

Leaving No One Behind: Decent Work & Marginalized Communities in India



LEAVING NO ONE BEHIND: DECENT WORK & MARGINALIZED COMMUNITIES IN INDIA

EXECUTIVE SUMMARY

In September 2015, The United Nations member states voted to formally adopt the Sustainable Development Goals (SDGs). The 17 goals and 169 sub-targets were drawn to guide (and inform) national and federal governments' policy-making over a period of 15 years, up to 2030.

The SDGs are the principal articulation of a collective vision for global development, seeking a 'reinvigorated global partnership' to address a range of critical social, economic and environmental concerns. These are successors to the Millennium Development Goals (MDGs).

The SDGs were crafted in partnership with governments and civil society and are, unlike the MDGs, anchored in a discourse of universal human rights and acknowledge that equality must apply not only to opportunities, but also outcomes.

Goal 8 of the SDGs calls for sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Entitled full employment and decent work with equal pay, it reads: "By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value."

Yet, it can be argued that the SDGs remain susceptible to many of the same pitfalls of existing or previous social and governance systems.

The empirically researched chapters in this report point to the same.

For instance, bonded labour is hostage to the social dimensions of caste, ethnic identity and gender and even age and the strategies to eliminate bonded labour need to go beyond the symptoms to address the root causes. A strategy to implement various legislations to address the problem of bonded labour still resists involvement of civil society that can help enforce the entitlements and legal protection accorded under various laws, besides a partnership to rehabilitate people out of bondage.

The lives of bonded labourers controlled by powerful people, socially and economically who possess enough social capital to escape prosecution. These sections are also the brokers of power in local government bodies that should, otherwise, be pivots to track migrant labour – both in and out migrants. Given the powers that these sections wield, it is also difficult to obtain evidence-based data that can provide the basis of policies, provisions and programmes for the prevention, release, rehabilitation of bonded labourers and for promoting a more equal and just society. This is where lessons can be drawn from successful practices globally and in other parts of South Asia.

An extreme example of bonded labour are people from the Musahar community who, as demonstrated in the study, mainly work as agricultural and casual labourers, unable to avail any work-related benefits such as sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation and pensions.

The chapter on 'Musahar community and decent work' reflects the extremely vulnerable position of the community in terms of nature of work, available number of days of paid work, poor education status and complete lack of assets and high level of poverty.

This chapter calls for promotion and protection of human rights of the community by recognising the caste and gender-based discrimination, disadvantages and violence against community members, including school-going children. It also calls for strict punitive action against perpetrators of such human rights violations under relevant legislations like SC/ST Prevention of Atrocities Act, and laws governing sexual harassment of women at workplace, besides the elimination of child labour.

Further, this also calls for curating evidences based on disaggregated data at the community level as the current data systems need to be contextual and a real-time and analyses needs to drive forces perpetuating poverty and vulnerability of the community. Such data should be the basis for reviewing the policies, provisions and programmes for the prevention, release, rehabilitation promoting a more equal and just society for the Musahar community.

The essays are incomplete without recognising the efforts of legislatures towards ensuring dignified lives of the vulnerable communities, especially tribal communities. There is, however, a need to ensure that the entitlements are delivered at the doorsteps of these communities. As the chapter on the Pahari Korwa tribal people shows, the Tribal sub-plan that provides a special mechanism for promoting multi-dimensional development to reduce inequalities faced by disadvantaged communities needs to be implemented in letter and spirit. It is important to set aside a proportion of the budgets for the PVTG communities given the aggravated disadvantages they face and implement them in a partnership with the community.

Likewise, the community must be able to access cultivable land under the forest rights Act since they are located in deep forests with little avenues for alternate livelihood. Additional support also needs to be leveraged for them to benefit of minor forest produce, community rights and their traditional rights to create a sustainable livelihood.

Similarly, the chapter on the Kutia Kondh Tribe and Decent Work provides a peep into the poverty of the tribal people. The study team discovered that the average monthly household income of a Kutia Kondh tribal family is about Rs.3000. This puts them well below the poverty line. Child labour is prevalent. The uptake of MGNREGS (guaranteed work) is also limited. Coupled together with their limited interface with other communities and governance structures, and low participation in local governance under PRI bodies and provisions under the Provisions of the Panchayats (Extension to the Scheduled Areas) Act, 1996 (PESA) it is clear that these communities need more concerted attention.

