houses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Fully Satisfied	13 (7.1%)	10 (5.7%)	23 (6.4%)
2	Partly Satisfied	16 (8.7%)	21 (12.1%)	37 (10.4%)
3	Not Satisfied	154 (84.2%)	143 (82.2%)	297 (83.2%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The status of living place of migrant workers was observed and their opinion on comfort was enquired from the selected respondents and responses are presented in the above two tables (3.12 & 3.13). The comfort of life comes from the hygienic place of living and protected environment and security from enmities of human as well as natural predators. But in the case of migrant workers, they simply accept the places of living whatever may be the nature. The situation is further worse for the people working in the stone quarries. In general, the government gives licences for operating mines in places located far away from the human habitations and the quarry operators insist the workers to stay closer to the quarries for the purpose of protecting quarry products as well as easy access for work. In this situation, it is a compulsion for the quarry workers to live nearby the quarries on available open land by creating small huts by using locally available thatches or temporary sheds created by the owners of the quarries. The investigator also physically observed and verified the living places and their conditions, which appear unhygienic and un-protective. The data shows that out of 357 families interviewed 303 (84.9 per cent) were living near the worksite and far away from the people's settlements. It was reported by around 83 per cent respondents that the houses were not suitable for living and they are not satisfied with the living sites.

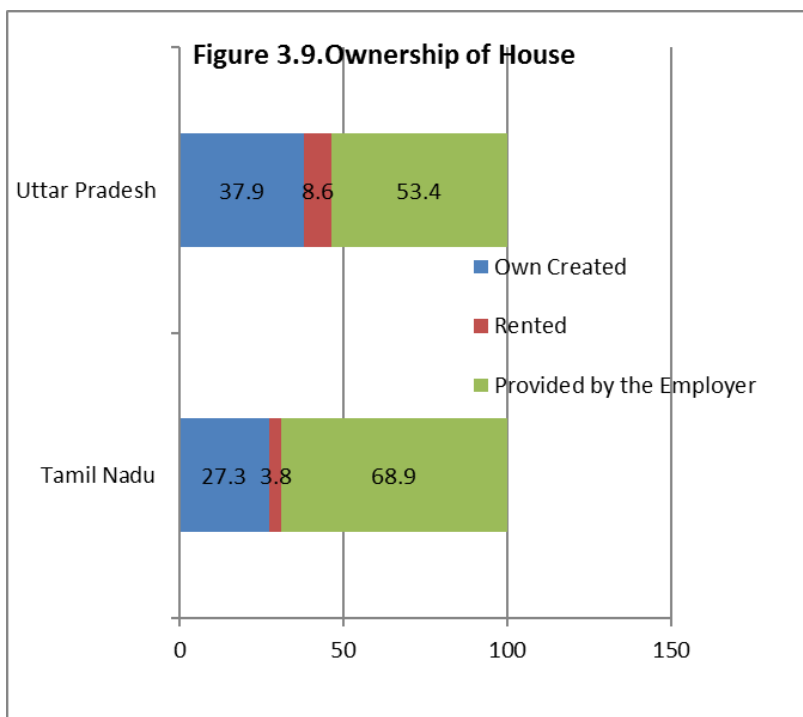
**Table 3.14 Ownership of House**

S. No.	Ownership of House	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Own Created	50 (27.3%)	66 (37.9%)	116 (32.5%)
2	Rented	7 (3.8%)	15 (8.6%)	22 (6.2%)
3	Provided by the Employer	126 (68.9%)	93 (53.4%)	219 (61.3%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

There are two types of living arrangements which are prevalent among the quarry workers settlements. One type is, the quarry operators/contractors create a common shed where each family is allotted one room and a place for cooking outside the room. The other type of housing is created by the workers on their own according to their



requirement on the land given by the quarry owners. To create such houses, the owner or contractor will give a fixed amount to the workers. There is another type (of housing) found in few quarries in Uttar Pradesh, that the workers built a small house on government poramboke land by using locally available materials like mud wall with thatched roof and presenting it as own house. The

huts created for living are not safe for human life because there are a number of threats in terms of bites by poisonous creatures as well as attack by flying objects during quarry blast. But there is no alternative for quarry workers because being from other State's they do not have their own houses and they do not have the interest to build or maintain their own house. The study data (table 3.14) shows, 61.3 per cent people living sheds provided by the employer mainly in Tamil Nadu and 32.5 per cent live in the houses created by them funded by the employers.

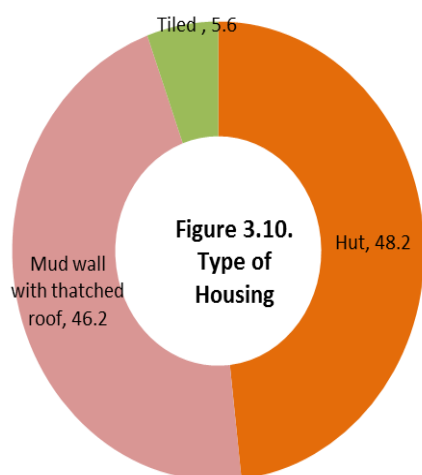
**Table 3.15. Type of housing**

S. No.	Ownership of House	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Hut	93 (50.8%)	79 (45.4%)	172 (48.2%)
2	Mud wall with thatched roof	83 (45.4%)	82 (47.1%)	165 (46.2%)
3	Tiled	7 (3.8%)	13 (7.5%)	20 (5.6%)
4	RCC	-	-	-
5	Common shed	-	-	-
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The so-called houses of the migrant workers were temporary living arrangements, where the owner or workers do not have much interest in creating or maintaining the structures. Therefore, the workers when they construct on their own, they make simple structures to reduce the expenditure with an assumption of leaving the place of work at the earliest. Similarly, when the owner does not bother about the comfort of the workers. Therefore, living arrangements are very made with simple materials like coconut or palm thatches for roofing and sticks or stakes for covering the sides like walls. There were very



few quarries having tiled roof structures with mud walls of small sizes. The above table 3.15 gives a clear picture of the type of houses occupied by the sample respondents, around 48 per cent live in huts followed by 46 per cent live in mud walls with a thatched roof.

**Table 3.16. Level of Satisfaction on the conditions of the houses**

S. No.	Houses conditions	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Fully Satisfied	-	-	-
2	Partly Satisfied	7 (3.8%)	21 (12.1%)	28 (7.8%)
3	Not Satisfied	176 (96.2%)	153 (87.9%)	329 (92.2%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

As it was mentioned comfortability of accommodation arrangements for the migrant workers were not the concern of employers. The premises of living were also not conducive for human life. The workers have to face and get affected by all types of natural calamities. Especially, during rainy season their life used to be pathetic and dangerous. During summer, the workers used to sleep outside the house due to warm conditions and experience the bites of different type of insects and snakes. The single room accommodation also creates inconveniences to the families having adult members due to lack of privacy and inadequate place for dwelling. It was reported (table 3.16), more than

92 per cent of the workers were not happy about their places of living, but they responded for non-availability of alternative arrangements.

**Table 3.17 Status of Electricity at Houses of the Respondents**

S. No.	Electricity	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	168 (91.8%)	21 (20.3%)	189 (52.9%)
2	No	15 (8.2%)	153 (87.9%)	168 (47.1%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.18. Type of Connection of Electricity**

S. No.	If yes	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Free Connection	-	-	
2	Own Payment	26 (15.5)	21 (100.0)	47 (24.9)
3	Arrangement by employer	142 (84.5)	-	142 (75.1)
Total		168 (100.0)	21 (100.0)	189 (100.0)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.



As it was mentioned, the remote locations of living arrangements for quarry workers did not have access to electricity, not only for the huts but also for the street connectivity. Out of 357 sample households, 168 (47.1 per cent) did not have electricity access. Having access to electricity was not in individual households. A common connection was linked to all huts and provided single bulb connection. In majority cases, common light posts were erected in front of the huts and used by the individual households by connecting illegally. The charges of legal connections are paid by employers for the structures like dormitories. To avail individual connection, the user has to provide identity and other documents which are not available to the migrant workers. Therefore, they have to rely on kerosene lamps and battery devices.

**Table 3.19 Status of Toilet Facility**

S. No.	Toilet Facility	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	57 (31.1)	-	57 (16.0)
2	No	126 (68.9)	174 (100.0)	300 (84.0)
Total		183 (100.0)	174 (100.0)	357 (100.0)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.20. Type of Toilet Facility**

S. No.	Types	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Common	57 (100.0)%	-	57 (100.0%)
2	Individual	-	-	-
Total		57 (100.0%)	-	57 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.21. Status of Toilet in Use**

S. No.	Toilet in use	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	39 (68.4%)	-	39 (68.4%)
2	No	18 (31.6%)	-	18 (18.6%)
Total		57 (100.0%)	-	57 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.22. Reasons for Non-use of Toilets**

S. No.	Non-use	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Prefers for Open Defecation	11 (28.2%)	-	11 (28.2%)
2	Lack of Water	8 (20.5%)	-	8 (20.5%)
3	Lack of Privacy	20 (51.3%)	-	20 (51.3%)
4	Any Other	-	-	-
Total		39 (100.0%)	-	39 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Discussions related to the provision of toilet to the workers of the quarries were verified and related responses are presented in the above tables (3.19, 3.20, 3.21 & 3.22). The discussions revealed that the concept and concern of using or providing toilets

lacked totally among employers as well as among workers. Awareness and importance of using the toilet was not available among the study population. As it was mentioned, the remoteness of the living places did not create any obstacles for open defecation.

The workers are accustomed for going out in the open for natural calls. There are various reasons for the non-availability of toilet structures in the premises of the workers' settlements. Important are, lack of awareness on the hygienic practices among workers, availability of open space, inability to construct with the temporary sheds, non-availability of water, etc. Among non-users of toilet, no one highlighted the requirements of toilets in and around the premises of their living areas. It includes women and adolescent girls, even if they are raised with their male members; no care is taken either by the family head or by the employers. But the majority of women members reacted for the need of toilet facility, especially during the night.

They also disclosed problems faced by women members both in day and nights. In the majority of the situations, they used to control pressing situations for before dawn or till the sunset. This sort of situation creates a number of biological problems for the workers especially for women and girl children. There were few cases also reported of insect bites during open defecation during the rainy season. The responses related to the availability of toilets shows, 84 per cent do not have toilets and go for open defecation. Out of 16 per cent reported for having toilets are in common use structures.

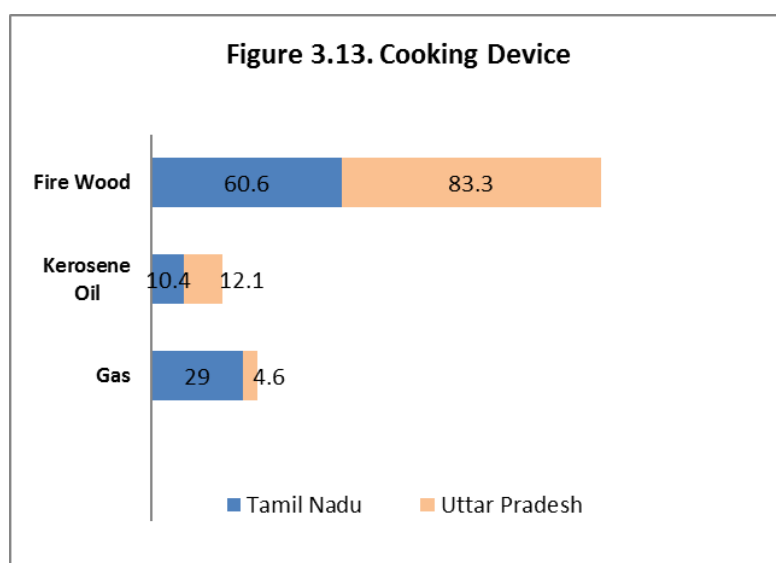
In the State of Uttar Pradesh, no one reported positively on the availability of toilets. In the State of Tamil Nadu, around 31 per cent responded for availability, but users were very less in percentage. Lack of water and lack of privacy were major reasons for the non-use but intended use of toilets. Overall scenario reflects availability and utility of toilet is not at all priority for the stone quarry workers due to the working conditions and living places.

**Table 3.23. Cooking Devices used in the Respondent Households**

S. No.	Cooking Devices	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Gas	53 (29.0%)	8 (4.6%)	61 (17.1%)
2	Kerosene Oil	19 (10.4%)	21 (12.1%)	40 (11.2%)
3	Fire Wood	111 (60.6%)	145 (83.3%)	256 (71.7%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.



Type of cooking devices used by family is one of the indicators determining socio-economic conditions of the households. An analysis was made to identify the type of materials used for cooking reflects (table 3.23), the majority 256 (71.7 per cent) respondents use firewood as cooking material, predominantly they use

agricultural waste materials available in and around living areas. Around 17 per cent use LPG gas occasionally, mainly in the rainy season and in remaining days they depend on stakes available in the quarry region. They are poor people who are unable to purchase another type of cooking materials or they are accustomed to using freely available stakes from the agricultural field. It is to be concluded that, more number of households belong to poorest of the poor community, they use freely available agriculture waste even when they can afford to buy LPG due to state of migration they don't have documents for availing the benefits.

**Table 3.24. Source type of Drinking Water**

S. No.	Drinking Water	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Piped Water	20 (10.9%)	18 (10.3%)	38 (10.6%)
2	Hand Pump	129 (70.5%)	136 (78.2%)	265 (74.2%)
3	Stream	-	20 (11.5%)	20 (5.6%)
4	Open Well	34 (18.6%)	-	34 (9.6%)
Total		183 (100.0%)	174 (100.0%)	357 (100%)

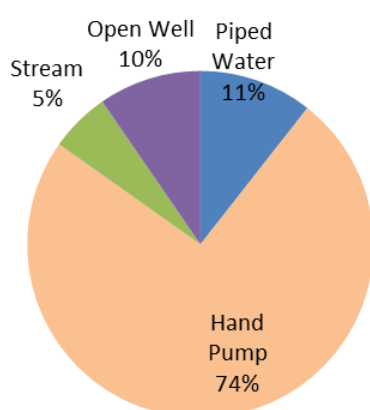
Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Type and source of drinking water and its access to the study population was enType and source of drinking water and its access to the study population was enquired and data are

presented in the table 3.24. According to the table, study areas do not have a good system of drinking water supply due to decreased groundwater level and nature of rocky regions. The table shows that around 10.6 per cent of people bring drinking water from common water tapes, followed by 9.6 per cent using open well as a source. The majority population (73.2 per cent) depends on hand pump for their household purposes as well as for bathing.

**Figure 3.14. Drinking Water**



**Table 3.25. Status of Availability of Drainage Facility**

S. No.	Drainage Facility	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	20 (10.9%)	7 (4.0%)	27 (7.6%)
2	No	163 (89.1%)	167 (96.0%)	330 (92.4%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Table 3.25 presents responses given by the selected sample respondents from the study area on the availability of drainage facility in their living areas. The data reflects that in the majority of the workers living areas drainage facility was not available; it was acknowledged by 330 (92.4 per cent) respondents. Only 27 (7.6 per cent) respondents revealed availability of (open) naturally created drainage system, due to lack of proper connectivity, drainage water flows in and spreads in front of the house and also inside house, which causes insanitation to the dwellers. People view that their habitations or areas were not attracted for any government institutions and nobody among the owners/ employers come forward to represent their issues and problems for getting of civic amenities.

**Table 3.26. Road Connectivity**

S. No.	Road Connectivity	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	157 (85.8%)	69 (39.7%)	226 (63.3%)
2	No	26 (14.2%)	105 (60.3%)	131 (36.7%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

In connection with the availability of transport and road connectivity, almost all the quarries studied did not have approach roads with the other villages or market places. Being remotely located and habitations unacceptable by the government, they did not have road facility. But few quarries are located nearby the road connecting other regions. In the majority of the cases, the quarry owners created mud roads to transport stones from the quarries to the crushers. These roads create a lot of air pollution due to more number of vehicles transporting the materials. It is understood that connectivity was a major problem for the quarry workers because the government do not consider their necessity being non-state actors. The table 3.26 shows around 37 per cent respondents reported for non-availability of road connectivity and among the available majority were in muddy which creates a lot of environmental problems both during rainy as well as summer season.

**Table 3.27 Level of Satisfaction on the Basic Services**

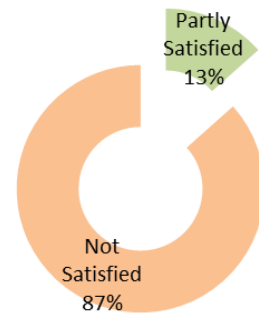
S. No.	Level of Satisfaction	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Fully Satisfied	-	-	-
2	Partly Satisfied	21 (11.5%)	27 (15.5%)	48 (13.4%)
3	Not Satisfied	162 (88.5%)	147 (84.5%)	309 (86.6%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Overall satisfaction on the availability and utility of the basic services were discussed with the sample respondents and opinions were presented in the above table 3.27. It is important to note that, around 87 per cent sample population reflected on the non-availability and inability of access to basic services. It is a common problem for the workers migrating from one State to

**Figure 3.15. Level of Satisfaction on the basic services**



another that is they face a number of location specific issues. Even though inter-State migration act specifies minimum facilities to be created at the worksite and dwelling places, but in the study area more than 90 per cent of the dwelling units were not provided the necessities like drinking water, housing, electricity and sanitation facilities. These services mainly provided by the local authorities for their habitations, but the case of migrant workers the local authorities not consider them as citizens of their State. Similarly, migrant workers feel that they have no rights to demand the local authorities. Due to poverty, the migrant workers are staying in such places facing all kinds of difficulties. They were not happy with the worksites as well as living areas.

