

Narrative Annual Report

1. Backdrop Of The Project

Till now, there had been no such initiative undertaken to understand the condition of urban slums in Bhubaneswar, a major destination point for internal inter-state migrants. Most of the migrants in the city are working as wage labourers at construction sites, as masons, and other petty vocations. As is the case with inter-state migration, the labour contractor is the coordinator at destination place for these poor migrants without adequate knowledge. The period of migration lasts for 6-8 months. This program by PRATIKAR organization is aimed at providing services, skills and social security to the migrants at the destinations. Having understood that the cause of migration originates from the distressful living conditions at the villages, the need now is to ensure that the process does not cause further hardships.

This program is a sincere effort to implement measures and safeguards to reduce the impact of poverty and lack of entitlement for the poor migrants. In the process the program has looked into the effectiveness of the protective labor legislation. A large number of migrants are illiterate or barely literate with any formal education. They mostly belonged to very poor families. The choice before them was either to survive by migrating through any means. Since most of them are undocumented and unregistered migrants, they are off the government records.

PRATIKAR implemented a project towards providing services, skills and social security measures to migrant workers in urban slum of Bhubaneswar city, Khordha district of Odisha state. This project has been implemented in seven inter-pockets of Saliasahi slum of Bhubaneswar city. The duration of the project was one year i.e. (August 2011-July 2012). Saliasahi is the largest unauthorized agglomeration in Bhubaneswar city with major concentration of migrant construction labour. The slum has 35 inter-pockets, consisting population of more than 65,000. The caste composition of total households denotes that the other backward class accounts for maximum share (71.07%), followed by schedule caste SC (16.32%), schedule tribe ST (8.13%), General (3.46%) and Minority (1.01%) respectively.

Key achievements during project implementation

- Total 2230 numbers of migrants attended,
- Total numbers footfall at the Kendra 1337.
- Total 1,582 numbers of Photo ID distributed.
- Total 950 numbers migrants are linkages to the Welfare board.
- Total 93 numbers of cases registered out of these 28 cases solved.
- Total amounts of Compensation Rs.4,46,126 recovered
- Total 1740nos. of Labour Hazira Diary distributed

Input	Out come
Taking 303 households as sample survey	A base line document on migration, ready for reference for all concerned department and organizations working at destination point i.e. Bhubaneswar.
2230 migrants attended	<ul style="list-style-type: none">- Migrants aware about Welfare board card and some legal provision.- Generation of Shramik Mitras to work with migrants.- Aware on use of Hazira Diary
1582 Registration completed	<ul style="list-style-type: none">- Create their own identity- Identity card helps the migrants to deal with local and Other State

	<p>Police.</p> <ul style="list-style-type: none"> - Contractor/Thikadar/Owners are afraid of to cheat them and exploit them regarding wage because now they are 3SK ID card holders.
11 (8 nos. migrants completed Mason Training and 3 nos. migrants completed on the job training)	<ul style="list-style-type: none"> - Income level and work status increased - Avail more work opportunities
<ul style="list-style-type: none"> - 93 cases registration - 20 nos. Paralegal Workers promote - 86 nos. of migrants attended Legal Literacy Camp - 93 cases registration completed out of these 28 cases solved and total amounts of compensation Rs.4,46,126 	<ul style="list-style-type: none"> - Migrants aware about some basic labour laws - Migrants get access to legal assistance which help in the timely resolution of their disputes - Paralegal workers give some short of service to the migrants
<ul style="list-style-type: none"> - 107 migrants constituted their Union - Registration under process 	<ul style="list-style-type: none"> - Migrants organized by way of joining in the Trade Union - A suitable platform for the migrant labour to express and solve their problems
6 nos. from community and 6 nos. from 3SK had gone to exposure visit to Madhyam Foundation, Ranpur, Nayagarh	<ul style="list-style-type: none"> - 3SK team members were able to handle migration support service programme - Knowledge gained over Mason training
<ul style="list-style-type: none"> - 144 nos. of migrants checkup and distributed medicine at free of cost - 39 nos. of female migrants checkup, blood test and related advice given. 	<ul style="list-style-type: none"> - Migrant labors who don't have access to health facilities linked to the health camp and health advice - Identification of their various diseases - By taking advice from the doctor 2 nos. of migrants operated their Uterus, Tumors and others were linked to doctor for better treatment. - In the past some of the migrants were operated family planning in Govt. hospital but they seem to be pregnant detected by the doctor.

