Chapter-6
The workers are played vital role for the development of national economy is an
unhidden truth. The workers are working for survival but at the same time the output
given by them always alive the national economy stream. Sometimes it happens that
the workers remain workless in their native places as because of non-availability of
jobs, and then they have no option left to that place and migrate to the other States.
Regarding the welfare of the working class people of India the Planning Commission
of India recommended various protective measures. The Commission started its work
from 1951. The policy goal in the governance of India is made by the Planning
Commission at every five years. The several plans set up by the Planning Commission
gave traces upon the labour and industrial relation along with training, employment,
wages and social security of the workers. Simultaneously the Planning Commission
recognized the welfare measures for the workers. Labour policy derives its philosophy
and content from the directive principles of state policy as laid down in the
Constitution and has been evolving response to the specific needs of the situation and
to suit the requirements of planned economic development and social justice. So the
measures taken by the Commission in its several planning are enumerated on the
respective Plan periods.

6.1. First Five Year Plan

The First Five Year Plan (1951-56) taking into consideration of just and minimum
wages for workers and hence also recommended for implementation of an effective
minimum wage legislation as well as other labour legislation viz; Mines act, the
Plantation Act, the Factories Act etc. The mandate of just and humane conditions of
works as enshrined under Article 42 of the Indian Constitution that highlighted under
chapter XXXIV of this plan. The First Five Year Plan was also cover the principles of
profit sharing social policy, improvement of working conditions of labour, industrial
relation etc. The total budget of the first five years plan was summed up with Rupees
2378 crores and out which 17.45% were allocated for agricultural and community
development and according to this plan the economic development of India is fully
depend upon the maximum rate of growth, utilization of all the resources. The first five years plan also taken into consideration about maximum growth of utilization of all the resources, the labour policies like increase of employment opportunities, natural increase in labour force and lastly, increased work opportunities be provided to the under employed workers of the agriculture and household sector and matter like social security etc.

The First Plan emphasized the need to restrict consumption, but proceeded to call for restrictions on the return to capital as well as labour as well as distributed earnings and payments to management- wage increases were opposed "if it is re-fleeted in costs of production and consequently raised the price of the product." Exception were recommended that to remove anomalies or where the existing rates are abnormally low; to restore the pre-war real wage, as a first step towards the living wage, through increased productivity resulting from rationalization and the renewal or modernization of plant. Other recommendations aimed at lull and effective implementation of minimum wages, compulsory savings from profit-sharing bonus payments to workers, scientific assessment of workloads, and standardization of wages without prejudice to equalizing differentials for skill, strain and hazards for different jobs. For the rest, the statement called for a codification of existing practice, permanent wage boards to secure appropriate implementation, and improved availability of data. The official statement was clearly also influenced by a concern for two underlying considerations of social policy, namely, the overall "socialistic" objective of reducing income inequalities, and the need for parity in the treatment of capital (management) and labour.

6.2. Second Five Year Plan

The Second Five Year Plan (1956-61) gave emphasis on improving employer-employee relations by under taking the procedure of negotiations, conciliations and arbitration for the settlement of disputes. The remarkable matters in this Plan are execution of the Code of Discipline (1958) providing obligation for both the management and the workers; constitution of Wage- Board (1960) by way of which

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269 https://en.wikipedia.org/wiki/Five-Year_Plans_of_India
270 Subbiah Kannappan, "wage policy in economic development some critical issues," the economic weekly, annual number February, 1964, Pp- 287-88
the minimum and adequate wages etc, can be determined. So in regard to the view of
the protection and security of the workers the Second Five Year Plan set out the
principles like minimum wages of the workers, protect under-employed workers of
agriculture and household sector by engaged them by means of increasing
employment opportunities for workers in India. Again the Second Plan statement
revealed some shifts in emphasis.

There is a declaration favoring rising real wages, but this is accompanied by a
warning that, beyond the level of "minimum" wages, improvements in real wages
"can result mainly from increased productivity" and should be related to "results."
The principle is advanced that labour should be given an increase in wages as a
function of improvements in productivity but there is no attempt to relate the rates of
changes in these two measures more specifically. The 'fair' rather than the
"minimum" wage becomes the standard of wage attainments. The employment
consequences for marginal units is raised, but discussed only indecisively: it is not
unequivocally accepted that a ('fair') wage standard should be enforced which will
result in the closure of marginal units, but steps to improve their functioning,
including amalgamation, are recommended.271

The Planning Commission while formulating the second five year plan had observed
that the major problems relating to contract labour consisted of regulation as well as
channelization of their working conditions and ensuring their continuous
employment.272 The suggestions made by second planning commission in 1956 show
that though the commission was not unmindful of the fact that abolition of the
contract labour system would result in displacement of labour but recommended only
alternative employment and not absorption of the contract labour in the
establishment.273

6.3. Third Five Year Plan

The Third Five Year Plan (1961-66) faces trouble towards its foreign policy as
because of tense situation created due to boarder disputes with China and Pakistan in

271 Ibid, p-287
272 Reference quoted in K.D. Srivastava, and R.K. Srivastava, Contract Labour (Regulation and
the year 1962 and 1965 respectively. At that situation it was very difficult to a nation to make balance in between home affairs and foreign policy but inspite of that nation to make balance in between home affairs and foreign policy the Planning Commission of India tried hard to make good to the citizen of India by virtue of a number of socio-economic schemes during the third five plan (1961-66). The third plan was based on first two plans and agriculture was given top priority to support the exports industry. This plan was also cast responsibility upon the State to make cooperation for settlement of disputes in between employer and the workers and in that period the 'Payment of Bonus Act, 1965 and the schemes of labour welfare funds were implemented. Further the National Safety Council, 1966 and the First National Commission on Labour were constituted under the said planning period.

The Third Five Year Plan viewed that, 'urbanization is an important aspect of the process of economic and social development as is closely connected with many other problems, such as migration from village to towns, levels of living in rural and urban areas, relative costs of providing economic and social services in town of varying size, provision of housing in different sections of the population, provision of facility like water supply, sanitation, transport and power, pattern of economic development, location and dispersed of industries, civil administration, fiscal policies, planning of land use. These aspects are of special importance in urban areas which are developing rapidly.'

The Plan set out the implementation of Employee's State Insurance Scheme in more than a hundred centers revering about 17 lakh industrial workers and at the same time scheme was extended to all centers where there was concentration of five hundred or more industrial workers, bringing-the total coverage to about 30 lakh workers. During the period of the scheme in force it was extends the facilities like medical care and treatment including hospitalization and midwifery services to the families of insured persons in all centers. The plan also accelerates to construction of new hospitals and dispensaries so as to add at least 6000 hospital beds at that time. The third plan also

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274 Source: Third Five Year Plan, p.689
275 Data Source: Para-23 of Chapter-15 of the 3rd Five Years Plan, 1961-66
highlights towards the housing of the construction workers, dock workers and plantation labour etc.\textsuperscript{276}

The Third Plan provides for a programme of about Rs. 29 crores for slum clearance and improvement. A scheme for giving financial assistance to State Governments and local bodies to enable them to clear some of the worst slums in big cities was initiated during the Second Plan. By the end of the Second Plan 208 projects costing about Rs. 19 crores and involving re-housing of 58,200 families living in slum conditions were taken up in different towns and cities. About 18,000 units have been already completed. For such of the families as cannot afford to pay even the subsidized rent of a pucca tenement, the scheme provides for skeletal housing and open developed plots with a separate washing platform and latrine for each family, leaving it to the slum dwellers to build huts of a prescribed pattern themselves on a self-help basis in accordance with the technical directions of the State Government.\textsuperscript{277} Another significant impact of the plan period was that in the year 1966 the Government of India set up a National Commission on Labour to study and make recommendations on various aspects of labour including wages, working conditions welfare, trade union development and labour-management relations, respectively the commission submitted its reports in August 1969.

The Third Five Year Plan also laid emphasis on effective and efficient implementation of various labour welfare provisions and legislation. The Plan also advocated for establishment of co-operative credit organisations and consumer's stores for industrial workers, and laid emphasized on the role of trade unions and voluntary organizations in managing such co-operatives organisations. Under this plan period so many legislations were enacted viz; Apprentices Act, 1961; Iron-Ore Mines Labour Welfare Cess Act, 1961; Maternity Benefit Act, 1961 And Payment of Bonus Act, 1965.\textsuperscript{278}

\textsuperscript{276} http://planningcommission.nic.in/plans/planrel/fiveyr/3rd/3planch33.html, visited on 25/09/2017
\textsuperscript{277} Data Source: Chapter 33 under the heading of housing and rural planning, para 22
\textsuperscript{278} http://shodhganga.inflibnet.ac.in/bitstream/10603/98704/11/11_chapter%204.pdf, visited on 02/10/2017
6.4. Fourth Five Year Plan

The Fourth Plan period (1969-74) again faced the tense situation due to war between Indian and Pakistan to identifying the evolution of Bangladesh formerly so called as East Pakistan during the year 1972 and India involved with the war to help the Bangladesh to gain the self identity. But the Government of India tried its level best to give success to the plan for the welfare and the social security of the workers by set up the Fourth Planning Commission. The Fourth Plan endowed with the activities of the Employee’s State Insurance Corporation are proposed to be expanded in order to make available the facility of hospitalization to families of all insured workers, to cover shops and commercial establishments in selected centers as also non-power factories employing ten or more persons, running staff of Road Transport Undertakings, and to cover all centers having an industrial concentration of 500 or more insurable workers.279

The Fourth Plan gave emphasis on the industrial safety and health-hygiene of the workers and on the basis of the recommendation made by the International Labour Organization (ILO) regarding the creation of employment of available labour, the Fourth Planning Commission of India proposed to make more venture in economically sound labour intensive industries rather than capital intensive industries. It was also proposed to direct the industrial venture in the production of essential consumer goods and to give trace towards the comprehensive rural development rather than urban development so as to broaden the scope of employment of labour. Hence regarding the protection of the contract labourer from the exploitation, the Government of India passed the Contract Labour (Regulation and abolition) Act, 1970 under the said plan period and the provision of the said Act also compel the contractor to undertake the welfare activities for the benefits of contract labourer. Again in the year 1972 during this planning period the Government of India enacted the Payment of Gratuity Act for the welfare and the betterment of the introverted industrial workers.