### 3.3. INCOME AND EXPENDITURES

**Table 3.28. Annual Income of the Sample Households**

	Income	Tamil Nadu	Uttar Pradesh	Total
	< 50000	13	11	24
		(7.1)	(6.3)	(6.7)
	50001 < 70000	27	46	73
		(14.8)	(26.4)	(20.4)
	70001 < 90000	61	70	131
		(37.2)	(40.2)	(36.7)
	90001 < 110000	46	28	74
		(25.2)	(16.1)	(20.7)
	110001 <	36 (19.7)	19 (10.9)	55 (15.4)
	Total	183	174	357
		(100.0)	(100.0)	(100.0)



90001 < 110000	46	28	74
	(25.2)	(16.1)	(20.7)
110001 <	36	19	55
	(19.7)	(10.9)	(15.4)
Total	183	174	357
	(100.0)	(100.0)	(100.0)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

It is well understood that income and expenditure are the most important criteria to measure the economic status of any individual or family. Higher the average annual income will lead to higher expenditure especially on buying of comfort needs to lead a better life. Hence, any study on human nature has to investigate the level of income under various sources. The present study also collected the income particulars of the sample households and data were reported in the table 3.28. More number of respondents, i.e. 131 (36.7 per cent) earn an annual income between Rs. 70,001 – 90,000. Around, 21 per cent have got annual income between Rs. 90,001-1,10,000 followed by another around 20.4 per cent of respondents earned between Rs.50,001-70,000. It is very interesting to note that, 15.4 per cent earn more than Rs. 1,10,000. This is possible to the families having more number of working hands in the joint families. State-wise income-earning pattern also reflects a similar scenario, in both the study States majority households had better annual income, ranging from Rs. 70,001- 1,10,000 in Tamil Nadu and Rs. 50,000-70,000 in Uttar Pradesh.

**Table 3.29. Annual Expenditure of the Sample Households**

	<b>Income</b>	<b>Tamil Nadu</b>	<b>Uttar Pradesh</b>	<b>Total</b>
	< 50000	8	6	14
		(4.4%)	(3.4%)	(3.9%)
	50001 < 70000	33	57	90
		(18.0%)	(32.7%)	(25.2%)
	70001 < 90000	54	58	112
		(29.5%)	(33.3%)	(31.4%)
	90001 < 110000	32	34	66
		(17.5%)	(19.5%)	(18.5%)
	110001 <	56	19	75
		(30.6%)	(10.9%)	(21.0%)
Total		183	174	357
		(100.0)	(100.0%)	(100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The income earned is directly (linked with) proportional to the quantum of work done. Therefore, the daily wage is calculated based on the number of transportable stones produced. One common noteworthy feature is that the quarry workers like most of the counterparts in other spheres of life, work for six days a week. However, the number of hours of work varies across quarries and workers, depending on their attitude and the motivating techniques used by quarries.

The annual family expenditure of the respondents was examined and details are reported in table 3.29. The respondents expressed, the expenditure pattern after entering into quarry works reflect the positive scenario in the sample households and have increased spending on various items to fulfil their basic needs. The majority household's (31.4 per cent) annual expenditure was between Rs.70,001–90,000. There were 25.2 per cent who spent Rs. 50001-70000 per annum currently. Around, 21 per cent of families were in the expenditure category of above Rs.1,10,000. Further, 18.5 per cent reported having annual expenditure ranging between Rs. 90,001 – 1,10,000. Comparison between

increased income and expenditure pattern reflects majority respondents were able to manage their family expenditure within their income and few were able to save and purchase assets. The work in quarries even though risky is playing a very important role in creating better income generating opportunities which further encourages people for higher expenditure.

**Table 3.30. Major Areas of Expenditure Per Month**

S. No.		State		Total
		Tamil Nadu	Uttar Pradesh	
Food Items	Below 25%	-	-	-
	25 – 50%	16	24	40
	50 – 75%	134	112	246
	75 – 100%	33	38	71
Health	Below 25%	106	61	167
	25 – 50%	45	57	102
	50 – 75%	61	56	117
	75 – 100%	-	-	-
Pan, Tobacco, Liquor etc.	Below 25%	127	141	167
	25 – 50%	56	33	89
	50 – 75%	-	-	-
	75 – 100%	-	-	-
Education of Children	Below 25%	11	6	17
	25 – 50%	-	-	-
	50 – 75%	-	-	-
	75 – 100%	-	-	-
Religious and other Ceremony	Below 25%	65	76	141
	25 – 50%	-	-	-
	50 – 75%	-	-	-
	75 – 100%	-	-	-
Recreation and Transport/Communication	Below 25%	71	86	157
	25 – 50%	-	-	-
	50 – 75%	-	-	-
	75 – 100%	-	-	-

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The table 3.30 brings the results on comparative analysis of expenses on various

items of day-to-day requirements of the selected sample households. As it has been explained, the income and expenditure of the sample population were high, hence their lifestyle was directly based on the available income. The expenditure pattern reflects higher on food followed by medical care. Since they face severe health issues due to their profession and living environment, it leads to higher expenditure on medical treatment and another important item of survival mechanism, i.e. food. The expenditure on education is lower in all households. Other items of expenditure are very low and insignificant.

The families are on the edge of financial vulnerability due to constant fear of illness and accidents that may render them a non-productive member of the family and lead the family to extreme poverty. As it is clear from the above table, the expenditure of the quarry workers is mostly on food and alcohol. Quite surprising enough around 20 per cent of their income is spent on intoxicants. The investigator found in course of his study that the quarry worker cannot do without intoxicants. As most of the intoxicants used are substandard in quality, they harm their health. It has resulted in premature deaths and in some cases, they are incapacitated to do any work. Another sordid state of affairs which merits serious consideration is that many families have turned out to be bonded labourers. The reason is that they borrow money from the quarry owners almost every month. The amounts they borrow adds up to a very huge amount as months roll on and as years pass by. Unable to clear the huge debts they become virtually bonded labourers in their respective quarries. Thus, the quarrying industry harbours labourers of many ramifications.

**Table 3.31. Available status of Ration Card at work site**

S. No.	Ration Card	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	-	-	-
2	No	183 (100%)	174 (100%)	357 (100%)
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

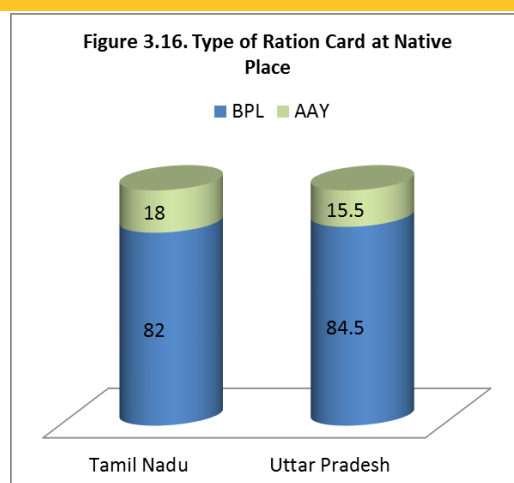
**Table 3.32. Type of Ration Card at Native Place**

S. No.	Types	State		Total
		Tamil Nadu	Uttar Pradesh	
1	BPL	150 (82.0%)	147 (84.5%)	297 (83.2%)
2	APL	-	-	-
3	AAY	33 (18.0%)	27 (15.5%)	60 (16.8%)
4	Annapoorna	-	-	-
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The table 3.31 & 3.32 describe about the availability of ration cards at the workplace and native place. This table gives the particulars on the availability of ration cards at the native places of the migrant workers. According to the table, no one was having ration card at the worksite but status and type of possession of ration cards at the native places reflect all workers family having ration cards. Out of that 83.2 per cent are having BPL card followed by 16.8 per cent having Antyodaya Anna Yojana cards. Ration cards are issued by the State governments for its people based on the socio-economic condition and submission of proof of nativity at the place of birth or place of residence. But, in the case of migrant quarry workers, they do not have any residential proof at the place of destination and could not obtain ration cards and any other beneficiary-oriented government programmes. The ration cards are a major source of survival for the poor people by receiving a number of consumable goods on free of cost or on subsidised prices. The migrant workers also received commodities under public distribution system in the place of origin and after migration, the cards were handed over to their relatives for the purpose of protecting from the elimination of cards by the PDS authorities. Some families request their relatives to receive commodities like rice and wheat from PDS and later collect them back for the consumption. There are cases of families purchasing PDS rice from the black market by paying higher prices in the place of work in order to save some money and look after other needs.



**Table 3.33. Distribution of Respondents according to Land holding**

S. No.	Land availability	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	21 (11.5%)	16 (9.2%)	37 (10.4%)
2	No	162 (88.5%)	158 (90.8%)	320 (89.6%)
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.34. Nature of Land hold by the respondents**

S. No.	Nature of Land	State		Total
		Tamil Nadu	Uttar Pradesh	-
1	Dry Land	21 (100.0%)	16 (100.0%)	37 (100.0%)
2	Wet Land	-	-	-
Total		21 (100.0%)	16 (100.0%)	37 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

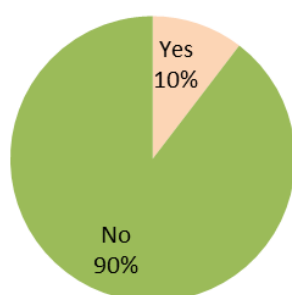
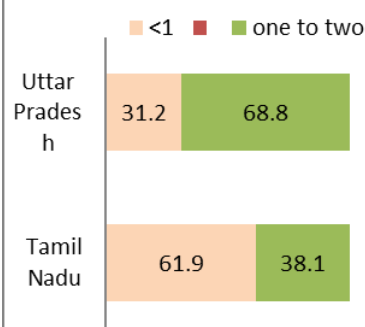
**Table 3.35. Area of Land hold by the respondents**

S. No.	Area of Land	State		Total
		Tamil Nadu	Uttar Pradesh	
1	<1	13 (61.9%)	5 (31.2%)	18 (48.6%)
2	1-2	8 (38.1%)	11 (68.8%)	19 (51.4%)
Total		21 (100.0%)	16 (100.0%)	37 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Table 3.33, 3.34 & 3.35 gives the type of land-holding particulars of the respondents. Out of 357 respondents interacted for the study, 320 respondents, i.e. is almost 90 per cent of the migrant families did not have land. As it is known, the land is a precious asset in the rural areas all people intended to possess but for poor people, it becomes mere dream in their life. During the discussion, the number of landless migrant works reported having land in their native places before migration. Due to failure of the monsoon and lack of money for investment many people sold their land even homestead area for their survival and also to pay back loans taken from money lenders. The present landholders, i.e. around 10 per cent families also reported their inability to cultivate due to lack of investment and continuous drought, because their lands are rainfed in nature. Among the landholders, around 49 per cent were having less than one acre of land and the remaining 51 per cent are having lands between one to two acres. The majority of lands are

**Figure 3.17. Do you have Land****Figure 3.18. Area of Land**

infertile and degraded in nature and good cultivation is possible for only one crop under the rainfed conditions. Land value is very low due to its potential, productivity, non-availability of assured irrigation and low groundwater-level. Crop failures are common phenomenon in the study respondent's native regions.

### 3.4. ASSETS

**Table 3.36. Value of Livestock's**

S. No.	Value of Livestock's	State		Total
		Tamil Nadu	Uttar Pradesh	
1	>5000	42 (76.4%)	59 (60.8%)	101 (66.4%)
2	5001<10000	13 (23.6%)	17 (17.5%)	30 (19.6%)
3	10001<20000	-	21 (21.6)	21 (13.8)
4	20001<	-	-	-
Total		55 (100.0%)	97 (100.0%)	152 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

An assessment was made to understand the value of livestock (table 3.36) possessed by the migrant workers in their working places. It was found, out of 357 families, only 152 (42.6 per cent) families have some kind of livestock like sheep/goat, cows and hens. The value of livestock have been worked out and the data are presented in the table, it shows that out of 152 families, 101 (66.4 per cent) have livestock worth below Rs. 5,000, 19.6 per cent families livestock value was between Rs. 5,001 to 10,000 and remaining around 14 per cent had Rs. 10,001 to 20,000. In general, in rural areas, livestock possession is considered as poor man's bank which helps the family in emergency financial crisis. Rearing livestock is also a problem for the migrant communities especially quarry workers due to lack of grazing lands as well as lack of time to take care of domestic animals. It is



common, a majority of the families rear chick birds for the purpose of own consumption which is not considered as an economic asset.

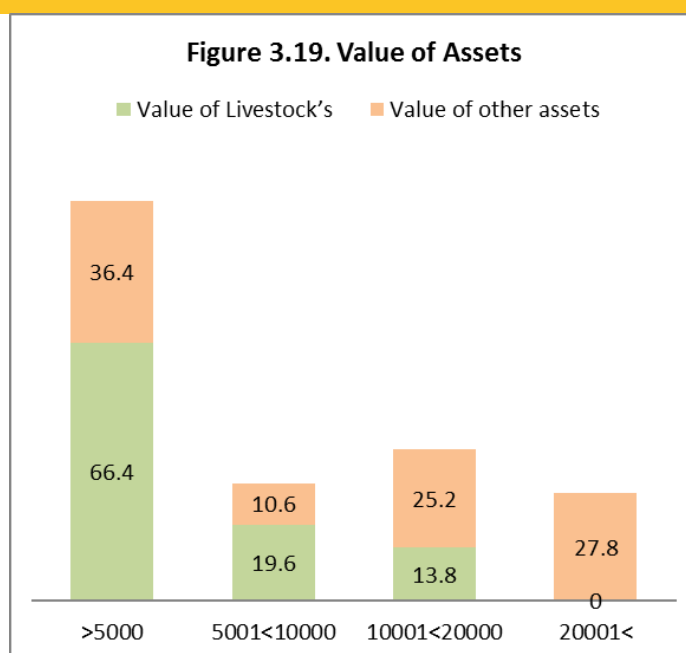
**Table 3.37. Value of Other Assets**

S. No.	Value of other assets	State		Total
		Tamil Nadu	Uttar Pradesh	
1	>5000	17 (9.3%)	113 (64.9%)	130 (36.4%)
2	5001<10000	31 (16.9%)	7 (4.0%)	38 (10.6%)
3	10001<20000	59 (32.2%)	31 (17.8%)	90 (25.2%)
4	20001<	76 (41.5%)	23 (13.2%)	99 (27.8%)
Total		183 (100.0%)	174 (100%)	357 (100.0%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The status of household assets possessed by the sample respondents were identified, the table shows majority members have some form of assets, almost all respondent families are having assets. Approximate values of the assets (table 3.37) possessed by the respondents were assessed, in both cases of movable and immovable, the majority people's assets value was below Rs.10,000, only. It is also reported around 25 per cent were having assets worth of Rs. 10,001 to 20,000 and another 28 per cent were holding assets of worth more than Rs. 20,000. The type of assets available in the households are: television, bicycle, motorbikes and other small items which do not have much resale value. Resulting, majority did not have much supplementary source of income or did not find alternatives at the time of emergency financial requirements. Even though the migrant quarry workers earn a better income, they are not interested in purchasing valuable assets due to the unsecured place of living and to avoid the problem of theft. Women members used to have small items of gold or silver jewellery and pledged them during the financial crisis.