Whether it is the people from the Pahari Korwa tribe, or the Kutia Kondh or the Santhals, it has been observed that there is a need to expand the access of these tribal communities to entitlements, whether in the form of MGNREGS, the education of children or food rations under PDS. These can help the families cope with their vulnerabilities. Funds for the development of this section of the population can be harnessed by ensuring that allocations are made as part of the tribal sub-plans that provide special mechanisms for promoting multi-dimensional development to reduce inequalities faced by disadvantaged communities. It is important to set aside a proportion of the budgets for the PVTG communities given the aggravated disadvantages they face and implement them diligently in consultation with the community.

The researchers have made a fair attempt to consider the provisions of the Forests Rights Act, because these communities have been traditional forest dwellers and the resources they source from the forests still plays an important role in their lives. Moreover, the Forests Rights Act mandates provision of land to every family. The people interviewed for the study have very little land and it is clear that additional support to leverage minor forest produce, community rights, traditional rights are essential to create a sustainable livelihood.

An appreciation of Goal 8 of the SDGs will iterate that existing vulnerabilities can get compounded if the state does not intervene to ensure sustained, inclusive and sustainable economic growth of the already vulnerable people. Such endeavours will evidently encompass the provision of full and productive employment and decent work for all. This maxim is important to move them out of harm's way. The study demonstrated that there were gaps in the government's efforts to address such particularly vulnerable sections of the population, like homeless people in cities, people living with disabilities, sex workers, single women and street hawkers.

Access to public services and welfare schemes can help in this regard. State support in terms of quality public services like education and health care and infrastructure like water, toilets and electricity is critical for these sections to sustain themselves. The documents necessary to access these provisions should be lightened and made within their reach. The current requirement of documentation does not allow them to access these supports and hence they end up spending from their meagre resources.

It needs to be ensured that all welfare programmes like PDS, various pensions, health care, maternity services, child care, elderly care etc. are seamless for easy access to these sections. Lack of documents should not stand in the way of these sections to access these provisions.

Access to adequate housing and the provision of decent employment emerged as uniform needs across the board. The 'Housing for All by 2022' programme, undoubtedly a welcome initiative, needs to include permanent affordable houses for homeless people with essential facilities like water, LPG, electricity and internet.

Similarly, employment and livelihood is needed to support to sustain dignified living through opportunities for employment and livelihood. Employment guarantee programme similar to the MGNREGA in urban areas will provide relief to these sections.

The study makes a case for further increase the expanse of the social security schemes to cover the weaker sections of the population, many of whom come from Dalit and tribal backgrounds.

Young people from these sections need opportunities for skills training, employment and entrepreneurship to promote their energy and opportunities. The private sector (and PSUs) must be encouraged to facilitate skills training for the young from these sections, so that they find gainful employment. Else, they will be left out of the country's march to progress.

Likewise, it needs to be ensured that all children can access 15 years of free schooling from pre-school to secondary levels as mandated under the new National Education Policy (NEP) 2020. Anganwadis and schools in the vicinity of where they live must be mandated to ensure their admission and provision of all government allowances applicable to students, like adequate scholarships, free text books, school uniforms and mid-day meals.

Local hospitals and government clinics should ensure quality health care, periodic health check-up, pre and post-natal care, immunisation to children, seasonal illnesses etc.

Larger policy initiatives to bolster the benefits of the government's initiatives to achieve SDG 8 can include developing a set of indices to specifically serve these sections. For instance, development of a disability index under the SDGs can help track opportunities and progress of persons with disabilities to ensure they are included in the growth story and not left behind. The creation of such an index will ensure reservation of at-least three per cent of employment in government establishments for persons with disability (RPwD Act) and provide them with additional facilities to help them access necessary education, skills, and on the job trainings.

Likewise, putting in place (and implementing) additional incentives in the form of gender-specific programmes and services to protect and promote the rights of women, especially from among those who are single mothers, or have disabilities or come from homeless backgrounds will help address the gender gap in diverse indicators.

In the case of sex workers, there is a need to recognise the long-pending demand to categorise 'sex work' as "work" and decriminalise sex work along with the provision of labour protection and provisions to them.