2. Urban Slums-A Concentration Of Migrant Labourers

Saliasahi slum is the largest unauthorized slum of Bhubaneswar city with major concentration of migrant construction labor.. The environment of this slum is very dirty and very congested area. There are more than 65,000 people living in this slum. The slum is divided into 35 Sahis and Nagars, which is taken as inter pockets. The slum is comprised of various types of castes and sub-castes. Most of them are daily laborers. Major issues are exploitation and harassment on the part of migrants – by Police, Thikadars and contractors. Health problems – skin diseases, TB, Asthma, Night blindness, Anemia, Vaginal infection (Itching and burning), , Malnutrition, STDs, HIV/AIDS. Absence of basic facility at work place, child labor issues, issues of domestic violence, lack of awareness regarding labor laws and linking migrant labors with the existing govt. welfare schemes. Regarding child education, 20% go to government. schools whereas 80% go to private schools. Anganwadi centers and crèches are not functioning properly. The migrants have no bank accounts and they remit their money through own initiative and by their neighbors and relatives of their own villages.

The source composition of the migrants of Saliasahi denotes that people resort to migration by crossing state boundaries and district boundaries. In the case of Saliasahi, basically the movements of population have taken place in the form of interstate migration and intra state or inter district migration. The source data shows that the volume of intrastate migration is at top of the ladder (75%), followed by interstate

migration (25%). Out of the total interstate migration, West Bengal accounts for 80% followed by Andhra Pradesh (20%).

Intra State or Inter District Migration: It has been noticed that Saliasahi has been the home for thousands of migrants from each nook and corners of Orissa. Generally the inter district source areas includes Ganjam, Kendrapara, Cuttack, Puri, Khurdha, Nayagarah, Jagatsinghpur, Kandhamal, Sambalpur, Dhenkanal, Bhadrak, Balasore, Mayurbhanj, Jajpur and Boudh.

Interstate Migration: The interstate source areas for migrants of Saliasahi include Howrah, Medinipur, 24 Pragana areas of West Bengal and Srikakulam area of Andhra Pradesh.

Contribution of source areas to migrant labor base in Saliasahi, both in terms of long duration migration and seasonal migration denotes that migrants reside in Saliasahi are having multiple source areas. The contribution is not uniformly distributed between the seasonal migration and long duration migration and there is predominance of certain places in terms of sending migrants to Saliasahi. The ranking of leading source areas reveals the following pattern:

Rank	Name of the Source Area	Volume in total Migration (HHs)
1	Ganjam	44.10%
2	Nayagarh	20.52%
3	Khordha	13.95%
4	Cuttack	4.6%
5	Puri	4.26%
6	Kendrapara	2.16%
7	Jagatsinghpur	2.03%
8	Mayurbhanj	1.69%
9	Balasore	1.13%
10	Dhenkanal	1.01%

Bhubaneswar city is not only a destination point but source also. From the survey the construction worker ranks high in the operational area.

Objectives Of The Program

To provide services, skills and social security measures to rural migrants at both the ends i.e. destination and source

- Create awareness among the migrant workers regarding their registration and giving them Photo IDs depending upon their occupational pattern.
- Create an atmosphere for skill up gradation training, job counseling and placement.
- Offer financial services to enhance savings and access to credit and insurance.
- Create awareness on legal aid and advice; counseling and worker's education.