**Table 3.38. Do You have Savings or Purchase of Assets after Entering into the Quarry Works?**

S. No.	Status of Savings	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	139 (76.0%)	81 (46.5%)	220 (61.6%)
2	No	44 (24.0%)	93 (53.4%)	137 (38.4%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.39. Details of Savings**

S. No.	Type of Savings	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Cash	33 (23.7%)	28 (34.7%)	61 (27.7%)
2	Purchase of land	-	-	-
3	Purchase of House site	17 (12.2%)	13 (16.0%)	30 (13.6%)
4	Purchase of Gold	33 (23.7%)	27 (33.3%)	60 (27.3%)
5	Payment of old Loans	56 (40.3%)	42 (51.9%)	98 (44.5%)
6	Others Worth	-	-	-
Total		139 (100.0%)	81 (100.0%)	220 (100.0%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The above tables 3.38 & 3.39 present the data related to savings of the sample households of the study. It is reported, around 62 per cent of households had saved from their earnings. From the discussion it was understood, that higher the incomes were from the quarry works they required higher expenditure on consumption as well as on maintaining better health to work hard. They need to consume more notorious food to supplement higher energy requirement, the majority people eat non-vegetarian food on alternate days and also consume alcohol to get relief from the body pain. Therefore, a major portion of their earning goes on consumption purposes. In this context, it is very difficult for them to save more money. Even the saved amount will be spent in the same year itself while going to their native places on the occasion of the festival. They also pay a significant amount of their income as interest for the money borrowed from the money lenders. The status of savings reported that around 28 per cent respondents saved in the form of cash, 13.6 per cent purchased house sites in their native places followed by

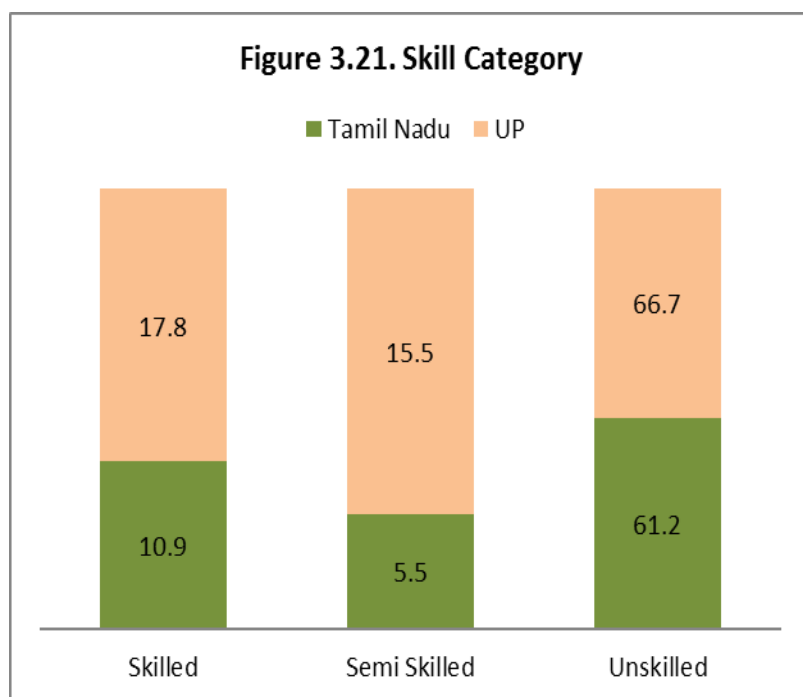
around 27 per cent purchased less quantity of gold ornaments. Majority of the respondents (44.5 per cent) reported repayment of loans taken at the time of migration.

**Table 3.40 Status of possession of Skill by the respondents**

Category	States		Total
	Tamil Nadu	Uttar Pradesh	
Skilled	20 (10.9)	31 (17.8)	51 (14.3)
Semi-Skilled	51 (5.5)	27 (15.5)	78 (21.8)
Unskilled	112 (61.2)	116 (66.7)	228 (63.9)
Total	183 (100.0)	174 (100.0)	357 (100.0)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



An analysis was made to identify the skills available among the studied respondents and pertaining data are presented in table 3.40. The data shows a majority (63.9 per cent) of them are unskilled. Only 14.3 per cent reported they have professional skills. It is reported by labour working both in Tamil Nadu and Uttar Pradesh have traditional family professional skills like drilling, blasting,

breaking stones and polishing granites, etc. Around 22 per cent are having semi-skills of only breaking and loading of stones and metals.

**Table 3.41. Total amount of loan taken by the respondents**

S. No.	Size of Loan in Rs.	State		Total
		Tamil Nadu	Uttar Pradesh	
1	<10,000	21 (11.5%)	57 (32.6%)	78 (21.8%)
2	10,001-20,000	69 (37.7%)	86 (49.4%)	155 (43.4%)
3	20,001-30,000	57 (31.1%)	31 (17.8%)	88 (24.7%)
4	30,001-40,000	36 (19.7%)	-	36 (10.1%)
Total		183 (100%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.42. Month and Year of Loan taken**

S. No.	Period of Loan	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Same Year	16 (8.7)	156 (89.7)	172 (48.2)
2	Previous Year	167 (91.3)	18 (10.3)	185 (51.8)
Total		183 (100.0)	174 (100.0)	357 (100.0)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The table 3.41 & 3.42 gives particulars related to quantum of loan taken by the respondents, which shows all the respondents have taken loans from different sources for different purposes. According, to the table, around 43 per cent have taken a loan of Rs. 10,000 – 20,000 followed by 25 per cent borrowed between Rs. 20,001 – 30,000. Only, 22 per cent have taken loan of below Rs. 10,000. Around, 10 per cent have taken a higher loan amount of Rs. 30,000 – 40,000.

Further discussions with the respondents disclosed that there are different types of loans taken by the quarry workers, i.e. short-term loan to be paid within week or month, another type of loan has to be paid back within a year. The long-term loans have to be paid until the period working in the quarries. This long-term loan is normally taken from quarry owner or big loan received from money lenders on higher interest for important purposes like marriage, major health issues or accidents.

The medium-term loan is taken every year and paid back at the end of the year while calculating the annual works and income earned. The short-term loans are taken for consumption needs from local traders and also from neighbours. The people who have taken less than Rs. 10,000 come under the category of short-term loans, similarly, the loan taken between Rs. 10,000 – 30,000 are the category of medium-term loan to be paid back in the same year.

**Table 3.43. Nature of Loan**

S. No.	Nature of Loan	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Hereditary Loan	-	-	-
2	Loan Contracted in cash	152 (83.0%)	111 (63.7%)	263 (73.7%)
3	Loan contracted in kind	-	-	-
4	Loan contracted partly in cash and partly in kind	31 (17.0%)	63 (36.3%)	94 (26.3%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

**Table 3.44 Quantum of Loan Repaid**

S. No.	Quantum of Loan	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Fully	13 (7.1%)	36 (20.7%)	49 (13.7%)
2	More than 50%	56 (30.6%)	61 (35.0%)	117 (32.8%)
3	Less than 50%	85 (46.4%)	34 (19.5%)	119 (33.3%)
4	Not at all paid	29 (15.8%)	43 (24.7%)	72 (20.2%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The table 3.43 and 3.44 presents the nature of loan taken by the respondents. The discussion from the respondents revealed about the practice of hereditary loans which were prevalent in earlier days in which the continuation of repayment of loan transfers the burden from parents to children who are bonded to work in the quarries by various ways of exploitation. Later, the situation has changed due to the high demand of labour and reduction in migratory labour force especially in the mining sector. The table reflects, almost 74 per cent of people have taken cash loan and remaining households' availed cash and partly loan for consumable items.

Presently, workers take loan and try to clear as much as possible in the same year and if any amount is unpaid then it is carried forward as an advance for the next year. Basically, the loans are disbursed in cash advance, after entering into work they were given assurances of buying consumable things from the local shops on a credit basis and were encouraged to pay when they received wages. This arrangement makes better borrowable repayment relations between quarry owners and workers. To many workers, it is also difficult to repay the loans due to various reasons like continuous rain, hot summer, sickness for a long period which makes them unable to attend their regular work and heavy expenditure on issues related to health. According to the table, data on the

amount repaid towards loan reflects that only around 14 per cent fully paid back the loan, followed by around 33 per cent have repaid more than 50 per cent loans taken by them, another 33.3 per cent have paid less than 50 per cent and 20.2 per cent have not at all paid their loans taken for the current year.

Two approaches are prevailing in the stone cutting quarry workers loan repayment, the first one is, the quarry owners or contractors try to minimize the loan recovery with an intention of retaining the labourers for the next year and try to encourage them to borrow as much as possible. The second approach intends to maximize the recovery of loans on every wage disbursement to get back their advance or loans due to the instability of quarry contract from the government or to avoid escaping of the labourers before the settlement of loans.

**Table 3.45 Source of Loan Availed by the Respondents**

S. No.		State		Total
		Tamil Nadu	Uttar Pradesh	
1	Quarry Owner	167 (26.8%)	143 (25.1%)	310 (26.0%)
2	Labour Contractor	165 (26.5%)	170 (29.8%)	335 (28.1%)
3	Bank organized Source	-	-	-
4	Money Lender	39 (6.3%)	83 (14.6%)	122 (10.2%)
5	Shopkeeper/trader	147 (23.6%)	121 (21.2%)	268 (22.5%)
6	Relatives/friends	36 (5.8%)	21 (3.7%)	57 (4.8%)
7	Co-workers	69 (11.0%)	32 (5.6%)	101 (8.4%)
Total		623 (100.0%)	570 (100.0%)	1193 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

Table 3.45 gives data related to the source of loan to the quarry workers. It is found from the field, there are two categories of loans which exist among the labourers,



i.e. loan taken in the native places before migration and loan taken after migration in the sources of work sites. As many research studies reported, huge loan at place of origin have acted as a push factor for migration. Around 10 per cent of households still have not cleared loans taken from money lenders in their native places. Majority of other households also had a huge quantum of loans at their native places and repaid them over a period of time. The sources of loans at the destination of migration reveals majority of people took loans from quarry owners (26 per cent) and labour contractors (28.1 per cent).

Another, 22.5 per cent households have taken household commodities from the nearby shops as short-term loans. There are cases of loans taken from neighbours and relatives on the emergency and paid back within the shortest span of time. It is important to note that no one has approached institutionalised credit due to instability and lack of documents to support credit worthiness of the labourers. The informal sources of credit always create pressure on the borrowers on the charging of high percentage of interest from outsiders and compulsion on paying of high interest for unpaid loans taken from either owner of the quarry or contractor.

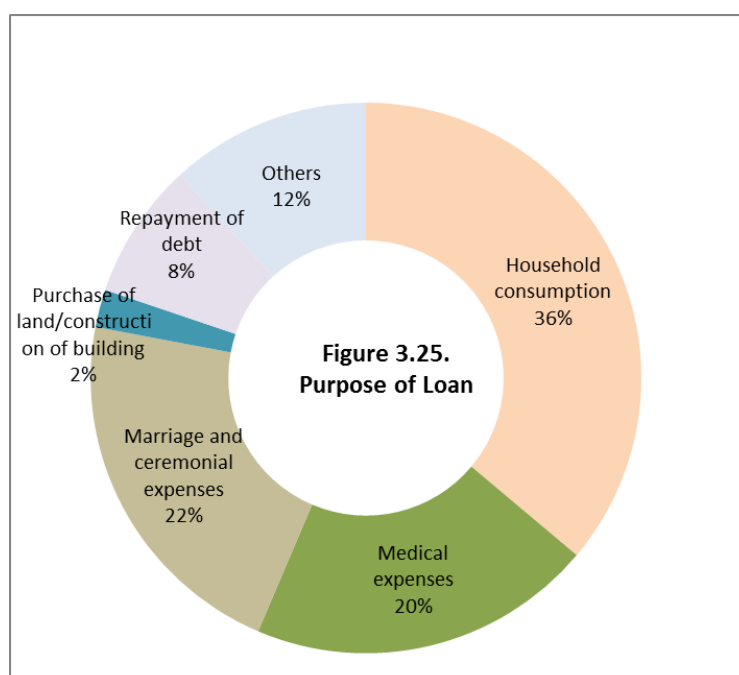
**Table 3.46 Purpose of Loan availed by the Respondents**

S. No.	Purpose of Loan	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Household consumption	183 (52.1%)	174 (27.9%)	357 (39.2%)
2	Medical expenses	103 (19.0%)	154 (24.7%)	257 (22.0%)
3	Educational expenses	-	-	-
4	Legal expenses	-	-	-
5	Marriage and ceremonial expenses	126 (23.2%)	147 (23.6%)	273 (23.4%)
6	Purchase of land/construction of building	11 (2.0%)	17 (2.7%)	28 (2.4%)
7	Repayment of debt	57 (10.5%)	45 (7.2%)	102 (8.7%)
8	Others	63 (11.6%)	87 (13.9%)	150 (12.8%)
Total		543 (100.0%)	624 (100.0%)	1167 (100.0%)

5	Marriage and ceremonial expenses	126 (23.2%)	147 (23.6%)	273 (23.4%)
6	Purchase of land/ construction of building	11 (2.0%)	17 (2.7%)	28 (2.4%)
7	Repayment of debt	57 (10.5%)	45 (7.2%)	102 (8.7%)
8	Others	63 (11.6%)	87 (13.9%)	150 (12.8%)
Total		543 (100.0%)	624 (100.0%)	1167 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.



The purpose of the loan availed by the respondents was discussed and data of responses are reported in the table 3.46. It is very interesting to know that, no household mentioned about loans for education and facing legal litigations. These two areas are very important and to have a better life in the future. Among the various purposes of loan, higher responses (39.2 per cent) pointed on meeting

the household consumption expenses, followed by marriage and ceremonial expenses (23.4 per cent) and equally for medical expenses (22 per cent). It is interesting to note that a significant per cent (12.8 per cent) of households reported loans taken for other purposes, where respondents were reluctant to report the reason but informal discussions revealed almost all the respondents spent a significant amount on alcohol and other

drugs, even women and children also have the habits of consuming tobacco-related products.

**Table 3.47 Type of security for the loan**

S. No.	Loan Security	State		Total
		Tamil Nadu	Uttar Pradesh	
1	No Security	28 (15.3%)	61 (35.1%)	89 (24.9%)
2	Land	-	-	-
3	House	-	-	-
4	Jewellery	-	-	-
5	LIC Policy	-	-	-
6	Others	-	-	-
7	Bonded Labour	155 (84.7%)	113 (64.9%)	268 (75.1%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

This table 3.47 gives data on collateral security required to avail loans by the respondents. It is reported around 75 per cent of workers availed loans pledging their labour and skills and around 25 per cent households reported no security was asked for getting loans. In general, the respondents did not get any opportunity to borrow from outsiders or any other financial institutions which require collateral security. They restrict borrowings only from quarry owner and contractor at a certain extent on the support of both they would get a loan from local small credit lenders.

### 3.5. LABOUR ARRANGEMENTS

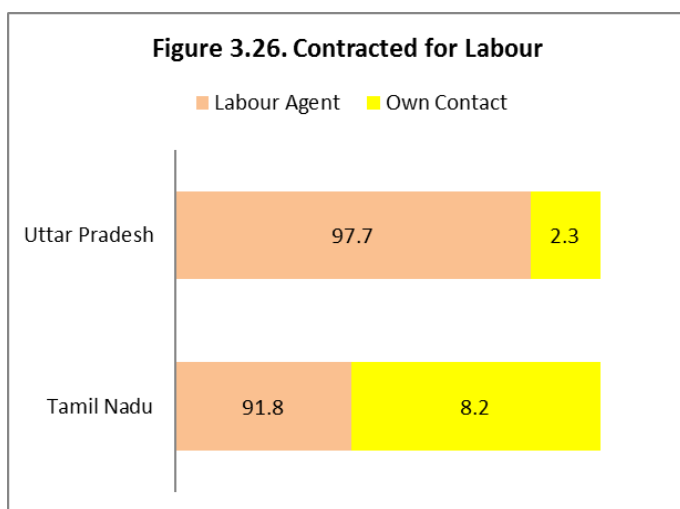
**Table 3.48 Contract of Labour**

S. No.	Contracted for Labour	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Quarry Owner	-	-	-
2	Labour Agent	168 (91.8%)	170 (97.7%)	19 (5.3%)
3	Own Contact	15 (8.2%)	4 (2.3%)	338 (94.7%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population.

The problem of migration has been studied by number of researchers covering different phases of the problem. The reports of studies strongly agreed to a number of push and pull factors influenced the migrants from one place to another place. Even though marriage is a major phenomenon reflecting a high percentage of migration, next to it employment is also one of the major factor attracting the labour to different locations. The scenario of internal and international migration for better opportunities has positively influenced development. In terms of cash inflow and importing know-how of technology. Further, people who are unskilled and looking for higher income switched over to quarry



works and moved to neighbouring States with the purpose of getting away from the problems of poverty and financial crisis. Mainly the stone quarry workers move out of the State with the intention that their neighbours and relatives may ill feel about their nature of work especially working in the quarries. In searching of

such works, majority cases they approach agents or labour contractors otherwise in vice versa the agents will approach the poor labours for working in quarries of other States. It shows that from the sample study region (table 3.48) almost 95 per cent of the labourers were approached and contracted by the labour contractors.