Cultural and public education in society and among the administration is very necessary to eliminate discrimination against some sections, as the study shows. This applies mainly to preventing discrimination and stigmatisation of sex workers. It also needs to be ensured that law enforcing duty bearers do not violate the human rights of sex workers and in addition attend to their calls for protection against violence from clients, family, and society.

It also applies to sensitising communities to the vulnerabilities of single women and ensuring their respect and dignity are safeguarded. In the spirit of Goal 8, single women engaged in agriculture need to be recognized and supported as women farmers with rights to land ownership, subsidies and support for making their agriculture viable. This should be complemented by extending legal aid support in cases of violence, exploitation, being pushed out of their land and other assets.

Single women often struggle to access welfare and social protection provisions like widow pension, old-age pensions, disability pensions etc.

In the case of street vendors, another group studied for the research, the discourse was dominated by the need to ensure stringent implementation of the Street Vendors (Protection of livelihood and regulation of Street Vending) Act, 2014, through the provision of safe and secure work environment to street vendors. It was opined that Municipal and Police authorities need to be made accountable to provide safety and security for street vendors to earn their livelihood in a safe environment.

Especially in the case of women street vendors, local governance and police need to be specially oriented to ensuring their dignity and protection, especially from violence and a safe environment to work in. This section is most in need of free legal aid service since they often need legal support to manage litigations with municipal authorities. It will also help if procedures are made easy for street vendors to have necessary identity documents to facilitate their access to state welfare provisions and services.

A read of the above is best contextualised in the backdrop of ILO's core standards recognising the need for diverse and varied experiences of the workplace: 'To promote decent and productive work for women and men in conditions of freedom, equity, security and human dignity. All

workers have the right to decent work, not only those working in the formal economy, but also the self-employed, casual and informal economy workers, as well as those, predominantly women, working in the care economy and private households' (ILO, 2012).

INTRODUCTION

Sustainable Development Goal 8 (SDG 8) is directed to 'promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all'. India is signatory to the SDGs and has aligned the same within the government Ministries, instruments, plans and schemes.

The Constitutional safeguard and labour laws give the rights to labourers to be protected from all forms of bonded, forced or exploitative labour under Article 21- protecting life and personal liberty and Article 23-the right to work. Further, the Bonded Labour (Abolition) Act, 1976, Child Labour Prohibition and Regulation Act, 1986 and various other labour legislations protect the rights of labour. These rights are also embedded in Article 23 of the Universal Declaration of Human Rights. Despite the above-mentioned national and international safeguards, the workers and labourers often work under hazardous conditions and without minimal protection.