3. Program Findings

- Migrants are forced to compromise with lower wages.
- They are deceived by the labour contractor regarding the terms of the ‘agreement’ of the employment..
- Migrants have no knowledge about the Act/Legal support/Labour law against their exploitation.
- They have no power to negotiate individually.
- There is no system of work record maintenance regarding work, time, wage, days.
- There is no system of written contracts/agreements.
- Physical, mental and economic exploitation by the contractors.
- Most of migrants are unskilled, but skilled workers failed to prove their skills.
- Migrant are deprived of from the state welfare schemes like public health facilities, BPL cards, Voter ID cards, PDS and also from social security benefits like accident at work place, health insurance, pension, death compensation, etc. are lying under welfare board. One can avail the benefits of welfare board after the completion of one year duration. It is very unjust practice by the state govt. towards the migrant’s community.
- Bank accounts and insurance have not yet reached to them.
- They are staying in a complete unhygienic place.

3. a. Project Designing And Implementation

Activities & Interventions

Survey

Activities	Approach	Coverage	Implementation	Expected Outcome
Survey (covering left over HH from other sector)	<ul style="list-style-type: none"> - Door to Door - FGD - Interview process - Personal observation 	7 Inter Pockets (Mentioned in coverage)	<ul style="list-style-type: none"> - Using the survey format - Meetings 	One study documents (in details will be published taking various information of other trades)

One Survey conducted by PRATIKAR for identifying migrant workers of other sector at the seven inter-pockets (coverage area). The Survey was conducted through the use of survey methods based on personal observation, personal interviews, and focused group discussion with the help of a structural survey format. In the pilot-year PRATIKAR missed out on migrant workers working in sectors other than construction. As a result the profile of the 7 Inter pockets was not complete. This survey is required to complete the profile and to have a comprehensive understanding of migrant workers employed in different sectors and the issues therewith.

Outreach and Mobilization

Activities	Approach	Coverage	Implementation	Expected Outcome
- Awareness on construction welfare Board card	Integrated Awareness through Canopy Abhiyan.	7 Inter Pockets (Mentioned in coverage)	<ul style="list-style-type: none"> - Leaflet distribution - street play - puppet shows 	Migrants aware about welfare board card and legal provision,

<ul style="list-style-type: none"> - Identification of other trades - Legal Aid - Health Camp - Financial service 				create their own identity and generation of ShramikMitras
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In the unorganized sector migrants have no registrations. To get recognized one has to go for construction welfare Board ID card. The benefits of the Migrant workers welfare Board can be availed only if the migrant labourer has completed one year for registering with the Board. The biggest problem that is faced by a migrant who comes to Bhubaneswar city from rural area is, regarding his/her Identity. They are harassed and exploited by Police, anti-socials, Contractor, Thikadar and Dalals. Identity cards issued by ShramikSahayata-O-SoochanaKendra provide crucial contact for information in times of emergency or difficulty with ShramikSahayata-O-Soochana Kendra. To meet the Goal and Objectives of the project PRATIKAR implemented certain kinds of activities at the project area. Awareness for migrants on enrollment in the welfare Board card and schemes, over their work disputes, to be attended at the health camps, opening of bank accounts and issue of identity cards by ShramikSahayata-O-Soochana Kendra.

Registration and Photo ID

Activity	Approach	Coverage	Implementation	Expected Outcome
Identification, Registration and issue of photo ID cards	<ul style="list-style-type: none"> - Meeting - Individual discussion 	7 Inter pockets	<ul style="list-style-type: none"> - ShramikSahayata-O-SoochanaKendra I D Cards-500. - Welfare Board ID Cards-1000. - Provision of Shramik Diary 	<ul style="list-style-type: none"> - Maintenance of systematic record of migrant workers in Saliasahi slum of Bhubaneswar. - Enroll in the various schemes of welfare Board. - Create their own identity

Training and Placement

Activity	Approach	Coverage	Implementation	Expected Outcome
Skill Up gradation Training of migrant labours	<ul style="list-style-type: none"> - On the job training - Community based 	7 Inter pockets	Masonry - 10 Need based training - 10 (As per the operational planning for mason training)	Their skills will be Upgraded which would add to their income level

The migrants who come to Bhubaneswar City in search of employment have to engage in low-end jobs on account of being unskilled. Training programs organized for the migrants as per the need by which they can be able to look for new opportunities and it would add some income. Need base training organized at the coverage area to meet the present situation.