**Table 3.49 Type of Labour**

S. No.	Type of Labour	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Contract	27 (14.8%)	-	27 (7.6%)
2	Casual Labour	16 (8.7%)	21 (12.1%)	37 (10.4%)
3	Work Based	120 (65.6%)	136 (78.2%)	256 (71.7%)
4	Time Bound	20 (10.9%)	17 (9.8%)	37 (10.4%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

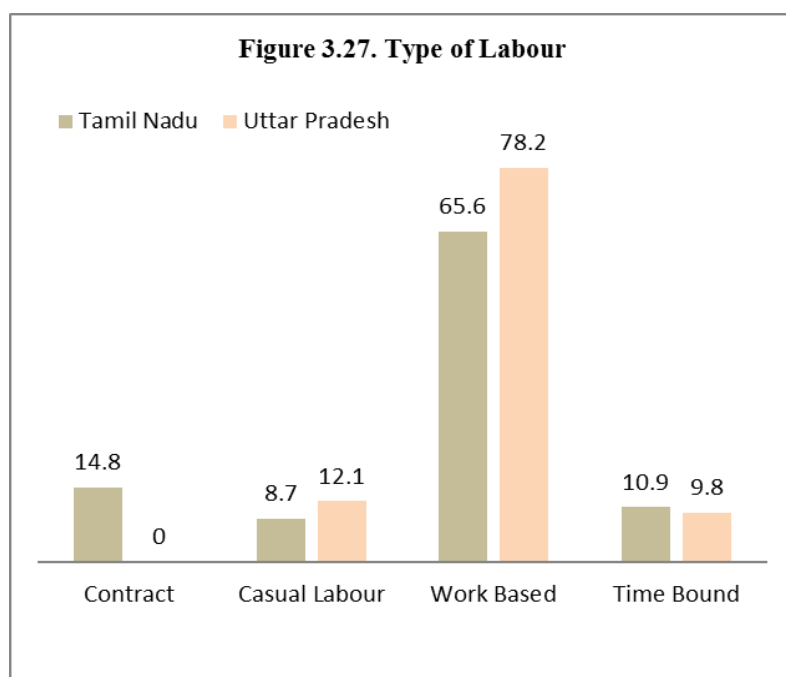
# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

**Table 3.50 Type of Contract**

S. No.	Type of Contract	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Monthly	-	-	-
2	Annual	183 (100%)	174 (100%)	357 (100%)
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data collected from the field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



The data related to type of labour and system of payment has been given in tables 3.49 and 3.50. In the study area, different types of labour arrangements and pattern of work have been collected, it reflects the majority of the labour is engaged in piece rate basis, i.e. based on the quantum of stones broken and the measurement of a quantity is done based on a number of truckloads. In some quar-

ries especially in Uttar Pradesh rough stones are cut from the stone quarries which are used for different purposes like walls of drainages, pavements on sides of the road and also in the interior and outside of houses or factories, etc. This system of labour was agreed by almost 72 per cent comprising 66 per cent from Tamil Nadu and 78 per cent from Uttar Pradesh. There are people (10.4 per cent) engaged as time bound workers, who were engaged in subsidiary activities of stone cutting, similarly, same percentage of workers were engaged as casual labour who are called for work based on the availability of work by different quarry operators for work like clearing bushes, removing earth, loading of cut stones and working in the crusher units.

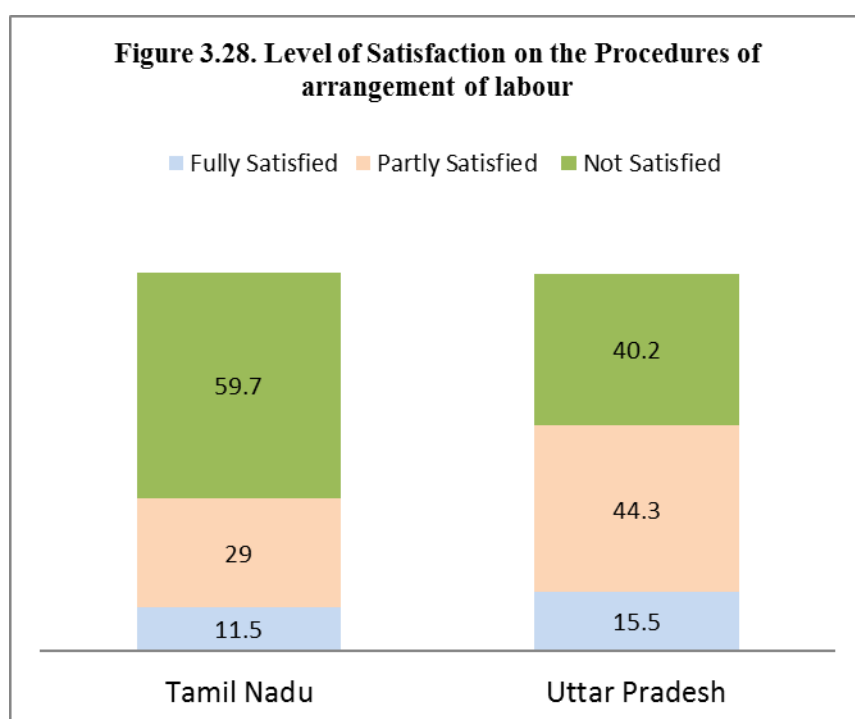
Around, 8 per cent of labourers especially in Tamil Nadu are working as contract labourers. It was revealed that all the workers were taken on a contract with an annual advance of payment. Whether the workers' pay back the annual advance or not, have to work till the end of the year but they have to settle the payment at the end of the year otherwise they are allowed to renew the contract for the coming year. Even the casual labourers are also called on an annual contract with some amount of advance and portion of the amount will be deducted on each payment.

**Table 3.51. Level of Satisfaction on the Procedures of arrangement of labour**

S. No.	Level of Satisfaction	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Fully Satisfied	21 (11.5%)	27 (15.5%)	48 (13.4%)
2	Partly Satisfied	53 (29.0%)	77 (44.3%)	130 (36.4%)
3	Not Satisfied	109 (59.7%)	70 (40.2%)	179 (50.2%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data collected from the field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



The discussion related to level of satisfaction on the pattern, procedures, binding conditions and also type of payment prevailing in the study regions is presented in table 3.51. It shows around 50 per cent of the people are not satisfied due to the uncertainty of tenure of work, lack of freedom of choice of mobility and severity of

working conditions. A section of labour (36.4 per cent) responded for partial satisfaction on the process of labour arrangements and other working conditions. Only, around 13 per cent respondents reported for satisfaction, further interactions with this section reported, non-availability of other opportunities for their survival and fetching higher-income compelled them to continue work in this field. Lack of other skills also made them

to prolong in this field facing the various threat of life. Ultimately, it is understood that the majority of the labourers are not interested to continue the work but circumstances and low economic conditions clutched them into this risky profession.

### 3.6. Major Problems Experienced during Quarry Work

One of the major objectives of the present study is to understand various problems faced by the other State migrant workers while working in the quarries was discussed and the relevant data are presented in the following tables. It is understood from the tables and reports of various studies of similar nature were also reported; the migrant workers face a number of problems, in which many may not come under the purview of any provisions of the Labour Act or Inter-State Migration Act of the state of India. The sample workers of the present study were also not considered seriously to find solutions for those problems. The wages are paid for the work done but no compensations for some invisible problems related to physical, psychological, social, economic, health, cultural and security-related aspects. The responses related to each category of problems were collected and presented for better understanding of the concerned for framing possible way out strategies to safeguard the affected families of the workers.

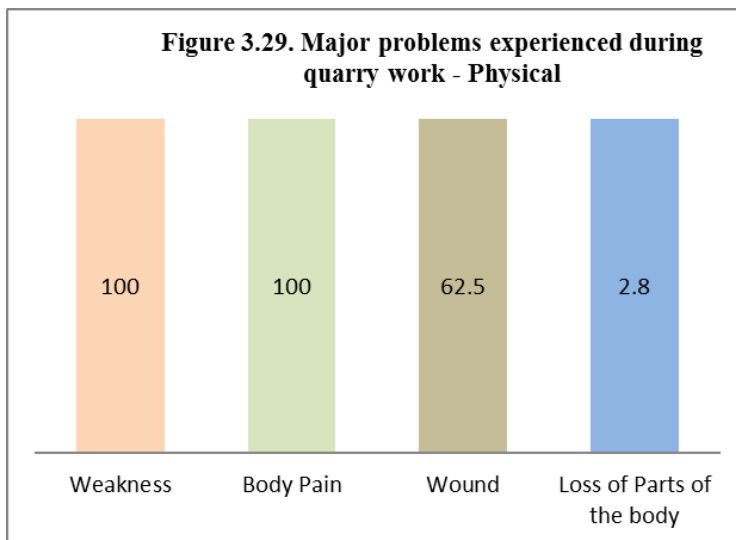
**Table 3.52 Responses related to Physical Problems faced by the sample population**

S. No.	Physical	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Weakness	183 (100.0%)	174 (100.0%)	357 (100.0%)
2	Body Pain	183 (100.0%)	174 (100.0%)	357 (100.0%)
3	Wound	127 (69.4%)	96 (55.2%)	223 (62.5%)
4	Loss of Parts of the body	6 (3.3%)	4 (2.3%)	10 (2.8%)
5	Loss of life in the family	-	-	-

Source: Data collected from the field.



# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



Nature of work is very hard in the quarries. They work with heavy instruments and break solid stones either beneath the earth or above at peaks. With the intention of earning more income, all members of the family get involved in work for a longer time without a break and lack of adequate nutrient food leads to a

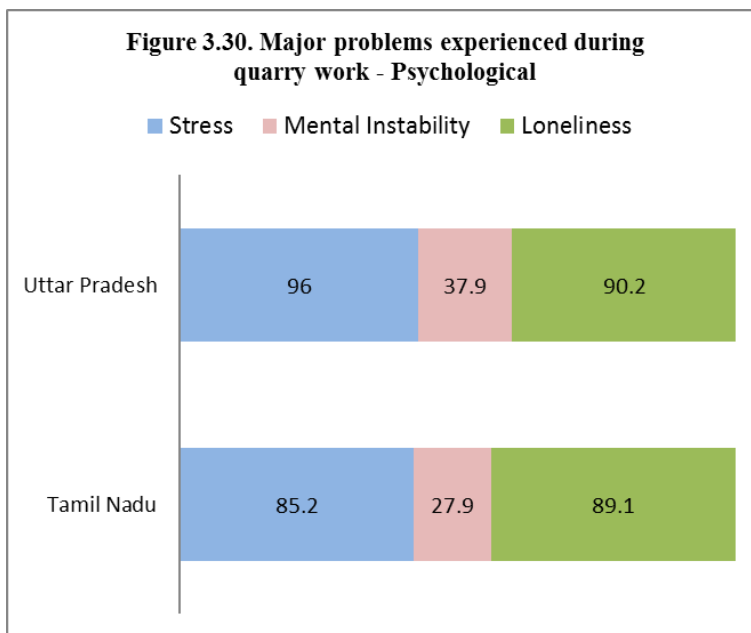
number of body related problems. Every day, they face weakness and body pain in the evening, which was accepted by all the sample population. While breaking stones a majority of labourers get minor or major injuries as they are hit by flying small stones or stone particles, which cause wounds was reported (table 3.52) by 62.5 percentage of the population and if untreated may lead to loss of body parts which was experienced by 2.8 per cent.

**Table 3.53 Responses related to Psychological Problems faced by the Sample Population**

S. No.	Psychological	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Stress	156 (85.2%)	167 (96.0%)	323 (90.5%)
2	Mental Instability	51 (27.9%)	66 (37.9%)	117 (32.8%)
3	Mental Disorder	-	-	-
4	Loneliness	163 (89.1%)	157 (90.2%)	320 (89.6%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



Many studies on migration reflected on the existence of psychological problems faced by the migrant workers family or individual. The present study also made an attempt to investigate the psychological problems faced by the sample population and responses are presented in table 3.53. Deeper investigation and analysis revealed the problems attached with migration

especially in the quarry works, around 90 per cent of the sample population faced mental stress and loneliness, followed by around 33 per cent reported mental instability. It is understood that psychological problems arose due to hard work and untimely intake of food and also due to disconnection from their kith and kin, relatives and the place of birth. Due to long-distance of migration as well as inability to attend their family related rituals and other occasions in their birthplaces created unrest and more stress which leads to many health-related issues.

Many studies on migration reflected on the existence of psychological problems faced by the migrant workers family or individual. The present study also made an attempt to investigate the psychological problems faced by the sample population and responses are presented in table 3.53. Deeper investigation and analysis revealed the problems attached with migration especially in the quarry works, around 90 per cent of the sample population faced mental stress and loneliness, followed by around 33 per cent reported mental instability. It is understood that psychological problems arose due to hard work and untimely intake of food and also due to disconnection from their kith and kin, relatives and the place of birth. Due to long-distance of migration as well as inability to

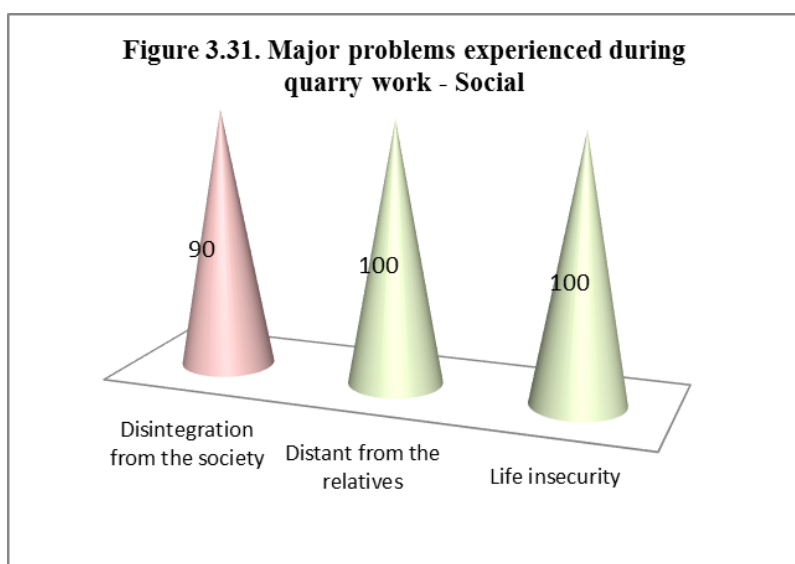
attend their family related rituals and other occasions in their birthplaces created unrest and more stress which leads to many health-related issues.

**Table 3.54 Responses related to Social Problems faced by the Sample Population**

S. No.	Social	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Disintegration from the society	156 (85.2%)	165 (94.8%)	321 (90.0%)
2	Distant from the relatives	183 (100.0%)	174 (100.0%)	357 (100.0%)
3	Life insecurity	183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data collected from the field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



Unlike in urban areas rural people live as a community by sharing of sorrows and happiness during family events or ceremonies and festivals. People also come together on relative's births and deaths and in many other situations they support each other. These types of social un-

ions create a feeling of secured life. There are cases when the migrant family goes back to their native place after earning more money face complete detachment by the rest of the society. This sort of social disconnect creates further problems related to marriage in finding a bride or bridegroom for their son and daughter. The responses related to these questions reveal (table 3.54), 90 per cent of the families feel they are disintegrated from

their society and all the people responded that they are distant from the relatives and feeling insecure due to lack of people to share their feelings.

**Table 3.55 Responses related to Economic Problems Faced by the Sample**

**Population**

S. No.	Economic	State		Total
		Tamil Nadu	Uttar Pradesh	
1	High income leads on high expenditure	137 (74.9%)	143 (82.2%)	280 (78.4%)
2	Drug Addiction	159 (86.9%)	164 (94.3%)	323 (90.5%)
3	High expenditure on health	183 (100.0%)	134 (77.0%)	317 (88.8%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

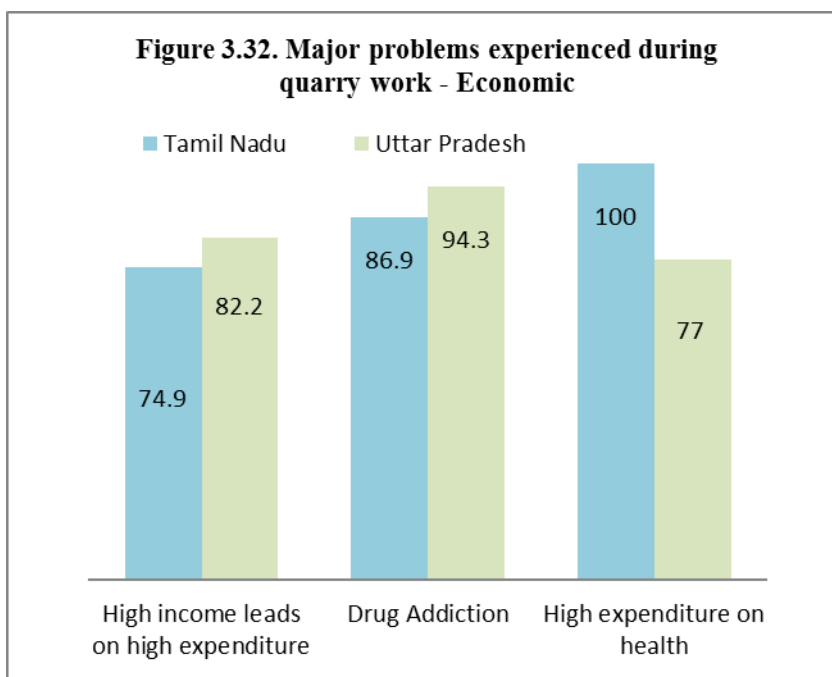


Table 3.55 brings responses related to economic problems faced by the sample respondents. Even though this particular stone quarry work offers better income also lead to a number of unwanted problems. As it has been stated, high income leads to high expenditure on alcohol and other narcotic drugs.

Since parents are addicted to such drug habits, the children are also easily trapped into such practices. Even after noticing it, parents are not much bothered about the children habits due to their contribution in the family earning and also realise that it is going to

get relief from physical and mental stress connected to their work. High income leads to high expenditure agreed by a majority of the respondents (78.4 per cent) from both the States and addiction to drugs was accepted by more than 90 per cent. The expenditure on health (88.8 per cent) is very high due to the nature of work and the possibility of injuries during working hours.