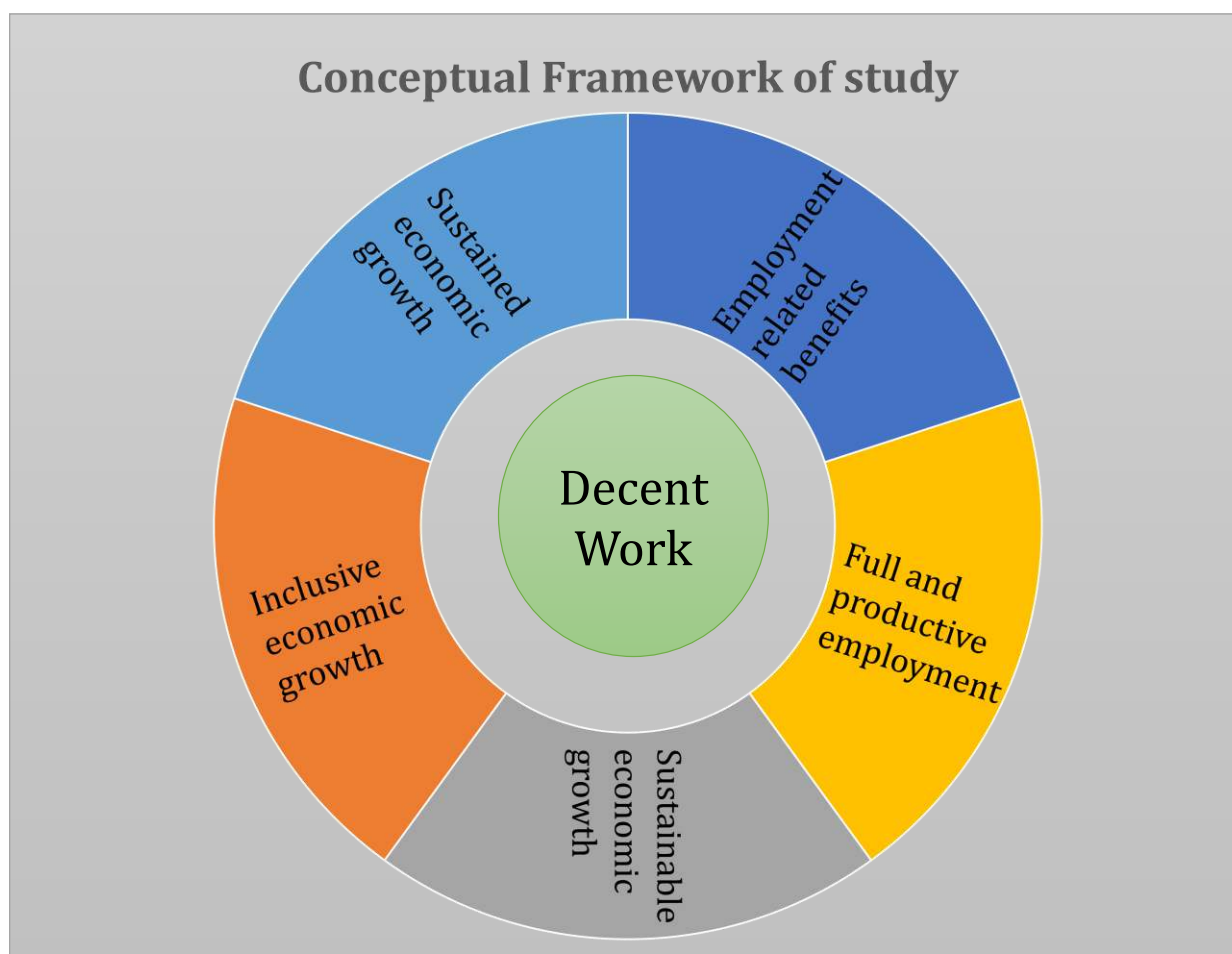
The report briefly reviews the conditions of the people working as labourers, particularly from the lens of SDG 8. Ten different marginalized communities from different regions were selected for this study. The selected communities are as follows: Bonded Labour from UP, Musahar from Bihar, Santhal from Jharkhand, Kutia Kondh from Odisha, Pahari Korba from Chhattisgarh, Persons with Disability (PWD) of Rajasthan and Chhattisgarh, Persons in Sex Work from Maharashtra and Telangana, Homeless from Mumbai City, Single Women from Himachal Pradesh and Street Hawkers from West Bengal. The data was collected during 2018-19 as part of the '100 Hotspots: Socially excluded vulnerable communities and SDGs in India'¹.

Conceptual Framework

Five key dimensions of the SDG 8 are used as the framework for reviewing the conditions of these labours from the lens of decent work. Even though the sample of 100 households is small, it highlights the general conditions of these labourers and may be taken to be representative of labourers in other locations too. The study is aimed to draw attention of the government towards malpractices and to ensure that all sections of the society including the socially excluded and vulnerable communities enjoy decent work, freedom and liberty.

The five dimensions of SDG 8 are: i) sustained economic growth, ii) inclusive economic growth, iii) sustainable economic growth, iv) full and productive work, and v) employment related benefits /eradication of forced labour.

¹ The 100 Hotspots- Snapshot of socially excluded and vulnerable population group & SDGs in India, Wada Na Todo Abhiyan. June 2019.