279 Data source: Para-9 of Chapter-22 of the 4th Five Years Plan, 1966-71

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6.5. Fifth Five Year Plan

The Fifth Five Year Plan (1974-79) emphasis on the supplementary provisions for the welfare of the workers in a number of areas and for heartening the provision of industrial safety, the safety cell were opened in various States of the country. The plan also advocated for the new and further requirements for a good number of the existing training institution viz; the Central Training Institutes for Instructors, the Foreman Training Institute, and Central Staff Training and Research Institute and side by side intensification and expansion of the Advanced Training Institute all over the Country. The Plan also laid emphasis on the additional room towards the Apprenticeship Training Programme, development and establishment of Vocational Training in Women’s Occupation and various kinds of schemes related to research, surveys and studies undertaken by various institutes and organization.280

6.6. Sixth Five Year Plan

The Sixth Five Year Plan (1980-85) laid emphasis on the provisions for the workers engaged in the un-organized sectors and the Plan also provide that the developing state like India has to protect the right of the working class and simultaneously to ensure the stable growth of investment and production due rate. According to this Plan the construction workers (includes migrated workers) that constitute a large number of workers engaged in the un-organized sectors and includes both skilled and unskilled, male and female are engaged in the construction and other allied sectors throughout the India. The workers are basically migrated from the rural areas and engaged as a contract labour on irregular basis of employment and regularity of their jobs depends upon the supply of raw material and seasonal variability. In the usual course of time it happens that the worker moves as single and sometimes with family households and the conditions of workplace are inhumane and unhealthy and including hazardous substance. Hence the Sixth Five Year Plan focuses on the social security of the workers engaged in the construction site.281 Under the Sixth Five Year Plan the coverage and scope of Employee’s Provident Fund, Employee’s State Insurance Scheme and the Family Pension Scheme were also extended and along with

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280 Supra note 7, P-73
281 Data Source: Para-49 of Chapter 24, 6th Five Year Plan, 1976-81
it special schemes were also developed and implemented by various State Government for the welfare and betterment of the agricultural workers, leather workers, fishermen, handloom weavers and other workers employed in unorganized sectors.

6.7. Seventh Five Year Plan

The Seventh Five Year Plan (1985-89) focuses on the man power, employment opportunity and productivity in the labour policy and according to this Plan labour policy does not mean mere employment of labour, it also means ‘productive labour’ policy. The National Child Labour Policy was approved by the Cabinet on 14th August 1987 during the Seventh Five Year Plan Period. The policy was formulated with the basic objective of suitably rehabilitating the children withdrawn from employment thereby reducing the incidence of child labour in areas of known concentration of child labour. The Plan also proposed that the scope for employment would be increased, if the rate of production increases time to time. This Plan also advocated for the industrial safety and required constant attention due to its significant impact on the working condition and welfare of workers and also on the production mechanism. The Seventh Plan also focus that the wage factors depended upon the other ancillary factors like bonus, social security and also reflects the problems of the workers both in rural and urban areas like non protection of income, non existence of legal regulation of employment and wages.

The Plan also laid emphasis on the effective implementation of the Contract Labour (Regulation and Abolition) Act, 1970, the Minimum Wages Act, 1948 and the Inter State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979, for the protection, safety and security of the migrant workers engaged in the organized as well as un organized sectors would greatly help in improvement of matters for the unorganized urban workers. According to this Plan the basic problem faced by the rural migrant workers employed in un-organized sectors due to lack of employment opportunities mainly in slack seasons. Here the government should play the vital role for creation of employment and income generation in rural as well as in

282 labour.gov.in/schemes/national-child-labour-project-scheme
283 Source: Social security in India: Historical Development and Labour Policy Chapter 4/ Page: 38
the urban areas. The government must launch the awareness programme to well aware the workers about the legislative provisions available to them and they should be provided with skill development programme.284

6.8. Eighth Five Year Plan

The Eighth Five Year Plan (1992-97) put great emphasis on mobilization of resource from public enterprises and also enhancement of quality labour work, productivity, skill development, working conditions and provision relating to welfare measures and social security especially for those working in the unorganized sectors without having any socio-economic security.285 The Plan also accepts the view that access to some minimum social security benefits is one of the major qualitative dimensions of employment which enhance quality of life of workers and their productivity. But the workers in the unorganized sector, who constitute more than 90 per cent of the total workforce, by and large, do not have access to such benefits. So in this regards steps need to be taken on a larger scale than before to improve the quality of working life of the unorganized workers, including women workers.286

During this Plan period National Social Assistant Programme (NSAP) scheme was launched with the contribution of local authorities and the State Government under the broad head ‘Poverty Alleviation in Rural Areas’ is made to provide social security like old age pension, maternity benefit and family benefit to poor in India. According to the view of the Plan an organizational arrangement is essential for providing minimum measure of social security to the unorganized workers. In this regard the Plan gives model examples like the Welfare Boards for Mine Workers, Beedi and Cigar Workers etc. made by the Government of India, the Welfare Boards for cashew workers and coir workers made by the Government of Kerala, Mutthadi Workers Board in Maharashtra and Jathu Hamal Boards made in Andhra Pradesh, insurance schemes launched by Governments of Gujarat, Kerala, Karnataka and Madhya Pradesh for landless agricultural labourers.

284 Source: 7th Five Year Plan (Vol-2), (1987-92), Chapter-5
285 Supra note 7, Pp-73-74
286 Source; 8th Five Years Plan, (1992-97), Chapter-7, Para-4.1
6.9. Ninth Five Year Plan

The Ninth Five Year Plan (1997-2002) was launched in the 50th year bicentenary of independence and take India into a new millennium. The National Development Council had adopted this Plan in view to eradication of the poverty, ensuring food and nutritional security for all basically the helpless class of the society. The Plan is also ensuring basic minimum standard of services like safe drinking water, primary health care facilities, common primary education, shelter and connectivity to all in a time bound manner, containing the increase rate of population, ensuring environmental sustainability of the progress procedure through social enlistment and participation of the people at all levels. This Plan also reflects the task of measures for the social security and special concern on all-round human development, with stress on social foundation and a thrust on abolition of poverty.

The prime task of this Plan will be steer in a new era of growth with the social integrity and involvement in which not only the government at the central and the states, the Plan accepted the basic link between government and the people. The important point of this Plan can be described as “growth with social justice and equity”. Human progress was the decisive aim of the Plan. During the period of the Eighth Plan there were the proposals, suggestions and recommendations in regard to provide social security to the unorganized workers in India. But the practical observation of the implementation of the social security measures for the migrant workers engaged in the unorganized sector is very painful.

According to the view of Ninth Five Year Plan there are availability of surplus workers in India and maximum of them are employed in unorganized sectors and at this situation the unhealthy social practice like child labour, bonded labour, migrant labour are practiced by the labour contractors and employers. The government is to handle the problems cautiously.287

The Planning Commission also thinks that the matter of health is very essential for an average worker, who is too poor to sustain himself unless any kind of work is available. His earnings get affected directly due to his unfitness. In this circumstance

287 Source: 9th Five Year Plan (Vol-2), (1997-02), Chapter-3
the importance must be given on proper health care schemes for the workers both formal and informal sector workers. According to the Ninth Five Years Plan the workers engaged in the unorganized sectors must be provided a scheme of social security during the stoppage of income and such scheme must be integrated one and includes group insurance. The coverage of the social security scheme must be wide enough. In view of this Plan the scheme which is taken over for the benefit of the workers engaged in unorganized sector must be employer friendly as well as the employer must actively involved in finding of the beneficiary in these scheme.

With regard to the implementation of the social security schemes for the workers the Ninth Plan gives an exclusive proposal that to be effective the scheme must be a particular location based and the workers coming within the per view of this scheme must be manageable. Any uniform scheme shall not be effective as the needs of the workers and the resources pooled from the workers, employers, state or national level organization vary with the varying of the place.

Regarding the resources for the social security, the Plan has given importance that the maximum of the resources must be raised from the end of the employers and the employees. The State is only to give the additional support to them. The scheme must be operated and managed jointly by the employers, employee and the concerned local authority. The support from the government must be shared by the state and the central government. "The primary purpose is to test and demonstrate the viability of a location-specific, and largely self-financing, effort to provide social security at a rate that broadly matches the market wage rate of an average worker at that location."  