**Table 3.56 Responses related to Health Problems faced by the Sample Population**

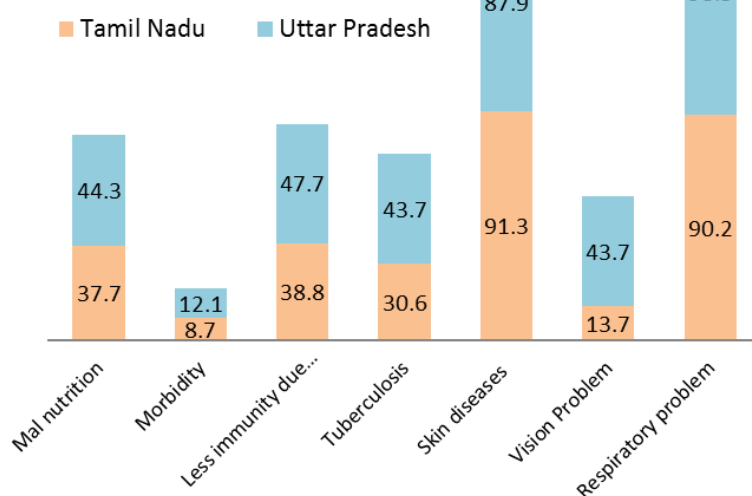
S. No.	Health	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Mal nutrition	69 (37.7%)	77 (44.3%)	146 (40.9%)
2	Morbidity	16 (8.7%)	21 (12.1%)	37 (10.4%)
3	Less immunity due to insani- tation	71 (38.8%)	83 (47.7%)	154 (43.1%)
4	Tuberculosis	56 (30.6%)	76 (43.7%)	132 (37.0%)
5	Skin diseases	167 (91.3%)	153 (87.9%)	320 (89.6%)
6	Vision Problem	25 (13.7%)	76 (43.7%)	101 (28.3%)
7	Respiratory problem	165 (90.2%)	171 (98.3%)	336 (94.1%)
8	HIV +	-	-	-

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The prevalence of unacceptable habits and practices among quarry workers lead to a number of health problems which require a significant portion of the income of the family. It was reported that almost all the working members of the family consumed local liquor and varieties of tobacco and marijuana products which were more harmful especially to the hard-working people like stone quarry workers. The table 3.56 brings details of problems related to health of workers for understanding and to chalk out appropriate

**Figure 3.33. Major problems experienced during quarry work - Health**



protecting and curative measures. Discussion among stone quarry workers reveals major problems faced by them, which are sedimentation of quarry dust leading blocking of respiratory system (94.1 per cent), skin rashes (89.6 per cent), the inadequacy of nutrition lead to malnutri-

tion (40.9 per cent), lack of immunity (41.3 per cent), polluted environment lead to tuberculosis (37.0 per cent) and vision problem (28.3 per cent). There was around 10 per cent who responded on having conditions of morbidity for aged people in their families.

As it has been mentioned, workers work in heavy dust environment, inhaling stone dust as well as smokes of dynamites used for drilling and blasting of rocks causes a number of respiratory problems mainly tuberculosis and also skin diseases like skin rashes, shrinking and itching. Lack of adequate food and nutrition lead to malnutrition, morbidity, anaemia in women and children. In addition to such specific problems they also get common diseases like fever, cold, dysentery during rainy season and headache, vision problem and heart problems, etc., during summer. They also get intestine problems due to heavy consumption of liquor and teeth problems due to chewing of tobacco.

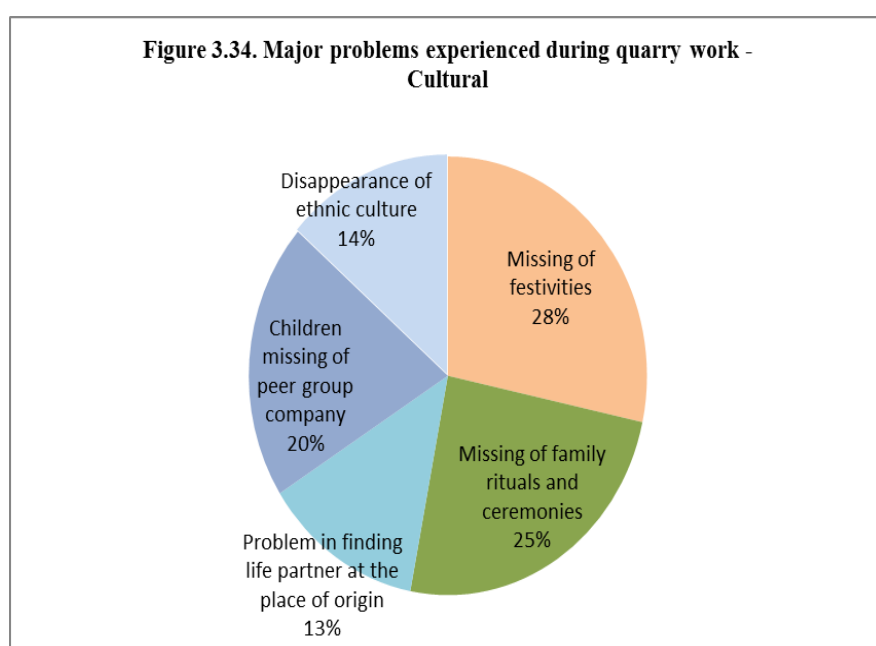
**Table 3.57 Responses related to Cultural Problems faced by the sample population**

S. No.	Cultural	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Missing of festivities	159 (86.9%)	165 (94.8%)	324 (90.8%)
2	Missing of family rituals and ceremonies	137 (74.9%)	144 (82.8%)	281 (78.7%)

3	Problem in finding life partner at the place of origin	57 (31.1%)	91 (52.3%)	148 (41.5%)
4	Children missing of peer group company	137 (74.9%)	96 (55.2%)	233 (65.3%)
5	Disappearance of ethnic culture	69 (37.7%)	86 (49.4%)	155 (43.4%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



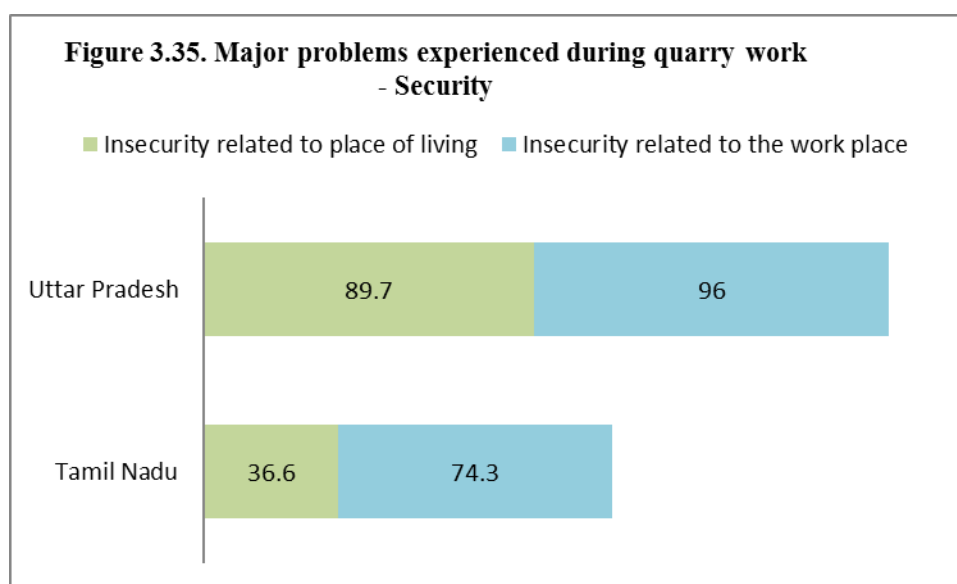
In rural areas people give more importance to cultural practices like attending village and community festivals, communal rituals, attending marriages and family-related ceremonies, visiting relatives and many other such occasions. It gives pleasure and the support leads to the strengthening of unity among village community and ethnic groups. Living long distances away from the native society prevents them from attending such events, which further leads to number of consequences like lack of peer group sharing for children as well as adolescents (65.3 per cent), the problem in finding life partner at the place of origin (41.5 per cent), the disappearance of ethnic culture (43.4 per cent). Around 91 per cent reported they miss their festivals and 78.7 per cent reported missing family rituals and ceremonies. These problems ultimately affect the mindset of workers especially women have a feeling of isolated living. Children face severe consequences when they grow up and are unable to mingle with the other families when they go back to parental places. They also do not have the opportunity to learn their own culture and how to live with society.

**Table 3.58 Responses related to security Problems faced by the sample population**

S. No.	Security	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Insecurity related to place of living	67 (36.6%)	156 (89.7%)	223 (62.5%)
2	Insecurity related to the work place	136 (74.3%)	167 (96.0%)	303 (84.9%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



Physical security is also a major concern among the migrated workers specifically people working in stone quarries. They feel threat to life always both in working and living places due to risk in hazardous

nature of work and lack of secured houses and unsanitary surroundings of living areas. 62.5 per cent reported (table 3.58) being insecure about places of living and almost 85 per cent felt a threat in their working conditions.

**Table 3.59 Problems faced by Women workers**

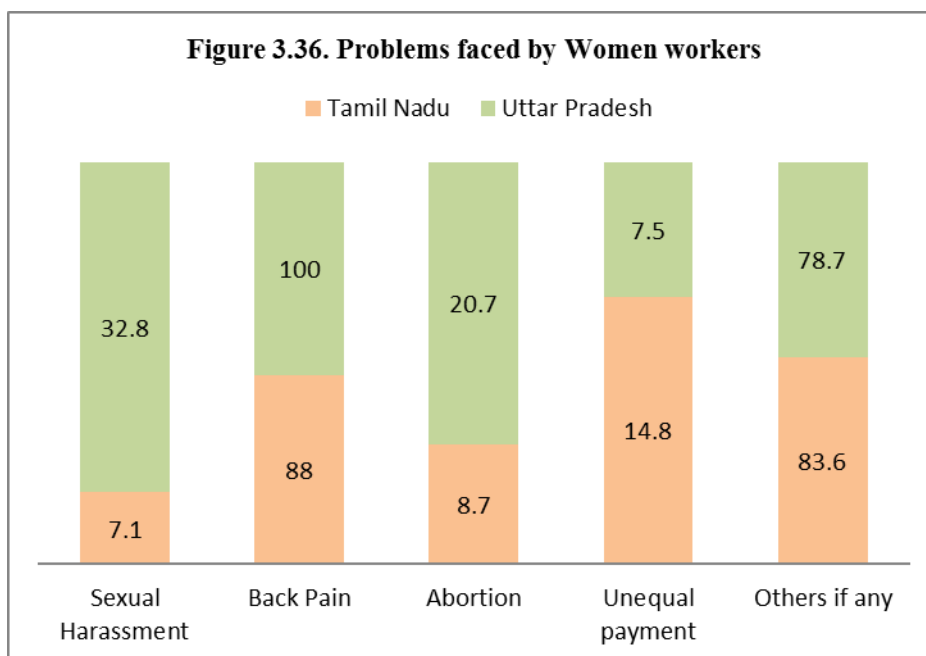
S. No.		State		Total
		Tamil Nadu	Uttar Pradesh	
1	Sexual Harassment	13 (7.1%)	57 (32.8%)	70 (19.6%)
2	Rape	-	-	-



3	Back Pain	161 (88.0%)	174 (100.0%)	335 (93.8%)
4	Abortion	16 (8.7%)	36 (20.7%)	52 (14.6%)
5	Unequal payment	27 (14.8%)	13 (7.5%)	40 (11.2%)
6	Others if any	153 (83.6%)	137 (78.7%)	290 (81.2%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



The table 3.59 gives data on specific problems faced by women workers in the study regions. In majority cases, men are suitable to undertake work in the quarries, but women due to their physic and are affected by the ability of

strength and it creates specific problems like back pain (93.8 per cent), incidences of abortion were agreed by 14.6 per cent, unequal payment was expressed by 11.2 per cent and the incidence of sexual harassment was reported by around 20 per cent. More than 81 per cent also expressed that women face number of other problems which are unable to disclose to the study team. No case was reported for offences like rape and physical attack but informal discussion revealed the possibility of occurrences of such offences. It was expressed by some of women workers that the contractors and other male members disturb them forcing them to have illegal sexual relationship and women are unable to report the situation either to family members or to anybody else with the fear of eviction

from the work or disintegration from the family. Women face domestic violence by their male counterparts on the above reasons and also by drunken behaviour of the husbands. They have many roles like attending quarry works in addition to the family responsibilities and giving company to the husband, which upon refusal may lead to physical violence. Working continuously in hot summer and bending the body very often for longer duration also leads to abortions in pregnant women, sometimes it leads to infertility.

**Table 3.60 Problems faced by Children**

S. No.	Problems	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Child Labour	161 (88.0%)	174 (100.0%)	335 (93.8%)
2	Lack of peer group	153 (83.6%)	137 (78.7%)	290 (81.2%)
3	Lack of Education	134 (73.2%)	165 (94.8%)	299 (83.8%)
4	Health and nutrition	137 (74.9%)	144 (82.8%)	281 (78.7%)
5	Lack of parental care	69 (37.7%)	86 (49.4%)	155 (43.4%)

One of the major problems faced by the other State migrants is rearing children in an unwanted environment. Due to the survival of the poor, they do not mind spoiling the future of the children. Lack of access to schools and high percentage of parental illiteracy, the children are severely getting affected. Children become victims of child labour, natural learning process also gets affected without peer group, lack of adequate nutrition faces all types of health problems at an early age which affects the growth process of children.

**Table 3.61 Factors of Migration - Push Factors**

S. No.	Physical	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Failure of Agriculture	166 (90.7%)	147 (84.5%)	313 (87.7%)
2	Lack of Employment	178 (97.3%)	174 (100.0%)	352 (98.6%)

3	Less Wages in the native place	134 (73.2%)	165 (94.8%)	299 (83.8%)
4	Indebtedness	86 (47.0%)	118 (67.8%)	204 (57.1%)
5	Lack of Skills	113 (61.7%)	67 (38.5%)	180 (50.4%)
6	High Poverty	163 (89.1%)	174 (100.0%)	337 (94.4%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

**Table 3.62 Pull Factors**

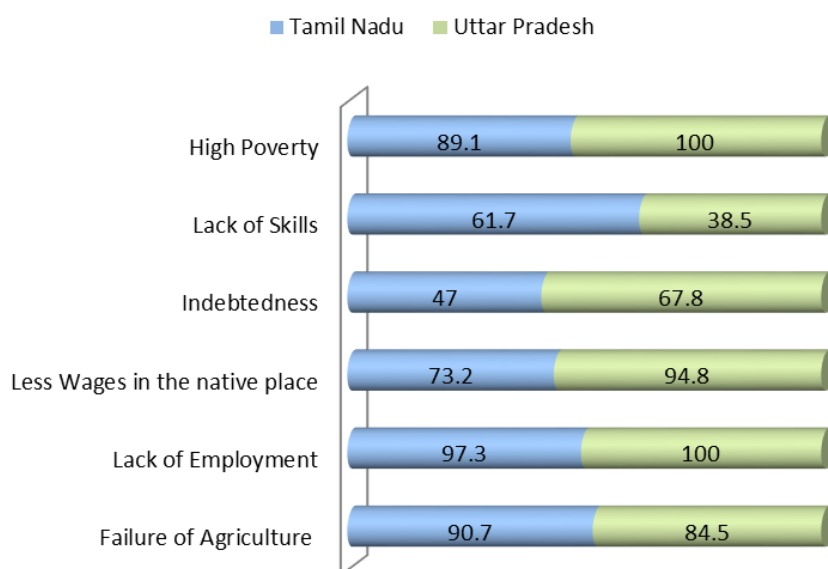
S. No.	Psychological	State		Total
		Tamil Nadu	Uttar Pradesh	
1	High Earnings	124 (67.8%)	171 (93.4%)	295 (82.6%)
2	Earnings According to the Capacity	65 (35.5%)	81 (46.7%)	146 (40.9%)
3	Regular Employment	174 (95.1%)	174 (100.0%)	348 (97.5%)
4	Ready Advance of Money	161 (88.0%)	138 (79.3%)	299 (83.8%)
5	Get away from the relatives burden	26 (14.2%)	19 (10.9%)	45 (12.6%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The above two tables (3.61 & 3.62) reflect the responses provided by the sample population on a number of push and pull factors influenced for migration from one State to other along with a preference to work in risky worksites. Inevitably all the researches on migration spell had a number of reasons for migration but the present are different subject to the nature of work selected in the destination places. Especially poor people are

**Figure 3.37. Push Factors**

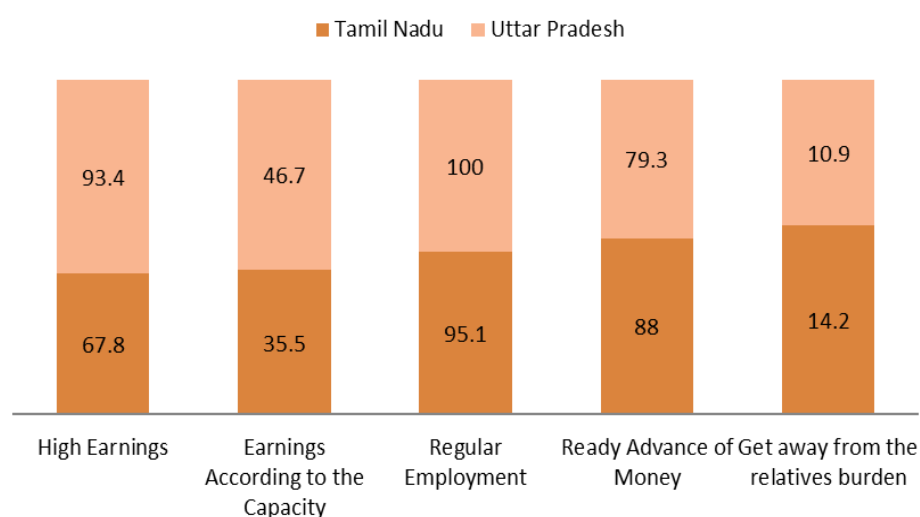


pushed from their native places to get better employment opportunities and to earn better income to support their survival. It is important to explain the plight of workers migrating to the stone quarries. They do not have life security and face miserable working conditions

normally people do not prefer employment in the quarries. But only reason motivated them was higher income possibility and earning according to their ability. According to the data from the table more than 98 per cent responded lack of employment and 94.4 per cent reported high poverty played as push factors for their migration.