The rationale and indicators of the five dimensions are given below:

Dimension	Indicators	Rationale
1.Sustained economic growth	i) income earned ii) expenses vs income iii) expenses on health care iv) access to other resources to meet household expenditure	Families enjoy sustained economic growth when the work / employment provides adequate income to meet household expenses and resources are available to make investments for economic growth.
2.Inclusive economic growth	v)Housing conditions vi)Access to electricity vii) Access to state welfare measures viii)Availability of vehicles for mobility	Economic growth is inclusive when the benefits of economic growth is accessed by all (equitably) and ensures life with dignity, meeting fundamental needs.
3.Sustainable economic growth	ix)access to land x)access to education xi)access to skills training xii) access to financial resources	Economic growth is sustainable when families have access to quality education/skills, land, assets and financial resources; and

	xiii) investments and assets xiv) access to technology	opportunities to enhance ones' economic situation.
4. Full and productive employment	xv) availability of employment xvi) availability of paid employment	Availability of work/ paid employment through the year that can meet the needs of the household
5. Employment related benefits/ Eradicate forced labour	xviii) Written contract xix) Labour provisions available - weekly rest, paid sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation, pension, xx) Self- identification as BL	Decent work should comply with employment benefits and not be free or forced labour.

Each of the five dimensions is elaborated as follows:

Sustained economic growth

The report explored sources of income (in terms of nature of work, earning by age and gender with frequency of earning), household expenses, access to other resources to meet household expenditure. The same helps in understanding whether the population under study experienced sustained economic growth, had adequate income to meet household expenses and whether resources were available to make investments for further economic growth.

Inclusive economic growth

Economic growth is inclusive when the benefits of economic growth are accessed by all (equitably) and they ensure life with dignity and facilitate meeting fundamental needs. Housing conditions, access to electricity, welfare schemes and availability of vehicles for mobility were considered as indicators of inclusiveness for the purpose of this study.

Sustainable economic growth

Economic growth is sustainable when families have access to quality education/skills, land, assets and financial resources and opportunities to enhance ones' economic situation.

Full and productive employment

Full and productive employment implies availability of work/ paid employment through the year that can meet the needs of the household.

Employment related benefits/ Eradicate forced labour

This study reviews the availability of benefits such as weekly rest, paid sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation, pension etc. to assess whether decent work was available to them or not.

The following chapters on the 10 vulnerable communities reviews their employment/work and economic development from the above parameters and draws recommendations on their decent work and economic inclusion. Even as it is widely accepted that 'decent work' standards are not applied to the labour in the informal sector currently, it becomes important to work towards the same in the spirit of *'leaving no one behind and a sustainable future for all'*.

1. BONDED LABOUR & DECENT WORK

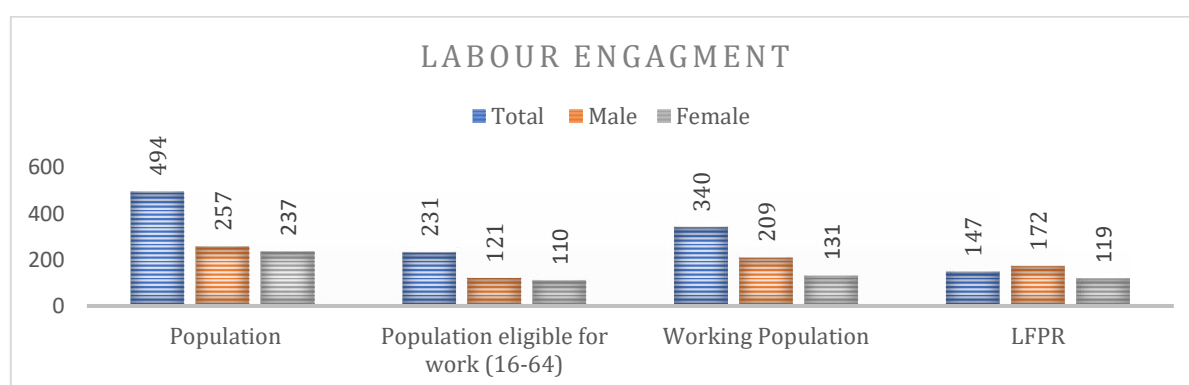
Introduction

A person becomes a bonded labourer when their labour is demanded as a means of repayment for a loan. Bales (1999) sees 'chattel slavery,' 'debt bondage' and 'contract slavery' in modern labour relations as forms of 'new slavery.' The Bonded Labour (Abolition) Act (1976) outlines the rights for labourers and punishment for those who compel a person to engage in bonded labour. The Global Slavery Index (2018)² reports there were 7.9 million people in modern slavery in India and 6.1 victims for every thousand people.