Legal Literacy and Aid

Activity	Approach	Coverage	Implementation	Expected Outcome
<ul style="list-style-type: none"> - Legal literacy - Legal Day - Paralegal Training - Case registration and counseling 	<ul style="list-style-type: none"> - Awareness - Orientation - Training 	7 Inter pockets	<ul style="list-style-type: none"> - Legal awareness camp - Legal Day Organized - Orientation cum Training to 3SK team and Shramik Mitras - Case registration and counseling at 3SK 	<ul style="list-style-type: none"> - Only 50 nos. of cases will be registered for proper counseling - Migrants aware about some basic labor laws - Labors will get access to legal assistance which will help in the timely resolution of the disputes.

Unorganized workers face a lot of difficulties with unjust work place practices. Migrants are often unaware of their legal rights and written contracts never get signed. The workers have blind faith in their contractor since they have no other alternative. By working under this approach migrants are deceived. To combat this situation - monthly legal advice sessions are organized where payment related cases are registered with a legal expert. To meet the objective of maintenance of record of work, PRATIKAR issues 'Hazira' dairy for the labourers which is a proof for their hours of work and the pay received. Paralegal workers are trained to give advice to the migrants on all legal matters.

Collectivization

Activity	Approach	Coverage	Implementation	Expected Outcome
<ul style="list-style-type: none"> - Committee meetings - Training - Union Development 	<ul style="list-style-type: none"> - Individual committee members - Union members and leaders 	7 Inter-pockets	<ul style="list-style-type: none"> - Leadership training - Inter collective meetings - Union registration - Orientation on dispute resolution 	<ul style="list-style-type: none"> - Organizing of workers from the unorganized sector - A suitable platform for the labors to express their problems

A Union has been formed (unregistered) taking all the committee members. By getting trained they are able to register their own Union (legally), identify their own issues, generate awareness on dispute resolution and remain united. Roles and responsibilities of union members get increased by capacity building training workshop for the migrant labourers.

Capacity Building of Team

Activity	Approach	Coverage	Implementation	Expected Outcome
- Exposure Visit	<ul style="list-style-type: none"> - Aajeevika Bureau - Odishan Migration Partner Organisation 	ShramikSahayata-O-Soochana Kendra Team and 2 union leader	Implemented as per the situation (detailed break-up in the budget)	ShramikSahayata-O-Soochana Kendra team and Union members would be able to handle migration support service program

Health Camps

Activity	Approach	Coverage	Implementation	Expected Outcome
- Health Camp - Health Advise	- Health expert - Women Health Expert	7 Inter-pockets	- Organized health camps - Health advise twice a month for female migrants	Migrant labors that don't have access to health facilities will be linked to the same.

The experience in the past one year tells that in Saliasahi slum, the inhabitants have to face a lot of health issues. In this context, PRATIKAR has decided to conduct health camp and health advice for women migrants. Due to hard work and consumption of low grade food the migrants suffer from stomach related ailments very frequently. Most of the migrants are affected by skin diseases, TB, Malaria, Asthma, Night blindness, Semen problem, Gonorrhoea, Vaginal infection (itching and burning) and white fluid discharge etc. In this context, PRATIKAR organized 4 nos. Health camps at the coverage area.