The Ninth Five Year Plan makes a well comparison regarding the setup of the social security scheme in India and in the industrial countries in the world. The setup as adopted in the industrial countries can not be possible in India as the maximum numbers of the workforce in India are self employed in the unorganized sector. On the other hand the numbers of the self employed are very limited and the organized sector employ the maximum of the work force in the industrial countries. The rate of poverty is very high in India than in the industrial countries. It creates problems like low wage, irregular payment and irregular recruitment as existed for a long time. Hence

288 Source: 9th Five Year Plan (Vol-2), Chapter-3.11.28
289 9th Five Year Plan (Vol-2), Chapter-3.11.32
the setup for the social security for the workers in India differs from the industrial countries. In the mean time the states of Karnataka, Kerala and Tamil Nadu adopted viable social security assistance to the workers in the unorganized sector. The Ninth Plan suggests the other states to do so accordingly. In view of this Plan the social security scheme must be aimed to specific groups like unorganized urban workers, migrant workers etc and there should not be multiple social security schemes. The state must adopt the effective one among the multiple schemes. The scheme so adopted must be reformed where and when applicable.

This Plan also suggests for launch of the special social security scheme for the urban unorganized workers who are mainly migrated from the villages and not backed by any trade union. During the Eighth Plan period in contribution of the local authorities and the State Governments a scheme namely National Social Assistance Programme (NSAP) under the broad head 'Poverty Alleviation in Rural Areas' is made to provide social security like old age pension, maternity benefit and family benefit to poor in India. The Ninth Plan tries to extent the scope of NSAP to the self employed workers.

The Ninth Five Year Plan is take place or coming into the form during the era of open Market throughout the world. Non-competitive Indian economy for the first time faced the competitive market. Open market system in India, in its inception enlarged the scope of employment at a large scale. But within 6 to 7 years it became clear that, there is no security, certainty, regularity in such employment. The employer does not want to pay the adequate and just wages to their employees. The employees are made to work more than eight hours. There are no regular increment, no promotion, only to achieve the target in these corporate sector during this Plan (1997-2002), Basically the period of 9th Plan is to be treated as the era of depression, uncertainty for the working class mainly unorganized workers in India.

6.10. Tenth Five Year Plan

The Tenth Five Year Plan (2002-2007) was formulate in the context of the then Prime Minister’s vision of doubling per capita income in the country within the next ten years, and also of creating 100 million employment opportunities during the same
The Planning Commission of India with this Tenth Five Year Plan aims to cover the working class in India with the social Security measures. The Plan makes a number of Plan programme, strategy etc in order to provide social security along with economic support by including the provisions for the social security. During of 10th Plan it is found that pension of the government employees are taken into account for consideration. These are nothing but threat to the public sector employees those who are entitled to pension. After all the Plan suggests for making modifications to the existing laws, order, institutions, programme etc for the steady and efficient social security to the workers in the unorganized & organized sectors.

Women in the Informal Sector will receive special attention during the Tenth Plan as they account for more than 90 per cent and are still continuing to struggle in the most precarious working conditions without any legislative safeguards. To start with, efforts will be made to ensure both minimum and equal wages for women on par with men, towards fulfilling the Constitutional commitment of 'equal pay for equal work'. To this effect, the Tenth Plan will also endeavour to extend the important labour legislations to the Informal Sector, especially those legislations where the employers have a mandatory binding for providing basic minimum working conditions along with necessary welfare services for women workers. Formulating the necessary policies and programmes for the betterment of women in the Informal Sectors, the finding or the results of the Fourth Economic Census (2001) as well as the unattended recommendations of the National Commission on Self-Employed Women and Women in the Informal Sector (Shram Shakti), will be taken into consideration.

6.11. Eleventh Five Year Plan

The Eleventh Five Year Plan (2007-2012) mainly focus about unemployment and under employment issues, the generation and promotion of regular wage employment opportunities and also addressing the existing problems of the workers engaged in the unorganized sectors. Industrialization and the urbanization in India cause breaking down of the joint family system, which used to provide social security in earlier Indian society. Social security is necessary especially for the workers and their families so as to make them able to meet with the poverty, insecurity due to

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290 For source see, 10th Five Year Plan, 2002-07, (Vol-2), Chapter-1.1.1, Page-3
291 For source see, 10th Five Year Plan, 2002-07, (Vol-2), Chapter-2.11.87, Page-247
deployment, injury, disablement, old age etc. Access to social security to the workers makes them inspired to work better and to develop the production in the industry as well as economic condition of the country.\textsuperscript{292} This Plan also provides that social security is a safety mechanism again socio-economic distress due to stoppage of earning or deduction in the salary. The situation is so seen in the time of sickness, employment injury, occupational distress, invalidity and old age. In view of this Plan the social security must be provided to the unorganized workers to meet these adversities.\textsuperscript{293} According to the view of this Plan there are a number of social security scheme governed by various agencies in India. But these are diverse in nature. These schemes aim to specific purpose and for the specific group of workers. Sometimes it is backed by the central government, sometimes by the state governments and non government organizations. Due to this maximum of the workers needed for social security are not come within the purview of the schemes. After all it results in ambiguous and it has no rational nexus with the object to be achieved by these social security schemes.\textsuperscript{294}

The Eleventh Five Year Plan also opined that the informal workers include a large number of unorganized workers, unorganized workers in the organized sectors. There are a number of schemes in existence for the informal or unorganized sector’s workers but these schemes only cover 5-6\% of informal workers. This Plan also gives the examples of the social security schemes vide the National Farming benefit Scheme and the National Old age Pension Scheme in its report.\textsuperscript{295}

The Plan thinks essence of the social security of the unorganized workers as maximum of India’s work force employed in unorganized sector and usually they face the crisis like incapability due to accident or old age and poverty arising out of deployment, inadequate wages etc. Right now a little number of the unorganized workers is coming within the purview of existing social security schemes. The central and the maximum states governments launch the social security scheme for the people

\textsuperscript{292} Source: 11th Five Year Plan, 2007-12, Chapter-4.2.1, Page-166, Vol-2, By Oxford University Press, New Delhi © Planning Commission (Government of India) 2008

\textsuperscript{293} Source: 11th Five Year Plan, 2007-12, Chapter-4.2.3, Page-166, By Oxford University Press, New Delhi © Planning Commission (Government of India) 2008

\textsuperscript{294} Source; 11th Five Year Plan, 2007-12, Chapter-4.2.6, Page-167, Vol-2, By Oxford University Press, New Delhi © Planning Commission (Government of India) 2008

\textsuperscript{295} Source: 11th Five Year Plan, 2007-12, Chapter-4.2.12, & 4.2.13, Page-168, Vol-2, By Oxford University Press, New Delhi © Planning Commission (Government of India) 2008
in general not for the unorganized workers at large. The states like Kerela, Tamilnadu undertake the schemes both for general people and the informal sector workers. Madhya Pradesh is the only state to provide scheme specifically for the workers of the informal sector.\footnote{Source: 11th Five Year Plan, 2007-12, Chapter-4.2.15, Page-169, Vol-2, By Oxford University Press, New Delhi © Planning Commission (Government of India) 2008}

Regarding the context of social security and welfare schemes of the workers and its inclusive growth the Eleventh Five Year Plan takes the social security scheme as one of the form of social uplift as majority of the informal workers come from the socially backward classes. The scheme not only makes the workers able to meet the problems but also to have ramifications for the Indian society and the economy.\footnote{Source: 11th Five Year Plan, 2007-12, Chapter-4.2.16, Page-169, Vol-2, By Oxford University Press, New Delhi © Planning Commission (Government of India) 2008} Improper implementation of welfare and social security schemes causes direct effect on the efficiency and productivity of the workers also. But on the contrary inadequate wage of the informal workers reduce purchasing capacity of them and which adversely effects upon the total demand in the Indian economy. The overall development and maintaining of law and order in the country can never be possible without providing the due means of social security to the said workers.

The Planning Commission of India in its Eleventh Plan (2007-2012) taking into account quality of employment into account as the basis of social security of the unorganized workers. It gives importance on the generation of employment with the decent condition of work on adequate scale of pay.

The unorganized enterprises usually hire the workers from the agricultural work as workers of the agriculture sector want wage work in the service or the manufacturing sector. The 11\textsuperscript{th} Plan period in this regard thinks that formal relationship in between the workers and the hiring enterprises, on the basis of regular wage employment can improve the quality of employment of the workers so hired by the said unorganized enterprises and “of course, many of these organizations have to reorient their pattern of working to the new realities of the market for wage labour in which the role of public sector is diminishing and the average number of workers hired by the private
enterprises is reducing consequent upon changes in technology leading to improvement in the productivity of labour."

In the last few decades micro, small and medium enterprises become the most dynamic sector in the Indian economy. It contributes 45% of the manufacturing output and 40% of the total export in India and near about 69 million of workers is engaged over the 29 million units of micro, small and medium enterprises. But it is very unfortunate to say that more than 94% of this sector is unregistered and unorganized. The unorganized character of the micro, small and medium enterprises in India must be taken into account for making of state policy and execution of the same. The Prime minister’s task force recommended that without full treatment of this unorganized micro, small and medium enterprises the economy of India can’t precede further.

6.12. Twelfth Five Year Plan

The Twelfth Five Year Plan (2012-2017) emphasis on skill building programme as an instrument of effectiveness and contribution of labour in overall production. This Plan also made skill development programme as an important agenda for the central Government and as well as the State Government. Accordingly step ahead in this regard; various problems and challenges on skill development were identified. This Plan also tries to make enhancement of the poverty alleviation programme Viz; Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Swarnajayanti Gram Swarozgar Yojana (SGSY), and National Rural Livelihood

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298 11th Five Year Plan, 2007-12, Chapter-4.76, By Oxford University Press, New Delhi © Planning Commission (Government of India) 2008
300 The National Rural Employment Guarantee Act 2005, also known as the "Mahatma Gandhi National Rural Employment Guarantee Act" is an labour law and social security measure that aims to guarantee the 'right to work' and ensure livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work
301 Swarnajayanti Gram Swarozgar Yojana 1999 (SGSY) is an initiative of the Government of India to provide sustainable income to poor people living in rural areas of the country. The SGSY aims at providing self-employment to villagers through the establishment of Self-help groups. Activity clusters
Mission (NRLM)\textsuperscript{302} to strengthen and restructure the various employment generation schemes. The Plan also highlights that, enhancing the living conditions of the workers and to achieve higher productivity and efficiency, skill development through training is utmost important. Accordingly manpower development will result adequate manpower of appropriate skills for the various sectors is the basic requirement for accelerate socio-economic development of the nation as well as the working class.\textsuperscript{303} The Twelfth Five Year Plan also highlighted about the issue of skill and technical development, social security to the working class related to the unorganized workers in the micro and small enterprises in India.