This report briefly reviews the context of the people who are employed as 'bonded labour' from the lens of SDG 8. The data for the study has been collected from Varanasi district, Uttar Pradesh in 2018.

Demographic and labour engagements

The study gathered disaggregated data from 100 households with a total population of 494. As many as 257 (52 per cent) of the population was male and 237 (48 per cent) was female. The age-wise distribution suggests 126 persons (25.5 per cent) were in the 0 to 5 years age group. Those in the age groups of 6-15 years, 16-30 years, 31-45 and 46-60 constituted 27.1 per cent, 28.7 per cent, 11.9 per cent and 5.9 per cent respectively. There were only four persons (0.8 per cent) in the 60+ age group. All persons belonged to the Scheduled Caste community with 99 per cent from the Musahar community and one household from the Dhobi community. Five persons suffered from one disability or the other.



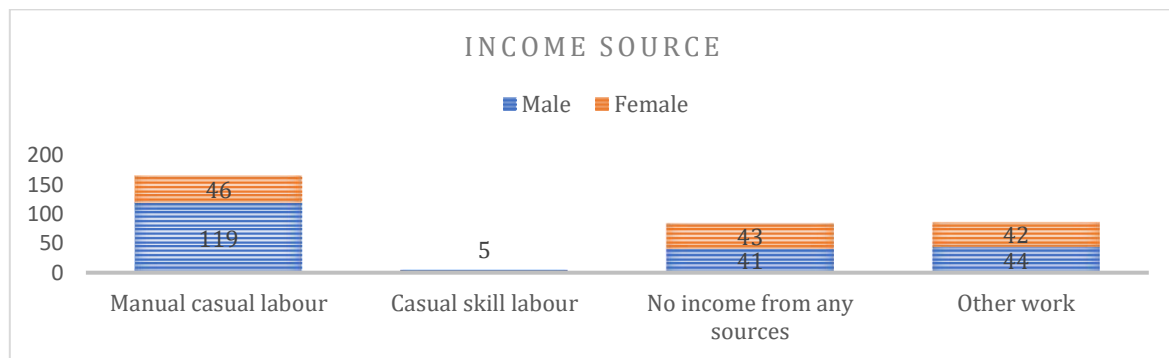
The gender-wise distribution, eligible population for work (16-64 years), working population and labour force participation rate (LFPR) are given in the figures below. The LFPR for male at 172 and for female at 119 shows that both women and men beyond the 16-64 years are engaged in labour. Considerable numbers of young people below 16 years and those above 64 inflate the LFPR.

² <https://www.globallslaveryindex.org/2018/findings/country-studies/india/>

Sustained economic growth

i) Income earned by age and gender with frequency of earning

In a population of 494 people from 100 households, 340 (68 per cent) persons reported to be engaged in some form of work or the other. The data on the source of income suggests that more than 57 per cent men and 35 per cent women were engaged in manual casual labour while very few males were engaged in casual skilled labour. About 21 per cent male and 32 per cent female were engaged in begging, domestic work and other informal sector works. About 20 per cent male and 33 per cent females reported they had no source of income at the time of the study. Considerable portion of them were below 16 years of age.



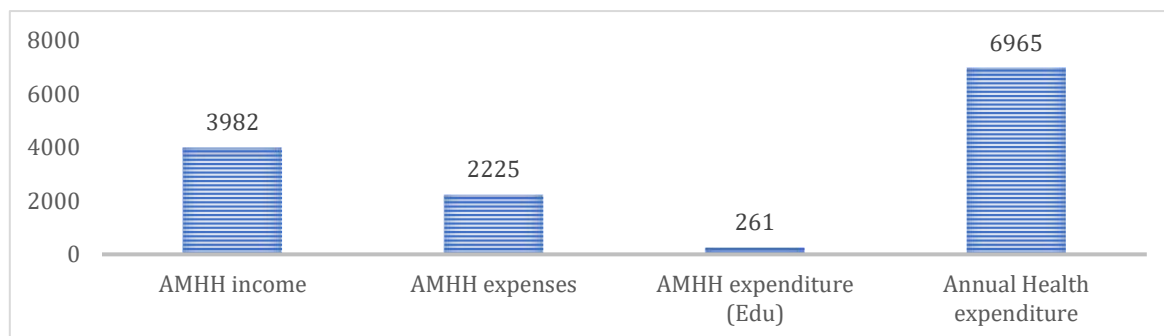
Nearly 84 per cent male reported monthly income between Rs. 2,000 to 4000 while more than 96 per cent female earned less than Rs 2000 a month.