They have given multiple responses for different push and pull factors leading to their migration. Around 88 per cent reported failure of agriculture and low wages in the native places, 57.1 per cent for indebtedness and 50.4 per cent agreed lack of skills led them to move out from their native. Similarly, responses on pull factors reported by 97.5 per cent for regular employment, 83.8 per cent towards payment of advance money, 82.6 per cent were attracted towards high earning possibility and around 41 per cent for the possibility of earning according to their capacity. This particular sector even though has many drawbacks, the professional

**Figure 3.38. Pull factors**



stone quarry workers preferred to work in stone quarries due to availability of fewer options in other sectors.

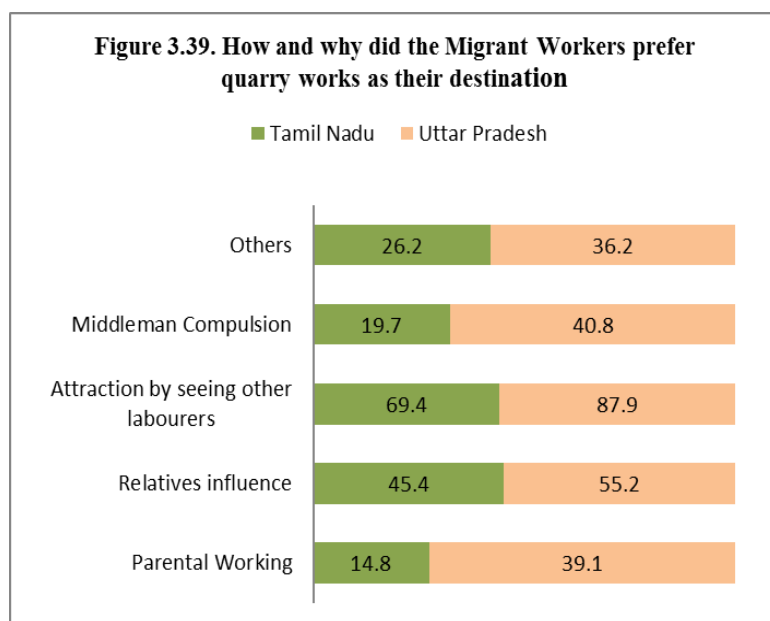
### 3.7. Working Conditions and Awareness on the Protective Laws

**Table 3.63 How and why did the Migrant Workers prefer quarry works as their destination?**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Parental Working	27 (14.8%)	68 (39.1%)	95 (26.6%)
2	Relatives influence	83 (45.4%)	96 (55.2%)	179 (50.1%)
3	Attraction by seeing other labourers	127 (69.4%)	153 (87.9%)	280 (78.4%)
4	Middleman Compulsion	36 (19.7%)	71 (40.8%)	107 (30.0%)
5	Others	48 (26.2%)	63 (36.2%)	111 (31.1%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



The previous tables reflected the push and pull factors leading to migration of the quarry workers, but the table 3.63 presents on what context they preferred to select quarry works than any other sectors. Around, 78 per cent were influenced by their neighbours, and 50 per cent of respondents were influenced by the relatives

who were already working in the quarries. There are around 27 per cent who started working due to their parental influence and continue in the quarries along with their parents or individually moving to other locations. Compulsion by middlemen also played a vital role in selecting quarry works by giving an attractive scenario of advance and wage payment.

**Table 3.64 What were the processes of bringing and employing these workers in their present employment?**

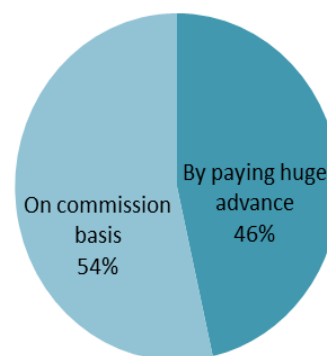
S. No.		State		Total
		Tamil Nadu	Uttar Pradesh	
1	By paying huge advance	136 (74.3%)	174 (100.0%)	310 (86.8%)
2	On commission basis	183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The questions related to the process of arrangement of labour was put to the stone quarry workers (table 3.64), almost 87 per cent of the respondents from both the states including all the respondents from Uttar Pradesh reported, that they were called for work by paying huge amount of advance money on a family basis. They were also attracted by paying transport charges for two times in the year free of cost in addition to the advance payment. The stone quarry owners pay commission to the contractor's, in turn, they pay that amount to the labourers. The labour contractors agree with the

**Figure 3.40. processes of bringing and employing these workers in their present employment**



labourers to pay commission as an incentive or bonus to the workers based on the quantum of work done by them at end of the year and part of commission goes to the contractor.

**Table 3.65 Are the Rights of the Inter-state Migrant Workers Protected by the Existing Laws**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	62 (33.8%)	21 (12.0%)	83 (23.2%)
2	No	121 (66.2%)	153 (88.0%)	274 (76.8%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The Inter-State Migration Act has made a number of provisions/rights for protecting the migrant labourers of different States. In addition, provisions of other labour laws are also applicable to the inter-State migrant workers with the intention of protecting them from any form of exploitation. The industrial labour law provides protection rights on safety measures and working conditions of the labours employed in disastrous works, labour wage act gives rights on the wage payment for a different type of works, and equal pay for equal works, etc. Question on (table 3.65), whether the rights of the inter-State migrant workers protects in real sprit by the existing laws reported negatively by 77 per cent and only 23 per cent reported positively for few provisions of the acts.

**Table 3.66 Are the Conditions Enlisted in the Inter State-Migrant Workmen Act, 1979 fully Followed by the Employers, Contractors and Enforcement Authorities?**

S. No.		State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	11 (6.0%)	22 (12.6%)	33 (9.2%)
2	No	172 (94.0%)	152 (87.4%)	324 (90.8%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

**Table 3.67 How Far the Inter-State Migrant Workmen Act, 1979 is being Followed by Principal Employers, Contractors and Enforcement Authorities?**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Fully	11 (6.0%)	22 (12.6%)	33 (9.2%)
2	Partially	67 (36.6%)	83 (47.7%)	150 (42.0%)
3	Very Less	105 (57.4%)	69 (39.7%)	174 (48.7%)
4	Not at all	-	-	-
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The Inter-State Migrant Workmen Act 1979 provides a number of favourable rights with the concern of protecting the stone quarry workers from exploitation by employers



and the contractors. The provisions are, registration of the quarry as an establishment, license for labour contractors, agreement for labour contract, revoke the license and forfeit the security of the labour contractor, issue of identity passbook for the Inter-State workers, wage security, displacement allowance, wage payment arrangement, loan recovery, powers of inspector of works in the quarries, governance of workers under different labour acts, adjudication of disputes related to inter-State workers, punishment for the offences in the quarries, limitation of prosecutions.

Majority of the quarries in the study region do not follow provisions of the act and are not ready to disclose such provisions to the workers to avoid legal complication or prosecutions by the labours or supporting organisations. Almost all the quarries have license to operate quarries, the mining department of the State government has appointed work inspectors to supervise the mining operations as per the provisions of the mining Act. But other provisions like issuing of passbook to the workers, obtaining license for contractors, first-aid provisions, punishment for offences at the worksite, facilities to be given at worksite and living places, minimum wage payment was not implemented according to the Act by the employers.

Only nine per cent of the sample workers agreed the employers adhere to the various constitutional provisions in the quarry activities. But 91 per cent reflected negatively to the question and further explained only very few provisions were considered and in majority cases, the stone quarry workers were cheated or exploited and sometimes they were sent away from the worksite through physical attacks.

On the level of satisfaction on the implementation of provisions of various constitutional acts, only around nine per cent were fully satisfied, 42 per cent were partially satisfied and remaining around 49 per cent reported not at all satisfied on the working conditions and legal obligations of the employers in the stone quarries.

**Table 3.68 Are the Provisions pertaining to Penalising the Concerned Principal Employers, Contractors in Case of Violations, Adequate and Effective on the Ground?**

S. No.		State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	157 (85.8%)	143 (82.2%)	300 (84.0%)
2	No	26 (14.2%)	31 (17.8%)	57 (16.0%)
Total		183 (100.0%)	174 (100.0 %)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

Compensation for loss of life and loss of parts of body of workers were paid on certain cases but not as per the legal provisions, settlement would be done with the family members of the workers either by counselling or by threatening. In the case of violations of legal provisions of the acts, 84 per cent respondents reported positively, which means that penalty compensation has been possible if legal complaints are made. But, in majority cases, issues are settled without making complaints with the legal system. Non-compliance is possible in particular with the other State migrant workers because they don't have background support from any of the organisations or government institutions. Therefore, issues are settled with minimum compensations at local level.

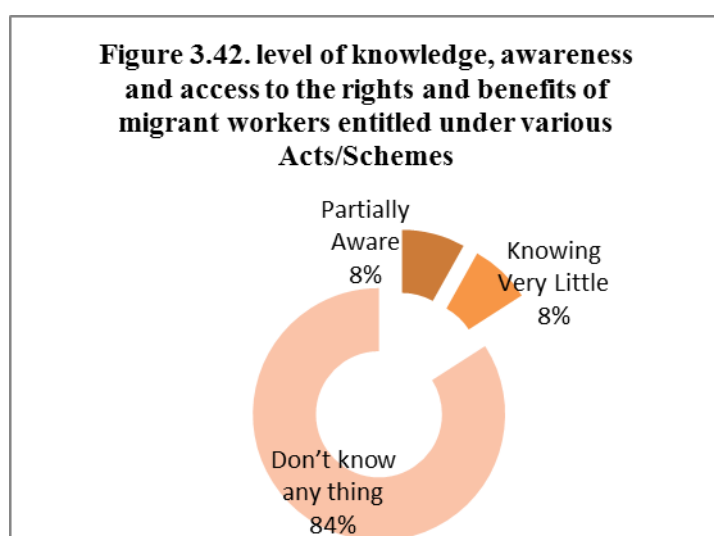
**Table 3.69 What is the Level of Knowledge, Awareness and Access to the Rights and Benefits of Migrant Workers Entitled under Various Acts/Schemes?**

S. No.		State		Total
		Tamil Nadu	Uttar Pradesh	
1	Fully Aware	-	-	
2	Partially Aware	16 (8.7%)	13 (7.5%)	29 (8.1%)
3	Knowing Very Little	14 (7.7%)	14 (8.0%)	28 (7.8%)

4	Don't know any thing	153 (83.0%)	147 (84.5%)	300 (84.0%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



It is pathetic to note that (table 3.69), 84 per cent of workers among sample population were not aware of the legal provisions of various constitutional acts protecting industrial labours or laws related to protecting the interest of the other State migrant workers. Only around 16 per cent knew about the legal provisions protecting them. Lack of

awareness on the legal provisions is natural, being a majority of the labourers are illiterates and ignorant. Even government officials act on the interest of quarry owner.

**Table 3.70 What are the appropriate strategies to develop the migrant workers?**

S. No.	Suggestions	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Awareness	183 (100.0%)	174 (100.0%)	357 (100.0%)
2	Protective	183 (100.0%)	174 (100.0%)	357 (100.0%)
3	Better Living Condition	183 (100.0%)	174 (100.0%)	357 (100.0%)
4	Education for Children	116 (63.4%)	174 (100.0%)	290 (81.2%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The table 3.70 provides responses of sample workers on the options in selecting various strategies to protect the rights as well as to develop their lives. All the respondents of all the sample quarries from both States expressed awareness about the rights and provisions of various laws of the Indian Constitution, making adequate initiatives to implement the protective and welfare measures for the betterment of the working conditions. They also suggested to improve better living conditions by providing basic provisions at living places as well as worksites. Moreover, making appropriate measures and arrangements for education of their children is also very important for the development of their future generation, which was agreed by 81 per cent of the study population.

**Table 3.71 Are There Any Welfare Measures Provided by the Employer?**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	172 (94.0%)	158 (90.8%)	330 (92.3%)
2	No	11 (6.0%)	16 (9.2%)	27 (7.7%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The study made an attempt to understand on the welfare measures taken by the employer for the benefits of migrant workers (table 3.71). Around, 92 per cent respondents replied positively accepting to welfare measures provided by the employer. Further discussion revealed types of welfare measures taken by the employers. The workers were

provided free accommodation of dormitory type otherwise they were given a sum of amount to construct small structures like huts, where they could stay. They were also given free electricity. Whenever there was a requirement to visit the market, they were allowed to use transport vehicles already used in material transport. On the occasion of important festivals like Deepavali and Sankaranthi (south Indian festival), the workers are given new dresses along with a token of monetary incentives. The health expenditure incurred on minor accidents and injuries were also paid by the owners.

**Table 3.72 Do you Have Adequacy/Access of Following?**

S. No.	Particulars	State				Total	
		Tamil Nadu		Uttar Pradesh			
		Yes	No	Yes	No	Yes	No
1	Food	57 (31.1%)	126 (68.8%)	38 (21.8%)	136 (78.2%)	95 (26.6%)	262 (73.4%)
2	Shelter	35 (19.1%)	147 (80.3%)	27 (15.5%)	147 (84.5%)	62 (17.4%)	294 (82.4%)
3	Clothes	168 (91.8%)	15 (8.2%)	128 (73.7%)	46 (26.3%)	296 (82.9%)	61 (17.1%)
4	Nutrition	97 (53.0%)	86 (47.0%)	11 (6.3%)	163 (93.7%)	108 (30.3%)	249 (69.7%)
5	Medical Care	121 (66.1%)	62 (33.9%)	-	174 (100.0%)	121 (33.9%)	236 (66.1%)
6	Transport and Market	74 (40.4%)	109 (56.6%)	-	174 (100.0%)	74 (20.7%)	283 (79.3%)
7	Entertainment	172 (94.0%)	11 (6.0%)	-	174 (100.0%)	172 (48.2%)	185 (51.8%)
8	School for chil- dren	18 (9.8%)	165 (90.2%)	21 (12.1%)	153 (87.9%)	39 (10.9%)	318 (89.1%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

Interaction related to accessibility and adequacy of various basic provisions available for the migrant workers were made and data related to the responses are presented in the table 3.72. Lack of sufficient food by 73.4 per cent workers, lack of better housing by 82.4 per cent, lack of nutrition by around 70 per cent, the inadequacy of medical facilities

by 66.1 per cent, lack of access to transport and market facilities by 79.3 per cent, non-availability of schools nearby working areas 89.1 per cent and non-availability of sources of entertainment by 51.8 per cent were reported. Even though the previous table presented positive responses on the welfare measures, inadequacy has been reported on various items by a majority of the workers. But due to the traditional practices of the professional vocation, non-availability of any other skills and also lack of employment opportunities in their place of origin compelled them to work in such risky labour works. Informal discussion on the healthy life of quarry workers disclosed a number of early deaths especially among men workers which totally disrupts the life of the families. Early deaths were due to addiction to liquor and drugs, inadequate nutrition, long hours of work in the scorching sun, injuries and accidents.