This Plan also make recommendation for the social security of the female workers in the unorganized sector in lieu of leave, wages, condition of work, protection against the sexual harassment, pension, maternity & child care etc must also be ensured by extending of the labour protection.\textsuperscript{304} The Twelfth Five Year Plan begin at the time when the global economy was going through a second financial crisis, precipitated by the sovereign debt problems of the Euro zone which erupted in the last year of the Eleventh Plan. The crisis affected all countries including India. Our growth slowed down to 6.2 percent in 2011-12 and the deceleration continued into the first year of the Twelfth Plan, when the economy is estimated to have grown by only 5 percent.\textsuperscript{305}

\section*{6.13. National Commission on Labour}

Government of India setup the National Commission on Labor with the key motive to streamline issues concerned to the labor force in the country and to find genuine solution of the problems they face. This Commission was also required to guide the

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\textsuperscript{302} National Rural Livelihood Mission (NRLM) is a poverty alleviation project implemented by Government of India. This scheme is also focused on promoting self-employment with organizing the poor into SHG (Self Help Groups) groups to make them capable for self-employment.

\textsuperscript{303} Source: 12\textsuperscript{th} Five Year Plan, 2012-17, Chapter-13.172, Page-115, Vol-2, SAGE Publications India Pvt Ltd, Copyright © Planning Commission (Government of India) 2013

\textsuperscript{304} Source: 12\textsuperscript{th} Five Year Plan, 2012-17, Chapter-23.29, Page-187, Vol-3, SAGE Publications India Pvt Ltd, Copyright © Planning Commission (Government of India) 2013

\textsuperscript{305} Source: 12\textsuperscript{th} Five Year Plan, 2012-17, (Vol-1), SAGE Publications India Pvt Ltd, Copyright © Planning Commission (Government of India) 2013
government for the betterment of the labor force for which timely guidance was to be given through suggestions and advices which could be implemented for strong work condition and to ensure they get their rights.

The National Commission on Labour was set up in India to promote the welfare and development of workers. Labour Commission has the responsibility to make recommendation for framing any socio-economic policy and enactment to fulfill the gap arises due to many reasons. The Commission also taking care of the schemes announced by the Central Government as well as the respective State Government.

National Commission on Labour has been mandated to work and suggest all types of measures that could make things easier for the labor force. The Commission has been given the powers to explore, evaluate and suggest measures which could prove worthwhile to make the life of the labor force worthwhile. This Commission submits its reports to the Chief Labor Officer in the Ministry of Labour.306

Some of the important mandates that are prescribed for National Commission on Labour include developing an effective process after thorough consultation with the various authorities concerned for development purpose to initiate a workable and effective national level voice of the labor force under the law which tackles all the issues concerned to them. National Commission on Labor advises the Ministry of Employment and Social Welfare as well for thorough assessment of the conditions and welfare of the labor force in the entire country. Consultations continue and newer steps are taken for the betterment of system and governance. It is very important to discuss about the role of Labour Commission in India.

6.13.1. First National Commission on Labour

The First National Commission on Labour was set up on 24th December 1966 under the Chairmanship of Justice P.B. Gajendragadkar. The Commission submitted its report to the Central Government in August, 1969 after detailed examination of all aspects of labour problems, both engaged in organized as well as unorganized sectors.

The First National Commission on Labour made an in-depth study of the problem of the migrant workers engaged as contract labour. While admitting the inevitability of workers under certain conditions, the National Commission on Labour in India expressed the view that “a stricter regulation of contract work is called for where it is essential to engage such labour, the general direction of policy being its abolition altogether in due course.” The commission in its report found that contract labour is disorganized; that the system works to the advantage of the employer and disadvantage to the contract labour and recommended that it should be abolished.  

While recommending abolition of contract labour system altogether, it was emphasized that such facilities which other regular workers enjoyed should be made available to contract labour if for some unavoidable reasons the contract labour had to stay.

While developing the framework for its recommendation, the Commission took into account, the emerging economic environment involving rapid technological change, globalization of economy, liberalization of trade and industry, need for bringing existing laws in tune with future labour market needs and demands. Study groups were formed for detailed study and review of various laws, umbrella legislation for unorganized sector workers, globalization and its impact, social security, women and child labour, skill development training and workers education. The Commission recommended new labour laws on labour management relation, wages, occupational safety and health, small enterprise, hours of work, leave and other working condition of work place, child labour and unorganized sector etc.

6.13.2. National Commission on Rural Labour

The National Commission for Rural Labour (NCRL) was constituted in the year 1987 to look into the working conditions of the vulnerable section of our society and the implementation of social legislation for their protection and to study the problems of rural labour and make recommendations thereon. The NCRL submitted its report in 1991. The Commission recommended a multi-dimensional strategy to lift rural labourers out of poverty. This included creation of an infrastructure to improve productivity and employment; enforcement of minimum wages and social security;


308 https://www.wisdomjobs.com
introduction of central legislation for agricultural labour providing security of employment, prescribed hours of work, payment of prescribed wages and machinery for dispute settlement; introduction of a system of registration and to provide identity cards to these workers; and creation of a Welfare Fund to set up with employers’ contribution in the form of a cess on land, and a nominal contribution from agricultural labour. The NCRL made specific recommendations for various categories of workers, including handloom workers, beedi workers, construction workers, brick kiln workers, toddy tappers, fishermen, leather workers, sweepers, boned labourers and migrant labourers. It recommended a change in the Beedi Cigar Workers Act 1966, in order to establish unambiguously the employer-employee relationship in the case of home workers. It also suggested some changes in the existing Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (ISMW). It recommended that the definition of migrant workmen should be expanded to cover all migrants, whether they come on their own or through contractors, or change contractors after entering a recipient State.

6.13.3. Second National Commission on Labour

The Second National Commission was setup on 15th October 1999 under the Chairmanship of Rajendra Verma and submitted its report to the Central Government in the year 2002. The commission makes valuable recommendations on unorganized sector and the social security of the workers in India.

The Second National Labour Commission considers human dignity and the social justice as the base & origin of social security. The citizen who has the contribution in the development of the state must have the right to be protected from the risk, injury etc by the society at large. Simultaneously the commission also states that the state policy programmes relating to the social security are limited to the financial resources of the state. It is also reported that the ILO has an important role in regard to the maintaining of international standard of social insurance and the promotion of social security from very beginning.

Regarding evolution of the social security the commission thinks that the charity by individual, mutual benefit schemes are the origin of the modern day’s state sponsored

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social security programmes. In the inception the workers are usually protected by the small saving, private insurance and the liability of the employer etc but later on it becomes the statutory liability of the employers to compensate the workers sustained the injury or the loss of any kind related to and during the course of employment. The mutual aid societies of the employees, the life insurance companies etc also play an important role in providing social security in the earlier stage but these are not exclusive and sufficient. In view of the Second National Labour Commission the ‘Social Security’ movement is of two currents namely ‘Social Assistance’ and the ‘Social Insurance’. Social assistance assigns liability upon the community at large towards its dependent individuals and the social insurance assigns for the compulsory mutual aid programme. Every programme will be implemented by the specific executive authority of the Government.


The Central and the State Government plan, policies and programme are meant for the development of rural economy as well as migrated poor people living in the rural area. Respective government set up various plan, programme, and welfare scheme for curving the menace like poverty, simultaneously State government also launch scheme like poverty alleviation programme in rural area.

The Central as well as the State Government launched so many policy and schemes to uplift the social security measures for the working class of the society. The policy and schemes are more important in the sense to quality of living conditions of the workers. There so many policy and schemes launched by the Government for the welfare of the workers. The important Policy and Schemes are laid down in brief.


The National Rural Livelihood Mission (NRLM) was launched by the Ministry of Rural Development (MoRD), Government of India in June 2011. This is one of the important Government of India project for poverty alleviation in the rural areas whole over the country. The project is implementing throughout the country by the Government of India with aid and investment by the World Bank. The alternative name of the NLRM project is called as Aajeevika. The Plan aims at creating the
effective and efficient institutional platforms of the rural poor, enabling them to increase household income through sustainable livelihood enhancements and improved access to financial services. The NRLM also believe that the poor have innate capabilities and a strong desire to come out of the poverty but the intrinsic capability of the poor is unleashed only when they are organized into institutions which are truly owned by them, provided sufficient capacity building and handholding support.\textsuperscript{310}

The mission embark with an agenda to cover 7 Crores rural poor households, across 600 districts, 6000 blocks, 2.5 lakh Gram Panchayats and 6 lakh villages in the country through self-managed Self Help Groups (SHGs) and federated institutions and support them for livelihoods collectives in a period of 8-10 years. In addition to this the mission also aims uplift the living conditions of the rural poor that the poor would be facilitated to achieve increase access to rights, entitlements and public services diversified risk and better social indicators of empowerment. Again in the year 2015 the mission was renamed as Deendayal Antyodaya Yojana (DAY-NRLM) by the Government of India.\textsuperscript{311}

6.14.2. Aam Admi Bima Yojana

Aam Admi Bima Yojana (AABY) is a social security scheme launched by the government of India in October 2, 2007. Later on the Ministry of Finance, Government of India was taken an initiative to merge the Social Security Schemes, viz; Aam Admi Bima Yojana and Janashree Bima Yojana, hence the merged scheme renamed as Aam Admi Bima Yojana and has come into force from January 1, 2013. Aam Admi Bima Yojana is so called as social security scheme which had been initiated and administered by the Government of India mostly for the rural landless households. The coverage of the scheme extend to the head of the family or one earning member of the family and the premium of Rs. 200/- per person with per annum is equally shared by the Central Government as well as respective State Government. The person to be covered under the said scheme should be age between 18 to 59 years. The Aam Admi Bima Yojana projected for social security and financial aid to the people living in rural India and this includes the people of below poverty line (BPL) and also to those people living in areas which do not have access.