About 50 per cent of all the males and females covered under the study reported an irregular frequency of earning. Nearly 50 per cent women and 30 per cent men reported receiving weekly wages. As many as 20 per cent male reported receiving wages daily, monthly or on completion of tasks.

The data shows that members and households earned minimal income through their employment. Even when they were employed, the income was not steady and they did not have a regular source of income they could depend upon. This made these families extremely vulnerable in economic terms.

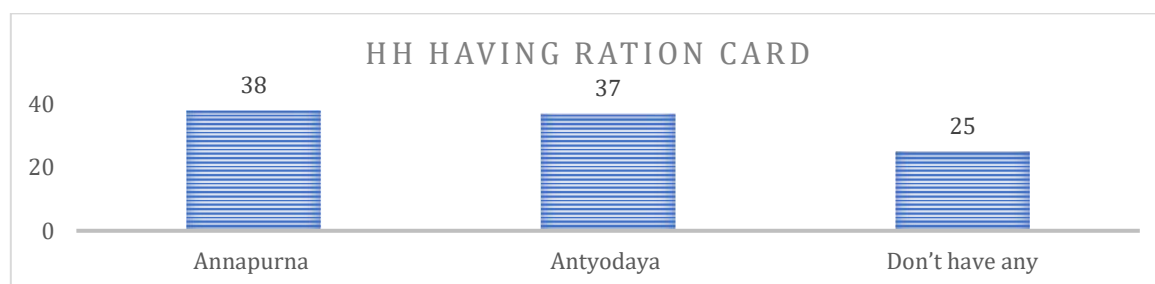
ii) Income vs expenditure

The figure shows Average Monthly Household (AMHH) income and their expenses. It is difficult to estimate an annual income, as the availability of work across the year is not regular. Much of the income is just enough to spend on the household expenses (consumable items) at Rs. 2225 per month. The average annual expenditure on health was reported to be Rs. 6965, showing that there is little resources available for any investment in development or economic growth.



iii) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses by way of the rations available through the Public Distribution System (PDS). Yet, as the data collected from the field revealed, as many as 25 per cent (25 households) did not have a ration card. 21 of these 25 households had applied for ration cards and were awaiting receiving the same. Protection against any untoward crisis through insurance was not availed by the households, with just one household having availed of a general insurance scheme.



The above data reflects the food insecurity of this section of the society.

Inclusive economic growth

i) Nature of Housing

As regards the housing conditions, 18 per cent (18 households) lived in some form of concrete houses, the remaining lived in kutcha houses made of bamboo, thatch, unburnt bricks and other locally available material. As many as 84 per cent (84 households) lived in single room houses and 14 per cent had a house with two rooms. Only one household each reported living in a house with three and four rooms. None of the houses had a separate bathroom.

ii) Access to electricity, clean fuel and water

66 per cent households reported access to electricity while 34 per cent did not have the same. Those with no access to electricity reported using kerosene oil lamps to light up their homes.

Only 6 percent reported use of LPG and 93 per cent used firewood. One of the households also reported using cow-dung cake as a source of fuel. Firewood and cow-dung cakes are

considered polluting and unhealthy sources of fuel. The effect of such pollution on the health of the family members is heightened in the case of the homes being single-rooms, as is the case for 84 per cent of the households, as pointed out earlier.

Water for the household use was not available within the household premises. Households fetched water from public water sources like hand pumps or covered wells

Sustainable economic growth

- i) *Access to land, education, skill training, financial resources, investments, assets and technology*

Education: Education is critical means of improving one's life opportunities and move towards achieving sustainable economic growth. As many as 176 (35 per cent) persons reported having accessed any form of education. The majority reported education till class 8. 170 of the 176 had studied in government education institutions, evidently because most families did not have the resources to afford private education. Majority of them also managed to access education owing to the availability of scholarships (37 persons), text books (51 persons), school uniforms (51 persons) and, mid-day meals (75 persons). No one had accessed any form of technical or vocational trainings. Only one person had completed graduation.