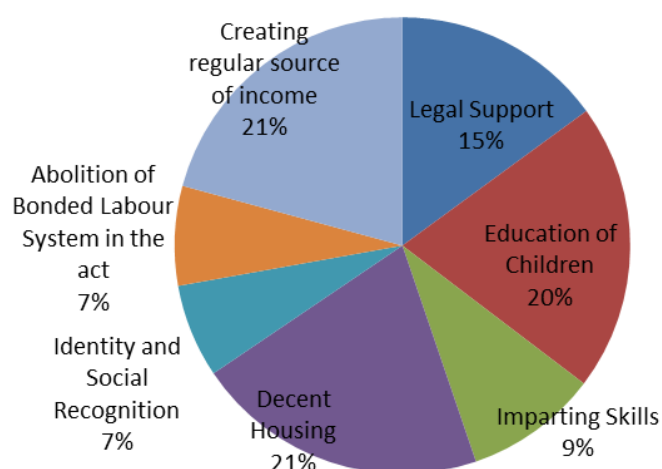
**Table 3.73 What assistances required from the government?**

S. No.	Type of Assistances	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Legal Support	183 (100.0%)	74 (42.5%)	257 (72.0%)
2	Education of Children	183 (100.0%)	167 (96.0%)	350 (98.0%)
3	Imparting Skills	76 (41.5%)	86 (49.4%)	162 (45.4%)
4	Decent Housing	183 (100.0%)	174 (100.0%)	357 (100.0%)
5	Identity and Social Recognition	43 (23.5%)	71 (40.8%)	114 (31.9%)
6	Abolition of Bonded Labour System with strict implementation act	46 (25.1%)	75 (43.1%)	121 (33.9%)
7	Creating regular source of income	183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

**Figure 3.44. What assistances required from the government**



The above table 3.73 presents the data related to assistances required from the government for better working conditions, protection of rights of the labourers and to find better alternative employment opportunities. The table reveals that all the respondents were very

much interested in requesting the government to create a regular source of income through alternative employment. They also intended to request to ensure minimum basic services in the living places provided by the employers. Understanding the difficulties of working in the quarries, around 98 per cent of the labourers interested to put humble request for creating educational access to their children either in the workplaces or arrangement of boarding accommodation in the form of priority in admission to the hostels. It is also suggested by 72 per cent respondents to encourage victims of accidents or offences to complain about the legal system and avail appropriate compensation for various losses incurred. It was also expressed by 45.4 per cent to impart skills in any of the field to avail employment to get away from the clutches of a kind of bondedness (33.9 per cent) . They also like to propose (31.9 per cent) to the government to recognise and create dignified life for their fellow workers by the rest of the society. A majority of such workers belong to SC and ST category and are engaged in lower category of work like stone cutting, having a nomadic way of life disgraced or exploited and ill-treated by the members from another caste.

**Table 3.74 Do you have any labour Association?**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	-	-	-
2	No	183 (100.0%)	174 (100.0%)	357 (100.0%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

The nature of high mobility in changing of worksites and status of non-local labours were hardly united for fight against or demand for their rights. It was reported by all the respondents on the non-existence of labour organisation supporting other state migrants.

**Table 3.75 Any NGO working for your cause**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	73 (39.9%)	89 (51.1%)	162 (45.4%)
2	No	110 (60.1%)	85 (48.8%)	195 (54.6%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

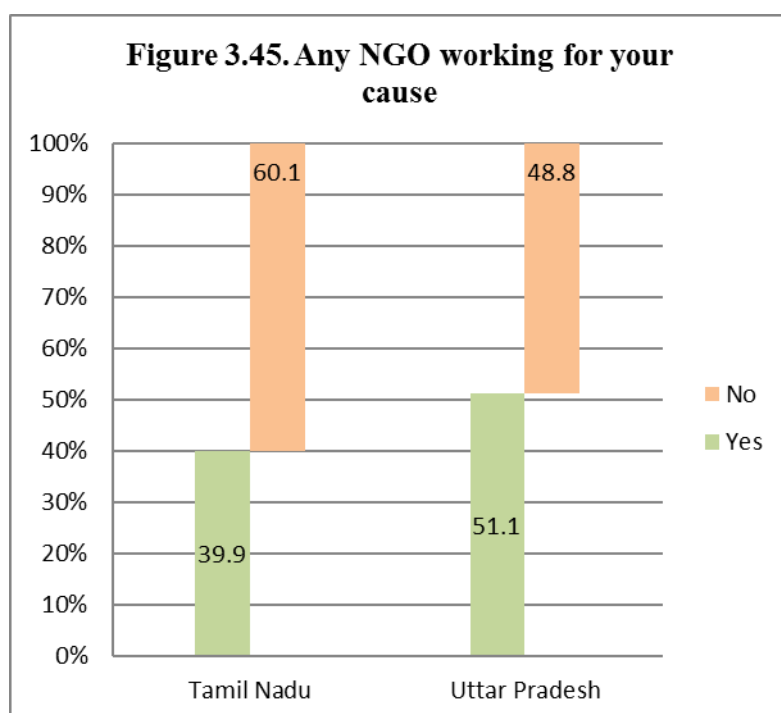


**Table 3.76 If yes, what are the activities for your support?**

S. No.	Supporting required	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Social protection	27 (13.8%)	89 (33.3%)	116 (25.0%)
2	Economic Activities	-	-	-
3	Legal Protection	23 (11.7%)	-	23 (5.0%)
4	Health Support	73 (37.2%)	89 (33.3%)	162 (35.0%)
5	Above all	73 (37.2%)	89 (33.4%)	162 (35.0%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population



A total of 45.4 per cent of the study respondents reported on availability of Non-governmental organisations (NGOs) in both the study States and working for the welfare and legal support. But, majority (54.6 per cent) mentioned lack of support. Those organisations are working on demand basis especially on legal ground. In general, they work on the fields of health, nutrition,

awareness generation, and social protection on a case by case, etc.

**Table 3.77 Whether any member of the household fell permanently ill during the last three months due to quarry work?**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	16 (8.7%)	41 (23.7%)	57 (16.0%)
2	No	167 (91.3%)	133 (76.4%)	300 (84.0%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)
<b>Table 3.78 Whether they have taken treatment?</b>				
1	Yes	16 (8.7%)	41 (23.5%)	57 (16.0%)
2	No	-	-	-
3	NA	167 (91.3%)	133 (76.4%)	300 (84.0%)
Total		183 (100%)	174 (100%)	357 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

It was reported by 16 per cent on occurrences of long spell illnesses for the members of their family and all were assisted financially for treatment by the employers for cure and paid an advance amount of money during loss of employment due to illness.

**Table 3.79 Do you have compensation for the death of labour at the work site on accident?**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Yes	183 (100%)	133 (76.4%)	316 (88.5%)
2	No	-	41 (23.6%)	41 (11.5%)

Total		183 (100%)	174 (100%)	357 (100%)
<b>Table 3.80 If yes, mention type of support</b>				
1	Cash	183 (100%)	126 (100%)	309 (100%)
2	Medical Treatment	183 (100%)	126 (100%)	309 (100%)

Source: Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

**Table 3.81 If no compensation paid what would be your reaction?**

S. No.	Responses	State		Total
		Tamil Nadu	Uttar Pradesh	
1	Legal Action	86 (47.0%)	22 (12.6%)	108 (30.3%)
2	Negotiation through association	66 (36.0%)	80 (46.0%)	146 (40.9%)
3	No reaction	31 (17.0%)	72 (41.4%)	103 (28.9%)
Total		183 (100.0%)	174 (100.0%)	357 (100.0%)

Source : Data Collected from the Field.

# Figures in the parenthesis in the States column represents percentages to the state total and end column represents percentages to total study population

As it has been mentioned, the stone quarry related works are very risky and dangerous to the worker's life. Accidents are very common in the stone-cutting process especially during drilling and blasting of rocks. The un-blasted dynamites may also blast while breaking the stone. Other health-related issues like blood pressure, drowsiness, weakness and blurring eyes also lead to accidents while climbing up and down on the rocks.

As per the labour wage Act, the workers are to be adequately compensated based on the quantum of loss occurred to them. Similarly, migrant related acts also recommend for adequate safety and appropriate compensation strategies for the victims or their families. But real situations are something different which are unfavourable to stone quarry workers. By using illiteracy, ignorance and lack of institutional support, the employers cheat the workers without paying adequate compensation and also eliminating the cases or forces behind the accidents or deaths. In the study region, and interaction related to cases of accidents and process of compensation was made, no respondent was ready to disclose the cases of occurrences but they informed prevalence of accidents and payment of monetary compensation to the victims or survivors of the families. The above table 3.79 reflects, 11.5 per cent disagreed to the practice of paying compensation, the majority said positively and they were paid cash compensation.

Regarding (table 3.81) reaction towards 'no compensation attitude of the employers', around 41 per cent reported for approaching local organisations for support to fight against the employer's injustices. But, around 29 per cent respondents were not interested to react due to the fear towards muscle and money power of the quarry owners.

## **CHAPTER – 4**

### **FINDINGS AND SUGGESTIONS**

The study covered the issues in two States namely Tamil Nadu and Uttar Pradesh. Relevant data were collected from 357 respondents covering 183 from Tamil Nadu and 174 from Uttar Pradesh. The study mainly focused on the issues related to the contract of labour, their socio-economic conditions, nature of work and related problems. It also made attempts to understand the push and pull factors towards migration to other States. The major findings of the study were drawn from the field data, interaction with the quarry workers and informal discussion from various agencies working in subject are presented here. Based on the findings and also inputs from the respondents and service organisations few important suggestions were arrived and presented at the end of this chapter.

#### **4.1 Findings on Respondents**

- Sex-wise representation of the sample population shows, 58.5 per cent workers covered under the study were males and 41.5 per cent were females. Among them, around 80 per cent of workers were in the age group between 20-40 years and 92.3 per cent were married and 83 per cent were illiterate. Only 17 per cent attended primary schooling. High percentages of children were not attending school. The children were reluctant to attend school due to non-availability of school in their working premises and as nature of work engages them completely, they hardly find time to send their children to school
- Moreover, due to their poor economic condition migrant labourers could not pay school fees or purchase required things for their higher studies. Therefore, parents put their children into quarry works at an early age and engage them in taking care of household activities as well as looking after younger siblings

- Majority of the sample population belongs to Hindu religion. The study sample has covered different types of caste groups from both study States. Labourers working in quarries of Tamil Nadu belong to Vaddy sub-caste migrated from Andhra Pradesh and Kalla Wadar from Karnataka. In Uttar Pradesh majority of the migrant stone quarry workers come from Bihar and they belong to Musahars and Patharkat sub-castes.
- Majority of them were engaged in some form of income-earning activities related to agriculture and allied sector before coming to quarry works. Around 49.0 per cent of families were engaged in agriculture labour, around 22 per cent of families were underemployed and unemployed. Around, 16 percent were engaged in farming partly and rest of the period engaged in livestock rearing.
- As agriculture is a seasonal activity both farmers and agricultural workers had to face the problem of acute unemployment during drought. Even, people who were engaged in animal husbandry also face difficulties due to non-availability of fodder and unsuitable weather.

### **Findings related to Family Particulars**

Majority of the inter-State migrant families live isolated, even newly married couples quickly separate and form a new family to earn and save or accumulate wealth of their own

- 38 percent families were having a family size between 3-4 members and around 30 per cent families have a family size of 1-2 members, 17 percent have 5-6 members. Remaining 15.8 per cent were having more than six members. The majority of respondent's families in the study region were having bigger families with the intention of more hands will fetch more income.

## Findings on living conditions and status on basic services

- Around 85 per cent were living near the worksite and far away from the people's settlements. It was reported by around 83 percent respondents that the houses are not suitable for living. It is a compulsion for the quarry workers to live nearby the quarries on available open land by creating small huts by using locally available thatches or temporary sheds created by the owners of the quarries .
- There are two types of accommodation arrangements which are prevalent among quarry workers settlements. One type is, the quarry operators/contractors create a common shed where each family is allotted one room and a place for cooking outside the room. The other type of housing is created by the workers on their own according to their requirement on the land given by the quarry owners. The study found that 61.3 per cent people live in sheds provided by the employer mainly in Tamil Nadu and 32.5 per cent live in the houses created by them and funded by the employers.
- The type of houses they resided was minimally built. Around 48 per cent live in huts followed by 46 percent live in structures built with a mud wall and thatched roof. The living arrangements were very simple and constructed with materials like coconut or palm thatches for roof and sticks or stakes for covering the sides like walls. There were very few quarries having tiled roof structures with a mud wall, small in size
- More than 92 percent of the workers were not happy about their places of living, but they responded for non-availability of alternative arrangements. The premises of living were not conducive for human life. The workers have to face and get affected by all types of natural disasters. The single room accommodation also creates inconveniences to the families having adult members due to lack of privacy and inadequate place for dwelling.
- Around 47 per cent did not have electricity access. A common connection was

linked to all huts and provided single bulb connection. The charges of legal connections are paid by employers for the structures like dormitories.

- 84 percent did not have toilets and went for open defecation. The concept and concern of using or providing sanitation facility lack totally among employers as well as among workers. Awareness and importance of using the toilet was not available among the study population.
- The majority, 71.7percentrespondents use firewood as cooking material, predominantly they use agricultural waste materials available in and around living areas.
- Study areas do not have a good system of drinking water supply due to decreased groundwater level and nature of rocky regions. A majority of the population, 73.2 per cent depend on hand pump for their household purposes as well as for bathing. In the majority of the workers living areas drainage facility was not available; it was acknowledged by 92.4 per cent respondents.
- Being in remote location and government unacceptable habitations, they did not have road facility. Connectivity was a major problem for the quarry workers because the government did not consider their necessity being non-State actors.
- Overall satisfaction on the availability and utility of the basic services, around 87 percent sample population reflected on the non-availability and inability of access to basic services. More than 90 percent of the dwelling units were not provided with the basic necessities like drinking water, housing, electricity and sanitation facilities.

### **Income and Expenditure status findings**

- Higher average annual income will lead to higher expenditure especially on buying comfort needs to lead a better life. More number of respondents, i.e. 36.7 per cent



earn an annual income between Rs. 70,001 – 90,000. Further, around 21 per cent have got an annual income between Rs. 90,001-1,10,000, followed by another around 20.4 per cent of respondents earned between Rs.50,001-70,000. It is very interesting to note that, 15.4 per cent earn more than Rs. 1,10,000

- The expenditure pattern after entering into quarry work reflect a positive scenario in the sample households and have increased spending on various items to fulfil their basic needs. The majority household's 31.4 per cent annual expenditure was between Rs.70,001–90,000. There was 25.2 per cent, who spent Rs. 50,001-70,000 per annum currently. Around 21 per cent families were in the expenditure category of above Rs.1,10,000.
- The expenditure pattern reflects higher spending on food followed by medical care. Since they face severe health issues due to their profession and living environment leads to higher expenditure on medical treatment and another important item of survival mechanism i.e. food. The expenditure on education shows very low in all households. Other items of expenditure are very low and insignificant.
- The expenditure of quarry workers is mostly on food and alcohol. It is quite surprising enough that around 20 per cent of their income was spent on intoxicants. It has resulted in premature deaths and in some cases, they were incapacitated to do any other work.
- No one had ration card at the worksite but status and type of possession of ration cards at the native places reflect all working families have ration cards. Out of that, 83.2 percent are having BPL card followed by 16.8 percent having Antyodaya Anna Yojana cards.

#### **4.5 Land and assets Particulars related findings**

- Almost 90 percent of the migrant families did not have land. A significant number

of migrant workers had land in their native places before migration. Due to failure of monsoon and lack of money for investment, many people sold their land even the homestead area for their survival and also to pay back loans taken from money lenders

- It was found, 42.6 per cent families had some kind of livestock like sheep, goat, cows and hens. The value of livestock of 66.4 per cent was worth below Rs. 5,000, 19.6 per cent families livestock value was between Rs. 5,001 to 10,000 and remaining around 14 per cent were having Rs. 10,001 to 20,000
- Almost all respondent families had assets. Approximate values of the assets possessed by the respondents was below Rs.10,000 only. Around 25 per cent were having assets worth of Rs. 10,001 to 20,000 and another 28 per cent were holding assets worth more than Rs. 20,000. The type of assets available in the households were television, bicycle, motorbikes and other small items which do not have much resale value. Women used to have small items of gold or silver jewellery
- It was reported, around 62 per cent households had made savings out of their earnings. Higher the incomes from the quarry works also require higher expenditure on consumption as well as on maintaining better health to work hard
- Majority people eat non-vegetarian food on alternate days to supplement higher energy requirement and also consume alcohol to get relief from the body pain. Therefore, a major portion of their earnings went on consumption purposes. In this context, it is very difficult for them to save more money. Around, 28 per cent of respondents saved in the form of cash, 13.6 per cent purchased house sites in their native places followed by around 27 per cent purchased less quantity of gold ornaments. A majority of the respondents (44.5 per cent) reported repayment of loans taken at the time of migration
- A majority (63.9 per cent) of labourers were unskilled. Only 14.3 per cent reported

that they have professional skills. It is reported that, labour working both in Tamil Nadu and Uttar Pradesh (being stone cutters generation by generation) have traditional family professional skills like drilling, blasting, breaking stones and polishing granites, etc. Around 22 per cent have semi-skills that is only breaking and loading of stones and metals.