\textsuperscript{310} http://indiagovernance.gov.in/files/NRLM.pdf, visited on 18/09/2017
\textsuperscript{311} http://aajeevika.gov.in/content/welcome-deendayal-antyodaya-yojana-nrlm, visited on 20/09/2017
to the urban facilities like as well equipped hospitals, or any nearby pharmacy for that matter. The Yojana also cover the benefits viz; death benefit of Rs.30,000/- and it is given to the surviving nominees or family of the policyholder in the case of a natural death and in the case of accidental death then the benefit will cover up to Rs. 75,000/-. The scheme also cover the disablement benefit of Rs. 37,500/- and free scholarship benefit @ Rs.100/- per month has provide to the maximum number of two children of the beneficiaries who are studying in between 9th to 12th standard for each child.312


More efficiently fight with the poverty the Central Government formulated the wage employment programme called as the Mahatma Gandhi National Rural Employment Generation Act (MGNREGA) in the year 2005. The Government of India has taken initiative to generate rural employment guarantee programme through the enactment of the scheme of NREGA. The main significant to launch such kind of programme in rural area to assured the job fulfillment criteria and livelihood. The NREGA is also known as the guaranteed work and poverty alleviation as well as social security scheme for the rural poor of the country. The NREGA was passed for inclusive and overall development as a Labour Law and also implement across 200 districts of the country by the year 2006. It came to cover whole over the country by the year 2008. The scheme was designed to provide a minimum job guarantee of 100 days of each financial year to any adult who registers for rural employment and this include non skilled manual work. The scheme implemented by the Government in the rural areas by way of Panchayat administration and accordingly job cards distributed amongst the workers and the scheme also ensured the hundred days of work. Later on the scheme was renamed as Mahatma Gandhi National Rural Guarantee Act.313 This is also known as the poverty alleviation programme in rural areas. The proper implementation of the scheme may reduce the labour migration.

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6.14.4. Swarnajayanti Gram Swarozgar Yojana (SGSY)

This is an initiative launched by the Government of India in the year 1999 to provide the sustainable income to the poorest of the poor people living in the rural as urban area across the country. SGSY is a Central sponsored scheme and funding is shared by the Central as well as by the State Governments in the ratio of 75:25 respectively. The SGSY targets at providing self employment to the people in villages through the establishment of the Self-help groups and the activity groups or clustered are established depending on skill and talent of the person which are nurtured to their maximum potential. In this scheme funds are released through the NGOs, banks and other financial institution.314

6.14.5. Deen Dayal Upadhyaya Grameen Kaushalya Yojana

The Ministry of Rural Development (MoRD) announced the programme on 25th September 2014. DDU-GKY is a part of National Rural Livelihood Mission, tasked with the dual objectives of adding diversity to the income of rural poor families and cater to the carrier aspirations of rural youth. The programme is uniquely focused on rural youth between the ages of 15 and 35 years from poor families. As a part of the skill India campaign, it plays an instrumental role in supporting the social and economic programmes of the Government like Make in India, Digital India, Smart cities etc. DDU-GKY is present in 21 States and UTs, across 568 districts, impacting youth from over 6,215 blocks. It currently has over 690 projects being implemented by over 300 partners, in more than 330 trades from 82 industry sectors. Proper implementation of this programme will definitely reduce the illegal labour migration in India.

6.14.6. Pradhan Mantri Gramin Awaas Yojana

Pradhan Mantri Gramin Awaas Yojana (PMGAY) is launched by the Government of India in the year 2017 for proper implementation of the scheme of rural housing to the people living in the rural area throughout the country, previously the scheme was known as Indira Awaas Yojana. This is another important initiative taken by the Government of India in the year 2017 for rural housing and development across the

country. The rural housing scheme was implemented by the Government of India with a vision to achieve housing for all by the year 2022. As because to live under the roof is the basic fundamental rights of the human being and it is the duty of the respective Government to provide housing scheme to the houseless poor living in urban as well as rural areas. The main objective of the scheme was to provide pucca houses to all houseless poor living in decrepit houses in rural area by 2022. Under the scheme the cost of the unit funding assistance is to shared between the Central and the State Governments in the ratio of 60:40 for the plain areas, on the contrary the ratio of 90:10 provided for the North Eastern reason or the hilly areas and under this scheme the unit assistance given to the beneficiaries living in rural plain areas is Rs.1, 20,000/- and for hilly States or other difficult areas is Rs.1, 30,000/-. The programme is implemented with help of Block, Nagar Panchayat and Gram Panchayat for proper identification of genuine beneficiaries. 315 Again a similar scheme was simultaneously run in India i.e. Pradhan Mantri Awaas Yojana Urban and set by the government of India in the year 2015.

6.14.7. Atal Pension Yojana (APS)

Atal Pension Yojana Previously known as Swavalamban Yojana originally launched by the government of India in the year 2011-12 again relaunched by the Government on 9th May 2015. The Government of India launched this pension scheme for the targeted group of the unorganized sectors workers. It is known as the universal social security scheme in the pension sectors especially for the poor and the underprivileged class across the India. Reason for launching such kind of pension scheme is that the Government of India seriously concerned about the old age pension income security of the poor working class and is focused on enabling and encouraging them to join under the national pension scheme and to address the longevity of risk relating to the workers of the unorganized sectors who do not have any coverage of any formal pension provision and the figure constitute 88% of total labour force out of 47.29 crores. 316 Therefore, the Atal Pension Yojana (APY) emphasized on a defined pension policy depending on the contribution and its period. The scheme also to be focused on all citizens engaged in the unorganized sector and joins the National Pension System

(NPS) regulated by the Pension Fund Regulatory and Development Authority (PFRDA). The scheme is also open to all bank account holders and in that regards 50% of the policy amount is co-contribute by the Central Government along with the beneficiaries. The minimum age criteria for becoming the part of the scheme are set as 18 years and maximum is 40 years. So this scheme would be beneficial for the migrant workers engaged in the unorganized sector.\(^{317}\)


Pradhan Mantri Suraksha Bima Yojana (PMSBY) is known as an important social security scheme to cover accidental death, permanent disablement and any partial disablement occurred due to accident injury in the course of work or any other purposes and this scheme was launched by the government of India on 9\(^{th}\) day of May, 2015. This is another important social welfare scheme launched by the Government of India to cover risk occurred through accidental death or any partial or full disablement for one year and renewable from year to year. The scheme would be administered through the Public Sectors General Insurance Companies (PSGICs) and other General Insurance Companies willing to offer the product on similar nature with necessary tie up and approval of the bank for this purpose. The benefit provided by the scheme in case of accidental death the assured amount of Rs.2,00,000/-, and the same amount is also provided for permanent disablement and Rs. 1,00,000/- for any partial disablement occurred due to accidental injury. For taking the benefit of the scheme the beneficiaries should deposit the premium of Rs.12/- per annum with their savings account and in this regard the aspirant should have completed 18 years of age and should not be more than 70 years of age.\(^{318}\)


Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The policy addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-pronged and

\(^{317}\) https://npscra.nsdl.co.in/nsdl/scheme-details/APY_Scheme_Details.pdf, visited on 07/02/2017  
\(^{318}\) https://www.icicilombard.com/IL-HEALTH-CARE/RulesNForm/English/final_rules_PMSBY.pdf and also see http://pmjandhanyojana.co.in/suraksha-bima-vojana/, visited on 14/05/2017.
mainly consists of; (i) A legislative action plan; (ii) Focuses on general development programmes for the benefit of the families of children; and (iii) Project-based action plan in areas of high concentration of child labour\(^{319}\). Year wise budget allocation for rehabilitation of Child labour under National Child Labour Scheme Policy:

**Table: 6.14.9**

**Budget implementation under National Child Labour Policy**

<table>
<thead>
<tr>
<th>Year</th>
<th>Budget Allocation Final</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>143.00</td>
<td>142.66</td>
</tr>
<tr>
<td>2012-13</td>
<td>130.18</td>
<td>128.11</td>
</tr>
<tr>
<td>2013-14</td>
<td>111.00</td>
<td>110.73</td>
</tr>
<tr>
<td>2014-15</td>
<td>110.87</td>
<td>102.34</td>
</tr>
<tr>
<td>2015-16</td>
<td>99.50</td>
<td>93.20</td>
</tr>
</tbody>
</table>

Source: Press Information Bureau, 2016

The table 6.3.9 is reflecting how budget allocation for National Child Labour Policy Schemes has been reduced. In the above table the information has given only last five years. The problem of child labour has been increased in day by day but the budget allocation has been reduced. So, the financial allocation is a barrier in this regard.