3. c. Project Output and Dissemination

Output	Dissemination
<ul style="list-style-type: none"> - 86 nos. of migrants attended Legal Literacy Camp - 20 nos. Paralegal Workers promoted - 12 nos. legal day completed - 93 cases registered for counseling completed. Out of these 28 cases resolved and total compensation amount recovered Rs.4,46,126 - 1740 no. of Labour Hazira Diary distributed 	<ul style="list-style-type: none"> • One booklet published in Odia language "Prabasi Sramikanka Aain Gata Surakshya Sambandhiya Sikshya Sibir" during the project implementation period. This booklet contains the facts about some basic laws and related migration issues. • Booklet in regional language published which contains the roles, responsibilities, qualities and requisite qualification of paralegal workers as well as the constitutions, laws, basic labour laws and migration issues. • Migrants are often unaware of their legal right and written contracts never get be signed. They have no other choice to work. Due to non-availability of work record order mechanism they have to accept and work under this situation. To combat this situation each migrant (construction worker) provided Labour Hazira Diary by PRATIKAR. They added more feeds to each in consultation with the Advocate. There is good demand of this Diary received workers from beyond the operational area. This diary is most vital and reliable document to solve their wage and payment related disputes.
Training (Mason)	<ul style="list-style-type: none"> • One mason training conducted at the operational area. Eight numbers of trainees joined in this training program. The duration of the training program was 15 days. It is divided into two types class i.e. one is Theory and another is Practical class. • Theory class- Introduction, objective of this training, identification of implementation and its uses, various types of measurements etc. • Practical class- Digging work for foundation with measurement, appropriate mixing of cement with sand, bricks setting and alignment with the measuring instruments etc. • Developed application form for the mason training. • Developed mason training certificates and subsequently issued the same to the trainees.

3.d. Capacity Building

PRATIKAR organized capacity building training for the collective members of construction workers. The main topics were roles and responsibilities of each member, identification of their own issues, and awareness on dispute resolution. The workers think it is a suitable platform to express their day-to-day problems and solve them. The name of this union is RajdhaniShramikSangha, Bhubaneswar. The union came into existence and take legal shape due to vigorous effort of PRATIKAR.

5. Impact

- It creates a great and shocking impact over Trade Union especially CITU.
- Spurious persons feel reluctant to take away money from migrants to provide Welfare Board card.
- Non-migrants were also interested to register for Welfare Board card
- Many NGO functionaries and staffs visit Pratikar office to know the systems of getting Welfare Board card.
- By using this Welfare Board card, the migrants were able to get their voter identity card, open bank accounts and brought mobile phone for themselves.
- Migrant labor those who got the Welfare Board card through 3SK encouraged other migrants to enroll in this process.
- Informal union which is promoted by 3SK – to give message about 3SK activities and to enroll more members of migrants towards registration.

6. Overall Assessment

Migration, be it domestic or international, has universally been considered as an alternate strategy for sustenance of livelihood by a large number of poor families. Whether it is due to push (like failure of agriculture and lack of employment) or pull factors (Such as better wages and availability of economic opportunities), poor people migrate to booming as well as intermediate Cities and Industrial centres in search of employment.

There is no program has been conducted at the urban slums of Bhubaneswar city (destination point) of Khurda district of Odisha regarding the migration issue. However, the present program is absolutely focused on the migration related problems at destination location. This can be attributed to the process as well as limitation of earlier programs in term of duration and coverage.

The present attempt seeks to assess the existing migration realities in the intervention area and to generate blue print for future in terms of identifying the bottlenecks, ensuring need based and location specific solutions and designing the mode of further engagements, with an ultimate aim to bolster the spirit of PRATIKAR in terms of making provision of migration assistant services with enhanced quality and coverage.

An NSS assessment of 2007-08 estimated that 141 million workers, or 30.9 per cent of the Indian workforce, could be classified as migrants. This assessment did not count seasonal migrants. Pointing to these assessments, there was clear evidence that employment-related migration was growing, particularly in the urban areas. Census and the NSS undercount poorer migrants in the informal sector, and short-duration seasonal and circulatory migrants and they require special focus, being among the most vulnerable sections of the working poor.