### **Findings on Loans and Repayment**

- All the respondents have taken loans from different sources for different purposes. Around 43 per cent have taken loan of Rs. 10,000 – 20,000 followed by 25 per cent borrowed between Rs. 20,001 – 30,000. Only 22 per cent have taken loan of below Rs. 10,000. Around 10 per cent have taken higher loan amount of Rs. 30,000 – 40,000
- Different types of loans were taken by the quarry workers, i.e. short-term loans to be paid within week or month. The long-term loans are allowed to be paid till the period working in quarries. This long-term loan is normally taken from quarry owner. The medium-term loan is taken every year and paid back at the end of the year while calculating the annual works and income earned. The short-term loans are taken for consumption needs from local traders and also from neighbours. Almost 74 per cent of people have taken cash loan
- Workers take loan and try to clear as much as possible in the same year and unpaid amount if anything has been carried forward as an advance for the next year. Only around 14 per cent fully paid back the loan, followed by around 33 per cent have repaid more than 50 per cent of loans taken by them, another 33.3 per cent have paid less than 50 per cent and 20.2 per cent not paid their loans taken for current year
- There are two approaches prevailing in the stone cutting quarry workers loan re-

payment process, the first one is, the quarry owners or contractors try to minimise loan recovery with an intention of retaining the labourers for the next year and try to encourage them to borrow as much as possible. The second approach intends to maximise the recovery of loans on every wage disbursement to get back their advance or loans due to the instability of 'quarry contract' from the government or to avoid escapism of the labourers before settlement of loans

- The sources of loans at the destination of migration reveals that 26 per cent people took loans from quarry owners and 28.1 per cent took from labour contractors. Another 22.5 percent households have taken household commodities from the nearby shops on short term loans. The informal sources of credit always create pressure on the borrowers by charging a high percentage of interest from outsiders and compulsion on paying of high interest for unpaid loans taken from either owner of the quarry or contractor
- It is very interesting to know that, no household mentioned about loans for education. The various purposes for a loan, higher responses (39.2 per cent) pointed on meeting the household consumption expenses, followed by marriage and ceremonial expenses (23.4 per cent) and equally for medical expenses (22 per cent). It is interesting to note that a significant percent (12.8 per cent) of households reported loans taken for other purposes, almost all the respondents spent a significant amount on alcohol and other drugs, even women and children also have the habits of consuming tobacco-related products.

#### **4.7 Findings on Labour Arrangements**

- In search of quarry works, a majority of people approach agents or labour contractors and vice versa. In the sample study region, almost 95 per cent of labourers were approached and contacted by the labour contractors
- A majority of labour is engaged in piece-rate basis, i.e. based on the quantum of

stones broken and the measurement of a quantity is done based on the number of truck loads

- All workers were taken on a contract with an annual advance of payment. Whether workers' pay back the annual advance or not, they have to work till the end of the year and settle the advance at the year-end
- Around 50 percent of the people are not satisfied on the pattern, procedures, binding conditions and also type of payment prevailing in the study regions due to uncertainty of tenure of work, lack of freedom of choice of mobility and severity of working conditions. A section of labour (36.4 per cent) responded for partial satisfaction and around 13 percent respondents reported for full satisfaction.

#### **4. 8 Major Problems Experienced during Quarry Work**

- The wages are paid for the work done but no compensations for many invisible problems related to physical, psychological, social, economic, health, cultural and security-related aspects. The migrant workers face a number of problems, in which many may not come under the purview of any provisions of the Labour Act or Inter-State Migration Act of India. The sample workers did not seriously consider to find solutions for those problems
- Nature of works is very hard in the quarries. They work with heavy instruments and break solid stones either below the earth or at high peaks of rock above the earth. To earn more income, all members of the family get involved in work for longer time without a break and lack of adequate nutritious food leads to number of body-related problems
- Quarry workers face weakness and body pain every day, which was accepted by all of the sample population. A total of 62.5 per cent opined getting injuries and wounds while breaking stones

- Around 90 percent of sample population is facing mental stress and loneliness, followed by around 33 percent reported for mental instability. It is understood that psychological problems arose due to hard work and untimely food intake and also due to disconnection from relatives and native place
- 90 per cent of the families feel they are disintegrated from their society and all responded that they are distant from their relatives and feel insecure due to lack of people to share their feelings. This sort of social disconnect creates further problems related to marriage for their sons and daughters in finding bride or bridegroom
- High income leads to high expenditure was agreed by majority of the respondents (78.4 per cent) from both the States on addiction to drugs was accepted by more than 90 per cent. The expenditure on health (88.8 per cent) is very high due to the nature of work and the possibility of injuries during work hours. Since parents are addicted to such drug habits, the children also easily get trapped into such practices
- The major health problems faced by workers are by quarry dust leading to blocking of the respiratory system (94.1 per cent), skin rashes (89.6 per cent), malnutrition (40.9 per cent), lack of immunity (41.3 per cent), polluted environment lead tuberculosis (37.0 per cent) and vision problem (28.3 per cent). There were around 10 per cent, who responded having conditions of morbidity in their families
- Almost all the working members of the family consume local liquor and varieties of tobacco and marijuana products which are more harmful especially to the hard-working people like stone quarry workers
- Labourers work in heavy dust environment, inhaling stone dust as well as smokes

from dynamites used for drilling and blasting of rocks this causes a number of respiratory problems mainly tuberculosis and also skin diseases like skin rashes, shrinking and itching

- Lack of adequate food and nutrition lead to malnutrition, morbidity, anaemia in women and children. In addition to such specific problems, they also get common diseases like fever, cold, dysentery during rainy season and headache, vision problem, heart problem, etc., due to high temperature during summer. They also get intestine problems due to heavy consumption of liquor and teeth problems due to chewing of tobacco
- In rural areas people give more importance to cultural practices like attending village and community festivals, communal rituals, attending marriages and family-related ceremonies, visiting relatives and many other occasions. It gives pleasure and support leading to strengthening of unity among village community and ethnic groups. As they are living away from the native society it prevents them from attending such events, which further leads to a number of other consequences like lack of peer group sharing for children as well as adolescents (65.3 per cent), the problem in finding a life partner at the place of origin (41.5 per cent)
- Around, 91 per cent reported missing their festivals, and 78.7 per cent felt missing family rituals and ceremonies. Those problems ultimately affect the mindset of workers especially women have a feeling of isolated living. Children face severe consequences when they grow up, unable to mingle with the other families when they go back to parental places
- Physical security is also a major concern among migrated workers it was specifically reported by 62.5 per cent people about insecure places of living and almost 85 per cent on the threat at working conditions. They always feel life threat both at working and living places due to risk involved, hazardous nature of work and lack

of secured houses and unsanitary surroundings near living areas.

### **Women Workers Problems**

- Specific problems faced by women workers are due to physic and ability of strength also affects women and creates specific problems like back pain (93.8 per cent), incidences of abortion, unequal payment and the incidence of sexual harassment were reported by around 20 per cent.
- More than 81 per cent also expressed that women face a number of other problems which they are unable to disclose. The contractors and other male members' disturb and urge to have an illegal sexual relationship. Women are unable to report the situation either to family members or to anybody else with the fear of eviction from the workplace or disintegration from the family.
- Women also face domestic violence by their husbands led by drunken behaviour. Women have many roles like attending quarry works in addition to the family responsibilities and giving company to husband, refusing it might lead to physical violence.

#### **4.10 Push and Pull Factors for migration**

- More than 98 per cent responded lack of employment and 94.4 per cent reported high poverty played as push factor for their migration. Especially poor people were pushed away from their native places to get better employment opportunities and to earn better income to support their survival. Only reason which motivates poor is higher income possibility and earning according to their ability in the quarries.
- Around 88 per cent reported failure of agriculture and fewer wage in the native places, 57.1 per cent for indebtedness and 50.4 per cent agreed lack of skills led them to move away from their native.



- Similarly, responses on pull factors reported by 97.5 per cent for regular employment, 83.8 per cent towards payment of advance money, 82.6 per cent attracted towards high earning possibility and around 41 per cent for the possibility of earning according to their capacity. This particular sector even though has many drawbacks, the professional stone quarry workers preferred to work in stone quarries as it was their traditional profession.

#### **4.11. Working Conditions and Awareness on the Protective Laws**

- Around 78 per cent labourers were influenced by their neighbours in the place of origin and 50 per cent of respondents were influenced by relatives who were already working in quarries. Middle men's compulsion also played a vital role in selecting quarry works by giving an attractive scenario of advance money and wage payment.
- Almost 87 per cent of respondents were called for work by paying a huge amount of advance. They were also attracted by paying transport charges for two times in the year free of cost in addition to the advance payment.
- Around 77 per cent reported negatively on the protection of the rights of inter-State migrant workers in real spirit by the existing laws. Also, provisions of other labour laws are also applicable to the inter-state migrant workers with the intention of protecting them from any form of exploitation.
- Majority of the quarries in the study region do not follow provisions of the Inter-State Migrant Workmen Act 1979 and are not ready to disclose such provisions to the workers to avoid legal complication or prosecutions by the labours or supporting organisations
- Almost all the quarries have a license to operate, the mining department of the State Government has appointed work inspectors to supervise the mining opera-

tions as per the provisions of the Mining Act.

- Other provisions like issuing of passbook to the workers, obtaining license for contractors, first aid provisions, punishment for offences at the worksite, facilities to be given at worksite and living places, minimum wage payment was not implemented according to the Act by the employers.
- Around 91 per cent reflected negatively on employers' attitude in implementing various constitutional provisions related to quarry activities and further explained only very few provisions were considered and in majority cases, the stone quarry workers cheat or exploit and physical attacks on quarry labours.
- Compensation for loss of life and loss of parts of the body of workers were paid in certain cases but not as per the legal provisions. In case of violations of legal provisions of the acts, 84 percent respondents reported positively, which means penalty compensation was possible if legal complaints were made. But, in majority cases, issues are settled without making any complaints with the legal system.
- A majority of 84 percent of workers among sample population were not aware of the legal provisions of various constitutional acts protecting industrial labours or laws related to protecting the interest of the other State migrant workers.
- All the respondents expressed need of creating awareness about the rights and provisions of various laws pertaining to labour under the Indian Constitution, making adequate initiatives to implement the protective and welfare measures for the betterment of the working conditions.
- They also suggested for improvement in better living conditions by providing basic provisions at living places as well as working sites.

- Moreover, making appropriate measures and arrangements for the education of their children is also very important for the development of their future generation, which was agreed by 81 per cent of the study population.
- Around 92 per cent of respondents replied positively accepting to welfare measures provided by the employer. The workers are provided free accommodation of dormitory type otherwise they are given a sum of amount to create small huts for their living. The workers are also provided free electricity. On the occasions of important festivals workers are given new dresses along with a token of monetary incentives. The health expenditure incurred on minor accidents and injuries were also paid by the owners.
- In connection with the sufficiency various items or facilities, majority workers expressed on the inadequacy of food materials by 73.4 per cent workers, lack of better housing by 82.4 per cent, lack of nutrition by around 70 per cent, the inadequacy of medical facilities by 66.1 per cent, lack of access to transport and market facilities by 79.3 per cent, non-availability of schools nearby working areas 89.1 per cent and non-existence of sources of entertainment by 51.8 per cent.
- Informal discussion on the healthy life of quarry workers disclosed occurrences of the number of early deaths especially among men workers which disrupts the life of the families. Early deaths caused by the habit of addiction to liquor and drugs, inadequate nutrition, long hours of work on the scorching sun, injuries and accidents.
- All the respondents were very much interested in requesting the government to create a regular source of income through creating alternate safe employment avenues.
- They also intended to request to ensure minimum basic services in the living places provided by the employers.

- Around 98 per cent of the labourers were interested to put a humble request for creating educational access to their children either in the workplaces or arrangement of boarding accommodation in the form of priority in admission to the boarding schools.
- It is also suggested by 72 per cent respondents that accident victim's families should be encouraged to complain with the legal system and avail appropriate compensation for various losses.
- It was also expressed by 45.4 per cent to impart skills in any of the field to avail employment. It is essential to rescue some of the labourers from other State to get them away from the clutches of bonded labour was requested by 33.9 per cent.
- The nature of high mobility in changing of worksites and status of non-local labourers made them hard to unite in the fight against or demand for their rights. It was reported by all the respondents on non-existence of labour organisation supporting other State migrants. It was requested to enable the labourers to form a labour association in each quarry and across the regions and encourage them to fight together against the injustices done to them.
- A total of 45.4 per cent of the study respondents reported on the availability of Non-Governmental Organisations (NGOs) in both the study States. NGOs are working for welfare and legal support. But, a majority of 54.6 per cent did not get any support from NGOs.
- The stone quarry related works are very risky and dangerous to the workers life. Accidents are very common in the stone-cutting process especially during drilling and blasting of rocks. The un-blasted dynamites may also blast while they are engaged in breaking the stone. Other health-related issues like blood pressure, drowsiness,

weakness and blurring eyes also lead to accidents while climbing up and down on the rocks.

- Illiteracy, ignorance and lack of institutional support to migrant workers allow the employers to cheat the workers without paying adequate compensation, and also eliminating the cases or forces behind the accidents or deaths.
- Regarding reaction towards 'no compensation attitude of the employers', around 41 percent reported for approaching local organisations for support to fight against the employer's injustices. But, around 29 percent respondents were not interested to react due to the fear towards muscle and money power of the quarry owners.

#### **4.12. Suggestions**

- The State Governments have to make adequate efforts to insist the quarry operators to issue 'Identity Pass' to each worker and it should be monitored and reported to the district administration on the movement of labour into different quarries.
- Total working hours in a day and timings of the work are to be regulated as per the standard operating procedures and it is to be monitored by the Inspector of works appointed by the State Government.
- Fundamental work-related functional training is to be imparted to the stone quarry workers on safety during work, application of 'First-Aid' for accidental injuries and it is to be organised by the quarry licensees.
- Semi-mechanisation of stone cutting work to reduce the drudgery of the workers and initiatives to impart know-how and operating skills are to be given to the labourers.

- Creation of basic minimum facilities like safe places to hide for people during the process of blasting, creation of shade nets to take rest in the premises of worksites, safe places for newborn and babies while mother is engaged in work, toilet facilities at least for women and drinking water, etc., are to be ensured by the employers.
- It is essential to supervise and coordinate the process of drilling and blasting of rocks under the guidance of appointed government officers for witnessing any unexpected incidents and accidents.
- Ensuring supply of protective equipments like shoes, gloves, eye glass and helmet by the quarry owners and periodical checking for wearing such safety equipments by the labourers.
- Organising of training camps on disaster preparedness and actions to be taken on emergencies during working hours and minimum knowledge on treating minor ailments.
- Conducting of awareness campaigns on the rights of labours in general and other State migrant workers to the quarry workers. Various provisions of the relevant laws and their provisions to be given to the stone quarry workers.
- Compulsory breaks in a week from work are to be maintained to enable the workers to take rest to the body and soul.
- Provision of protected and sanitised living environment with protected decent house with minimum space and provision of drinking water, toilet, electricity and shops for basic things.

- Creation of grievances redressal mechanism and periodical interaction with the workers by the worksite supervisors and reporting to the appellate authorities for appropriate action protecting the interest of the workers are essential.
- There is also a need to create or organise entertainment events and recreational facilities or at least provision of monetary incentives to organise such events periodically to break the nature of monotonous work.
- Severe punishment for the involvement of child labour in disastrous works like stone breaking and related works to the owners as well as parents.
- Creation of educational access to the quarry workers children by establishing study centres, mobile schools or transport facilities to reach the schools and encourage every parent to send their children for studies.
- Imparting skills in alternative trades of employment may be for the workers or on priority to their children through government schemes or by NGOs and encourage them to search for safe employment and better living conditions.
- Maintaining transparency in obtaining and repayment of loans and advances and proper document entries are important to protect the labourers from financial discrepancies.
- Making labour understand the legal process, procedures for prosecution, the possibility of seeking legal support, grounds and quantum of compensations to claim are important. Arrangement of free legal support and family counselling for stress-free life for the workers in problem.
- Ensuring of proper scaling of measurement of quantum of work and appropriate wage payment are to be done by the government by periodical verification.

- Periodical health camps and visit of health workers are to be organised by the employers and NGOs can be encouraged to work with the labourers to diagnose timely the problems and guidance to have nutrition food intake for maintaining better health.
- Creation of awareness on the harmful effects of alcohol, drugs and organising counselling to the drug-addicted individuals to help them to get away from the evil effects of drugs.
- Severe punishment to the offenders of sexual harassment and the creation of better working and living environment for women workers.
- Exploring the possibility of creating access to the workers with the local public distribution system and giving priority in availing benefits of development and welfare schemes of government in the native places of the workers and encouraging them to come back and live in their natives.
- Enlighten them on the opportunities available at the places of their birth through Mahatma Gandhi National Rural Employment Generation Scheme (MGNREGS), National Rural Livelihoods Mission (NRLM), Deen Dayal Upadhyaya-Grameen Kaushalya Yojana, Public Distribution System, Pradhan Mantri Awas Yojana and many other social security schemes to help them find livelihoods in their native States.

#### **4.13 Conclusion**

Stone quarrying is one of the key extractive economic activities in India, supplying the bulk of stone of varying aggregates to the construction industry, roads and railways. The country also earns considerable income through exporting of semi-polished and full polished granite stones to a number of countries. Quarrying creates good employment for large number of people and generates attractive income to the people. A majority of the



people who are engaged in labour activities in stone quarries are from low economic groups and socially backwards. With inadequate skills and high consumption expenditures quarrying does not generate returns to commensurate the efforts and problems faced. The quarrying operation in its current form is environmentally unsustainable. Land degradation is widespread and this poses a serious threat to food security. The concentration of atmospheric dust coupled with the physical nature of the quarrying process creates negative health consequences in general and workers in particular. The existing legislation and implementing agencies remain ineffective in comprehending the dynamics of socio-economic and cultural problems prevailing in this industry. Therefore, there is an urgent need to evolve a comprehensive legislative mechanism, effective initiatives to strengthen the implementation of existing labour-related laws and a special institutional set-up to liberate other State migrant stone quarry workers.

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