**6.14.10. MoU initiative between Odisha and Andhra Pradesh**

In June 2012, the Government of India signed a Memorandum of Understanding (MoU) with the states of Odisha and erstwhile Andhra Pradesh. This MoU was in relation to an International Labour Organisation (ILO) project to improve the living and working conditions of migrant workers from Odisha at brick kilns in Andhra Pradesh. Its objective was to facilitate the strengthening of the inter-state coordination mechanism. Eleven districts of Odisha, namely Bolangir, Nuapada, Kalahandi, Sonepur, Bargarh, Koraput, Gajapati, Malkangiri, Ganjam, Rayagada and Nabarangpur, were identified as source districts for outmigration, particularly distress migration. The flow of migrants to Andhra Pradesh was primarily to Medak and Rangareddy (now in Telengana). Various aspects of the MoU were taken up for

\(^{319}\) http://labour.gov.in/sites/default/files/English_Annual_Report%202016-17.pdf
implementation in 2012–13 by the Governments of Andhra Pradesh and Odisha, and facilitated by various civil society groups in both states. At the source, the Department of Labour and ESI, Government of Odisha, constituted a State Coordination Cell for Migrant Workers at the office of Labour Commissioner, as well as District Level Facilitation Cells to track distressed seasonal migrant workers. To track the movement of migrant workers, formats for data collection with information on their employers / contractors / agents, were circulated to the District Labour Officers to collect data at the Gram Panchayat level. This data was then shared with the Department of Labour, Andhra Pradesh for necessary action as per the MoU. At the destination, the effort was concentrated on education, housing and PDS benefits. Schooling for migrant children was ensured by enrolling them under Sarva Shiksha Abhiyan in local schools near their parent’s place of work, and provision of volunteers trained in Odiya to bridge the language gap. On housing, a prototype designed by civil society organisations was used to construct temporary houses for brick kiln workers. Finally, enrollment of migrant workers was initiated at local PDS shops with the support of the district administration so that they could claim food grains and other basic entitlements. The entire effort was coordinated by the Labour Commissioner of Andhra Pradesh.


The Government of Odisha announces special packages of 134 crores rupees for Bolangir and Nuapada districts to curb migration. The package is part of the special action plan (SAP) prepared for intense action in 30 gram panchayats of the two western Odisha districts to curb migration and facilitate creation of opportunities of livelihood for migrant workers in the State. According to the Minister of State for Labour, the special action plan will be piloted in two districts and the same will be scaled up and replicated in all other migration-prone districts in a phased manner. The action plan will be implemented through a convergence model with departments of Agriculture and Farmers Empowerment, Panchayati Raj, Water Resources, Skill Development and Food Supplies and Consumer Welfare, official sources said here. The National Institute of Rural Development and Panchayati Raj (NIRD&PR), Hyderabad was requested to conduct a short-term study in Bolangir, Bargarh,
Kalahandi and Nuapada districts for suggesting alternative livelihood opportunities for migrant workers.


Madhubabu Pension Yojana was introduced by the Government of Odisha in the year 2008. The policy merged the two pension schemes i.e. Old Age Pension and Odisha Disability Pension Schemes. The amount of pension payable to each pensioner under the scheme shall be of such amount as may be decided by Government from time to time. The rate of pension is Rs. 300/- per month per beneficiary up to the age of 79 years & Rs. 500/- for 80 years & above. The policy helps the Odiya age old migrant workers to take benefit under the Scheme.


Nirman Shramik Pension Yojana announced by the Government of Odisha especially for the Construction workers. The scheme has been launched under the mission of “Social Security for All” to bring the construction workers under the security net. The scheme would provide monthly pension to nearly 25 Lakh construction workers in the state of Odisha. The scheme will be benefited for the migrant workers engaged in the construction sites.


Mukhyamantri Swasthya Seva Mission is a new scheme implemented by Government of Odisha. The scheme mainly focus to the development of health service as well as health infrastructure in the State and to facilitate medical treatment for the poorer patients affected by critical ailments. The scheme launched with an outlay of Rs. 345 Crores to be utilized for the development of infrastructure and peripheral healthcare institutions and financial assistance up to Rs. 3 lakh to needy and poor patients to cover the cost of treatment of critical illness. The scheme helps the poor migrant workers and their family to take free medical aid.
6.15. Activities of Non-Government Organization

In the course of research the researcher has found that various NGO’s are actively participating in the course of gathering data information, knowledge, and to organize awareness campaign and to rescue the workers from the dangerous places. The role of NGO becomes very vital to protect the rights of the migrant workers and to aware them about their existing rights and also to rehabilitate the victim migrant workers.

6.15.1. Sir Dorabji Tata Trust and Allied Trusts

Established in 1932 by sir Dorabji Tata, the elder son of group founder Jamsetji Tata, the sir Dorabji Tata Trust and the Allied Trusts are one of India's oldest and largest philanthropic foundations. The trusts offer monetary assistance to students and economically disadvantaged patients, make financial contributions to institutions and provide financial support to more than 600 non-governmental organisations (NGOs) in the country. Their vision of constructive philanthropy has been sensitive to the fast-growing needs of a developing nation, and the projects and programmes they support bear contemporary relevance.

6.15.2. Darbar Sahitya Sansad

Darbar Sahitya Sansad (DSS) situated at Khurda District of Odisha. It is a people's court for social justice, on a platform of young and literary people. DSS has focused on livelihood promotion for poor women, farmers and youth in coastal parts of Orissa. Besides that, Disaster management has been another area of intervention in the recent past. In Khorda and Puri, frequent cyclones and floods destabilize the livelihood of the local community, leading to heavy out-migration. This is primarily single male migration to metro cities in the sectors of construction, factories and transportation. Vulnerability is high due to long distance, long duration unskilled migration. DSS has been a part of the migration program since February 2010.

6.15.3. Gram-Utthan

'Gram-Utthan' literally means 'raising of the village', which is the sole motto of the organization. It is established in the year 1990 and situated in the Kendrapada District
of Odisha. Its mission is to enable the poor and the disadvantaged for qualitative changes in their lives through an empowerment process and the development of the rural areas. Today it has become one of the major developmental agencies recognized by other development partners. Gram-Utthan has been extending migration services in Kendrapada district of Coastal Odisha since February 2010. They organized the literacy and legal awareness campaign in the migration prone areas. This organization actively works within 11 districts, 48 blocks, 702 Gram Panchayat and 2492 villages within Odisha.

6.15.4. Kalahandi Organisation for Agriculture and Rural Marketing Initiative (KARMI)

Kalahandi Organization for Agriculture and Rural Marketing Initiative established in 1997, works in Kalahandi district of Western Odisha. It is one of the most backward districts of the state. Ninety three per cent of its population lives in rural areas, deriving income from agriculture, forest produce, wage labour and migration. KARMI has been a part of the migration initiative since February 2011. It also works on issues related to agricultural labourers, disaster management and relief, provision of education & Literacy, environment protection, microfinance, health and family welfare.

6.15.5. Madhyam Foundation

Madhyam Foundation situated at Nayapalli, Bhubaneswar. The Foundation aims for a society where economic development is truly people centered, sustainable and equitable so that no citizen however deprived is oriented and sensitized to assert his or her economic rights and entitlements on an empowered mode. The organization work focuses primarily on finding innovative ways to improve the livelihoods of rural residents. Their main areas of work include livelihoods promotion with a sub-sector approach (dairy, poultry, vegetable cultivation, turmeric and leaf plate), promotion and strengthening of producer cooperatives, support services for migrants and diversion-based irrigation system. Madhyam Foundation works in Nayagarh district of costal Odisha. Madhyam Foundation has been associated with the migration initiative since February 2010. Madhyam Foundation is currently reaching out to
28,457 households in 906 villages, spread across 10 districts of Odisha through its direct action projects as well as network-based projects.320

6.15.6. Parda-People Awareness for Rural Development Agency

Parda-known as the leading voluntary organization of Odisha and had taken up many developmental and awareness building programme. It was started by a self-motivated group of intellectuals to work in Nuapada District in the year 1999, with the spirit of volunteerism and Gandhian ideology and spirit. It has been working with the migration initiative since April 2011 in Nuapada district. It is one of the most backward districts of the state with about 85% of the population below the poverty line. The region sees heavy out-migration, particularly in a highly vulnerable migrant stream of brick kiln workers, who seasonally migrate with family to work in Uttar Pradesh and Andhra Pradesh. Lately, youth migration to Raipur into unskilled work as rickshaw pullers, construction workers and gardeners has been on rise too. Parda had also successfully taken up the community based women empowerment project for economic development, skill development training to migrants have been conducted throughout the Nuapada District. The Organization has undertaken the Coveted task of implementing a project title of ‘Redefining Migration’ with financial support from Tata Trusts which makes a unique approach to the migration issue.321

6.15.7. Pratikar

Pratikar was established in 1998 at Bhubaneswar for the development of downtrodden people. Pratikar has given priority for the development efforts that is active involvement of individuals, groups and communities. In this process non-government organization play a vital role and render essential service in mitigating widespread poverty, destitution and deprivation, especially among the vulnerable groups i.e. women, children and youth in the developing countries. The organization primarily aims at sustainable development of the vulnerable population with people's participation through participatory planning, action, research initiatives, training programmes etc. It has been a part of the migration program since February 2010 and strives towards providing destination services to primarily construction workers.

http://www.madhyamfoundation.org.in
http://www.parda.org.in

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321
6.15.8. Udyama

Udyama is a food security and sustainable rural livelihoods focused action and advocacy oriented organization primarily working in the state of Orissa. It was founded in 1997 with the aim of strengthening food security and livelihoods through restoration and sustainable management of natural resources, capacity building of local communities. Udyama works in 2 blocks: Titlagarh and Bangamunda of Bolangir district. Udyama is running the migration program from January 2011.

6.15.9. Debadatta Club

Debadatta Club work in Bargarh district of Western Odisha. There is chronic poverty in the district with 70% of its population living below the poverty line. The district is drought affected and experiences high out migration. Migration, mainly to brick kilns in Andhra Pradesh, construction in Maharashtra and carpet industry in Uttar Pradesh. There is some short distance migration to nearby areas in agriculture. Debadatta Club is in migration programme covering one block in Bargarh district from February 2011. Debadatta Club envisions a society where everyone contributes according to best of her & his abilities and gets according to her or his basic needs through participation contribution ownership & with a life full of dignity.

6.15.10. Adhikar

Adhikar works in quest of exploitation free and balanced society based on human value of love peace freedom equality where social and economic justice are ensured and each human being regardless of cast creed religion can exercise his/her basic and fundamental rights with a dignified manner and feels himself or herself to be instrumental for his/her socio-economic development in an atmosphere of social harmony. Its work mainly focuses on forming self-help cooperatives, extending a unique remittance system for the migrant workers of Orissa working in industrial cities of Surat and Ahmadabad, extending micro-finance services to the poor and needy, and promoting livelihood & food security programme for creating effective & sustainable employment opportunities through agriculture & allied agricultural interventions. Adhikar has been a part of migration program since November 2013.
From the aforesaid discussion it is clear that number of NGOs has taken responsibility in their shoulder for the development of rural and urban poor. They are taken action according to the incidents regarding violation of the rights of the migrant workers published in the print and electronic media. Many incidents are heart touching on the issue of migrant workers.

6.16. Incidents

The various incidents regarding the reason of migration flow and violation of rights of the workers published in the newspaper and magazines are enumerated briefly.

- **Migrant’s son brought back**

The incident reported from Birkel village of Loisingha block under Bolangir district. Lalit Budek along with his wife Jayanti Budek and son Sitaram Budek had migrated to work in a brick kiln at Sidkamal Narsinghpattnam of Andhra Pradesh in October 2014. As Lalit’s health deteriorated in the brick kiln, he sought permission from the kiln’s owner to return home, but was refused permission. Finally, Lalit and his wife returned to Bolangir for treatment, but had to leave behind Sritam in the kiln. Consequently the employer detained their son Sitaram in the brick kiln. The parents of Sitaram reported it to the district administration authority. Thereafter the authority with help of police brought back Sitaram into the native place. After came back the victim told that he was mentally and physically tortured by the employer inside the industry and deployed him for work with heavy workload. The brick kiln owner given only Rs. 20/- for carrying of 500 bricks.

- **Chopping palms of two labourers in Kalahandi**

The incident occurred when labour contractors Pramesh Dandi, Baikuntha Rauti, Bana Majhi, Arjun Bhoi, Gangadhar Das, Jaysen Thela, Bimal Rout, and Mantu Nial asked migrant labourer Nilamber Dhangda Majhi and Dilu Nial to accompany them to Hyderabad on the pretext of offering them employment in December, 2013. The two unsuspecting labourers were instead taken to the house of Parmesh Dandi in Kotamal

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322 Orissa Post News, January 14, 2015
323 Orissa Post News, December 24, 2016
village under Sinapali police limits in Nuapada district and held captive. There the contractors called up the families of the two labourers and demanded ransom of 2 lakh.

The labour contractors then took the two victims to a jungle near Titlagarh where they chopped off the palms of the two victims. Locals rescued the victims in a critical condition and admitted them to hospital in Bhawanipatna. The two victims returned home after their recovery and narrated their ordeal to their family members. Later, family members lodged a complaint with police.

Additional District and Sessions Court imposed a penalty of Rupees 20,000 on each of the convicts besides the life imprisonment. The incident had sparked off widespread outrage across the State as rights activists sought the intervention of the Orissa State Human Rights Commission in this matter. A woman lawyer and labourer rights activist Roshan Rajan of Hyderabad gathered evidence and offered legal assistance to the victims.

- Ninety labourers stranded in Daman

Near about 90 labourers from Angul district who migrated to Gujrat in search for better livelihood opportunities have reportedly been stranded in the union territory of Daman and Diu, with their employer allegedly refusing to pay them their salaries and confining them to their workplace. The case came to light after a complaint was lodged with the district administration here Friday by family members of the labourers. Among them are 30 labourers from Kanjara village under Banrapal block and 59 others from Kishorenagar, Bamur and Luhamunda region. According to sources, the labourers were lured by some middlemen with the promise of good wages and left for Daman a year ago.

Initially, the company paid salaries on time. However, the company authorities soon began misbehaving with the workers. They would pay a month month’s salary after three months, the complainants alleged, adding that many of them are deprived of their payments even after working for three to four months. The workers are deprived of food and are tortured when they demand their wages, it was alleged. They are also

being forced to work overtime without pay. The company authorities have allegedly hired local goons who threaten the workers when they say they want to quit and return to their homes.

The company authorities are also allegedly threatening the labourers that they would be implicated in false cases and sent to jail if they continue to demand their wages. Some of the labourers managed to make a phone call to their families back home and narrated their ordeal after which the family members got together to lodge a complaint. Sub-collector Srinibas Behera acknowledged the complaint and assured immediate measures to rescue the labourers. Later, the complaint was forwarded to the district labour officer. On the orders of Sub-Collector, officials made a list of all the stranded labourers and sent it to the district labour officer.

- **Oriya youth goes missing in Saudi**

An Oriya youth from Kolathadiha village under Khurda district has reportedly gone missing in Saudi Arabia and the fact came to light after his parents lodged a complaint to Balugaon police station. Identified as Sesan Nayak (22), the youth went to Saudi in August to work as waiter. His family said he called them 22 days back to tell them he was being tortured by his employer and that he wanted to come back but his passport has been confiscated. They have not heard from him since, Sesan's father Surendra said in a Complaint to Balugaon police.

Besides the police, the victim's father also approached the district administration and the labour department pleading with them to help bring his son back from Saudi Arabia. Acting on the complaint, police swung into action and identified two agents who sold Sesan a dream of making it big in Saudi. The agents were identified as Shatrughan Sahu of Bhagatipur, Nuagaon and Sanjay Sahu of Bishnudiha. Both of them were arrested. Police said Sesan was a graduate and was applying for government jobs. Meanwhile, he came in contact with the accused that lured him with dreams of high wages in Saudi.

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325 Orissa Post News, October 25, 2016
• **Starving man batting with death in Sambalpur**

It is one of the glaring examples of violation of human rights, according to report an elderly man was seen fighting against death as he kept starving for four day. He was identified as Ganesh Bahadur aged about 46 years. He was an Original resident of Nepal, had arrived in Sambalpur in search of work years ago. Since, then he has been dwelling in the town and doing petty jobs for a living. He used to work as a daily labourer and sometime did small jobs when he was physically fit. However, his health conditions began to deteriorate due to work overload. Adding to his agony, Ganesh has no one to feed or take care of himself. Failing to get work, Ganesh who lived a hand to mouth life, was left to starve with no money to buy rice and grocery, he had been living miserably for four days.

Locals spotted him lying in open air near Durga Mandir Chhak at Hirakud town. They helped him for a few days, but soon left. None cared to extend a helping hand to Ganesh. Meanwhile, the local administration failed to pay heed to Ganesh's plight. His health condition worsened due to hunger. Expressing concern on Ganesh, local youths rescued him after four days and admitted him to the medicine ward of Burla-based VSS Institute of Medical Sciences and Research (VIMSAR). However, he was deprived of treatment due to lack of financial assistance.

• **Oriya child migrant worker dies in Gujrat**

A child migrant worker from Mayurbhanj district reportedly died in Gujrat while working in a wool firm. According to the reports, Bibek Naik, son of Kanhu Naik, of Badheisahi under Baripada municipality was working in a Gujrat-based wool firm. His family members alleged that Bibek and two others of the locality were taken to the western state by Nanda Kishore Murmu, a labour agent from Betanati area.

Bibek died in the course of his duty. His father lodged a police complaint alleging his son has been murdered there. As the body reached Baripada, locals blocked Baghara road for two hours, demanding a compensation of 10 lakh for the family. Additional Tehsildar Umesh Chandra Ojha rushed to the spot and held talks with the agitators.

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326 Orissa Post News, September 25, 2016
327 Ibid, October 25, 2016
He assured the family of 10,000 from district Red Cross Fund and 2,000 under the Harischandra Yojana.

- **Delaying of payment of wages**

Delaying of payment of wages under MGNREGS has force the workers to migrate in other States. The generated from Champua block of Keonjhar district of Odisha. The job card holders await wages for two years. According to reports, Tapan Kumar Behera and Dinamani Karua of Phulakanlei village under this block had worked under some projects undertaken by the deputy director's office of the horticulture department. They reported that whenever they had asked for their wages; the officials had always assured them their wages will be cleared after receiving funds from the government. Without wages, our families are leading miserable lives. We each have to get Rs. 1.5 lakh as wage for the last two years, the duo claimed. They demanded an investigation into the delay in their wage clearance and action against the officials responsible for it.328

Besides, several other poor daily wagers in other parts of the district have allegedly not received their wages. As a result, the job card holders have lost faith in the centre-sponsored scheme. The two labourers said they were engaged by horticulture department in plantation of 3,200 mango saplings on the land of a person in Budhimara mouza in June, 2014. As per government guidelines, the department needs to maintain the saplings for three years before handing over the firm to the beneficiary. The daily workers are supposed to get Rs. 174 per day, but they have not been paid their dues.

- **Distress Migration gets worse in Odisha**

The Andhra Pradesh Government has rescued Sundarmani Bag, a bonded labourer from brick kilns, twice in the last 18 months and sent him back to Odisha. The victim Sundarmani, who is in his early twenties, hails from Malikmunda- a remote village in the poverty-stricken Bolangir district of Odisha. He is not reluctant to take up a job again in brick manufacturing units in Andhra Pradesh. Even as distress migration of labourers from Odisha and subsequent torture at workplaces in other States is

328 Orissa Post News, November 29, 2016
worsening, the State Government here is yet wake up to address to the situation. The victim Sundarmani said he was rescued twice as bonded labourers from Rangareddy (Telengana) in 2013 and Nellore district in Andhra Pradesh in February, 2014. The brick-kiln operators were not paying the basic minimum wage that he was entitled. The accommodation provided by the employer in working place was no better than animal sheds. \(^{329}\)

As per Bonded Labour System (Abolition) Act, 1976, upon liberation from bondage, these workers are supposed to be paid Rs.20,000 as rehabilitation assistance. However, the Odisha Government has not show any urgency to pay the compensation. In the last four years, around 1,200 workers from Odisha have been rescued from Andhra Pradesh, Tamil Nadu and Karnataka as bonded labourers. In Bolangir district, out of 624 workers who were identified as bonded labourers, only 215 workers have received the compensation. Similarly compensation paid to 91 bonded labourers in Nuapada, 24 in Nabarangapur and 17 in Subarnapur districts. In the recent past the Odisha Government was forced to act and provide succor to migrant workers only when the media collectively highlighted the plight of workers.

- **More than one lakh Odiya workers migrated to other States**

The information about more than one lakh workers migrated to the other States during the year 2014 was generated during the discussion period of Odisha Legislative Assembly. In response to the query of Congress legislator Naba Kishore Das, Labour and State Employees Insurance Corporation Minister Prafulla Mallick updated that on March 2014, near about 1,19,001 migrant worker were sent to the other State through 3,044 labour agents under Interstate Migrant Workmen Act, 1979. He also said during past two years, 726 migrant workers were rescued from workplace outside the State. \(^{330}\) Under Interstate Migrant Workmen Act, 1979, as many as 159 criminal cases were filed during past five years. The statistics presented in the Assembly points out highest 32,487 migrant workers from Bolangir had been engaged in other States by labour agents while 20,233 workers had gone from Khurda district. The

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\(^{329}\) The Hindu (Bhubaneswar) 'Distress Migration Worsen in Odisha', Satyasunda Barik report, November 21, 2014

\(^{330}\) The Hindu, Bhubaneswar, June 14, 2014 and also see www.thehindu.com
government information makes it clear that district administration in western Odisha districts had no clue as to how many poverty stricken people migrated to other States in search of jobs. From the last part of 2013 till March 2014, district police and labour department officials had tracked hundreds of migrant workers who were being sent to other States in Nuapada alone. On contrary to the official report Mr. Ummi Daniel said we think more than 3 lakh workers from western Odisha districts migrate to other States, mostly through unregistered labour agents. These workers are forced to work in inhospitable condition and any form of protest by workers often leads to torture by employers. He also said Odisha surely sends more than 20 lakh migrant workers every year. While a large number of workers from Ganjam migrate to States like Maharashtra, Gujrat, and Goa, destinations of workers from western Odisha are mostly brick kilns of Southern States. But the official figure on rescue of distressed workers also did not give a clear picture of hopeless situation the migrant workers were in compared to 726 migrant workers claimed to be rescued by Odisha Government, Tamil Nadu, erstwhile Andhra Pradesh and Karnataka had officially released more than 1400 workers after identifying them as bonded labourers.

- **Droughts encourage distress migration in Odisha**

As the Kharif crop failed due to lack of rain and the consequent drought situation, at least five families of Barpadar village under Nuapada district opted to migrate to neighbouring Andhra Pradesh to work in a Brick Kiln. They left their village in the month of November 2015. They have been rescued by the Nuapada district administration from a brick kiln in Redigudam village in Vijayawada district of Andhra Pradesh. This incident negates all claims made by the government and speaks about its failure in dealing with the drought situation and in implementing programmes under MNREGA in the affected districts to provide alternate employment opportunities to members of the distressed farmers and farm labourers. The Nuapada district administration officially admits that thousands of people under distress condition have migrated during October-November, in 2015, due to crop loss caused by erratic monsoon. As per reports, at least 14 migrant workers have lost their

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331 Head of Migration Information Resource Centre (MiRC), Aide et Action South Asia.
332 Article published in hotnhitNEWS, Bhubaneswar, 06 March 2016, written by Ajit Panda- journalist cum social activist.
lives in last 3 months in their work places primarily due to three reasons – hard work, illness and accidents.

Roughly, about 30000 people from the farming communities of Bolangir, Nuapada and Kalahandi districts have migrated under distress conditions because of the drought of 2015-16 and non-availability of alternate job opportunities. The number of migrant labourers is however expected to rise because the farmers in the region live in a precarious condition as the state government has not done enough for immediate relief of distressed farmers.

- People Leave Odisha to work in distant places, unsafe brick kiln

Low productivity in agriculture and shrinking forests has destroyed traditional livelihoods, forcing people to take hazardous jobs in Tamil Nadu and Andhra Pradesh.

The tiny town of Kantabanji under Bolangir district looks unremarkable in summer. But come November and it whirs to life as people arrive from the nearby countryside after harvesting the year’s sole rain fed crop. With no work in the villages for the next few months, they come to the town with their meager belongings to catch trains to Andhra Pradesh and Tamil Nadu, where they would spend the next five to six months working in the brick-kiln.

During those weeks in November, the town becomes the largest migrant labour market in western Odisha. Its guesthouses and hotels fill up as brick kiln owners called ‘seths’ come to recruit workers, with the help of local labour contractors called ‘sardars’. Two trains heading to Visakhapatnam – the Korba-VSKP Link Express and the Durg-VSKP Passenger-extend their halts to make sure all the workers enter (or are loaded into) the unreserved compartments. It is not clear how many people flow through Kantabanji toward the brick kiln. According to the report of the Collector of Bolangir district the number is anywhere between 1, 00, 00 to 1, 25, 00. But the figure is denied by Pramodini Pradhan (Social activist) and claimed that the figure is more than 2, 00,000. She also claims migration is one of the leitmotifs in modern Odisha. Young men leave the state's coastal districts like Ganjam to work in textile mills, shipyards and the diamond-polishing shops of Gujarat and Mumbai. Young girls from

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Sundargarh work as domestic labour in Delhi and elsewhere. People in western Odisha, especially the districts of Kalahandi, Koraput and Bolangir, travel to neighbouring Chhattisgarh to work in its farms, or migrate to the brick kilns in the South (sometimes to the ones in the North as well). Workers from Odisha go to Goa’s fishing villages as much as Kerala’s construction sites.334

- Steep rise in mass departure of migrant labour

An annual two-fold increase in the number of people leaving western Orissa for other states in search of work has sent alarm bells ringing. This demonstrates the myriad welfare schemes and pro-poor push by the government, both at the Centre as well as in the state, have had limited impact. Bolangir and Nuapada are the hotbeds of migrant workers in the State although the problem is more or less seen other districts as well. In the 2016-2017 financial year near about 35,220 migrant workers had left the district for other states through official channel, clocking a steep rise over 13,311 in the preceding year. But, the number goes up many times over if we look at the actual number of people who go through unofficial channels like unlicensed middlemen.335 Reports on torture of Oriya migrant workers in other States leading to their deaths abound in media. Bolangir district alone accounted for five official deaths during last fiscal although un-official number is much higher.

- More than eighty migrant workers rescued and labour agent arrested336

In a combined raid Kantabanji Police arrested five labour agents and rescued eighty eight numbers of migrant workers while they were being taken to the Hyderabad. The incident occurs in Bolangir District of Western Odisha. Among the rescued workers 50 were men, 20 women and 18 were minors according to the report published. According to the report the labour agents were unable to produce any valid license during investigation by the police. The victims are mainly from the various parts of the Bolangir district. They were being taken to the places Hyderabad, Kunur,

335 Orissa Post- Sisir Mishra report, August 06, 2017
336 Orissa Post, September 17, 2017
Chirapali, Sitapali to work at brick-kilns on the promise of high wages with free food and accommodation. Later on the workers sent back to their own villages by the police and further investigation conducted.

The ample of Schemes and Programmes has been launched by the Government and NGOs are not capable to restrict the problems of migrant workers rather it has been rapidly grown due to liberal economy, urbanization and globalization effects. The researcher has taken the hypothesis ‘Existing Government Policies and Schemes are not adequate to provide better conditions to migrant workers to reach the ambit of human rights’ in his research study. The researcher has tried to prove the hypothesis on available data and information through revealing of doctrinal method. The precarious situations of migrant workers are not reducing after launching of several beneficial schemes by Governments and NGOs. Let’s know the actual conditions of the migrant workers those who are living under the control and supervision of employers and labour contractors. So the researcher has taken responsibility in his shoulder for collection of information in applying empirical method from several stake holders in specific 10 migration prone districts of Odisha and its reflects in the forthcoming chapter.