A combination of such findings as the living conditions (one-room housing with the prevalent use of firewood for fuel) and about 50 per cent of the households not having electricity, it can be deduced that the families cannot provide an environment or facilities for their children to pursue their education.

Land ownership: only 3 households (3 per cent) owned some land. The remaining were landless and their only source of income was wage labour.

Ownership of livestock: 12 households owned few livestock –one owned a cow, 5 households owned goats, 7 households owned pigs.

Skills available: Based on the nature of work engaged in the previous year, 78 persons worked in the construction sector as construction labourers, masons and plumbers while 4 had worked as drivers in addition to working as agriculture or non-agriculture casual worker. These are not formally acquired skills but informally learnt with experience.

Access to assets and investments: The population under study did not report any kind of access to assets such as irrigation equipment, shops, etc., that could be used to sustain any kind of economic growth. Investment for sustainable growth is limited and possible negligibly. The households reported investing only Rs.261/- on average on education monthly. Even access to loans to invest was limited. Only two households had availed loans, both below 25000/-. One had availed the loan from a bank while the other from a private lender. The population are not considered credit worthy, and hence, any possibility to sustain economic growth is limited.

Access to technology and communication – 96 households had access to simple mobile phones, while 7 households reported owning a smartphone. The households did not have any other equipment like laptop etc.

Ownership of vehicles: The ownership of vehicles was primarily bicycles (76 per cent).

It is thus evident that the education levels of the members in the family is poor and they do not have the required education through which they can enhance their economic conditions. Similarly, the bonded labour households do not have assets, equipment or skills that they can employ in improving their economic situation. These families are historically disadvantaged and continue to be at the bottom of the economic ladder.

Full and productive employment

i) Availability of employment and paid employment.

Very few had reported as seeking any form of job. As many as 34 per cent of the respondents to the survey said that they were able to get work/job for seven days in a month. Only 10 per cent were able to get work throughout the month.

Employment related benefits/ Forced Labour

A total of 352 persons (71.3 per cent) reported they take up bonded labour work. None reported working under the basic labour norms like – written contract, weekly rest, sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation, pensions, indicating that their employment did not follow any labour norms.

Nature of bondage	No of persons	Per cent
Debt bondage	272	77.3
Legally released bonded labour	35	9.9
Others	45	12.8
Total	352	100.0

The bonded labour community belong predominantly to the Dalit and Tribal communities. They are among the poorest and most vulnerable population groups. Their access to education, skills or assets like land are extremely low and do not facilitate their movement out of the poverty and debt trap. Despite long standing recognition of the violations meted out to the bonded labour communities, legislations, policies and budgets, bonded labour including child bonded labour prevails and needs political will and administrative efforts to eliminate all forms of bonded labour. The form is recognised under modern forms of slavery.

Necessary Steps to address bonded labour & Way forward

Adopt Preventive efforts that recognize the social dimensions of caste, ethnic identity and gender and even age in bondage, and thereby address it through public sensitization and

rights awareness, adult literacy, organizing workers, income generation and vocational skills development. The strategies to eliminate bonded labour need to go beyond the symptoms to address the root causes. The multifaceted and deeply rooted nature of those causes requires an integrated and long-term strategy crafted by a partnership between government and civil society.

Strict implementation of legal measures: A strategy to implement various legislations to address the problem of bonded labour must be drawn up and regulatory and security agencies must involve all sections of civil society. The entitlements and the legal protection accorded under various laws must be strictly enforced. These provisions include the Minimum wage Act 1948, Immoral traffic prevention Act, 1956, Contract labour (regulation and abolition) Act 1970, Inter-state migrant workers (regulation of employment and conditions of services) Act 1979, child labour (prohibition and regulation) Act, 1986, Juvenile Justice (care and protection) Act. 2000, the Scheduled caste Scheduled tribe (Prevention of atrocities) Act, 1989, the protection of children from sexual offences Act 2012, and relevant provisions like section 370 of the Indian Penal Code. These need to be implemented in strict and synergised manner to plug the holes from various dimensions to root out the prevalence of bonded labour.

Effective relief and rehabilitation: In 2016, the central government revamped the scheme for rehabilitation of bonded labour under a centrally sponsored plan and scheme. While the above provisions will be only based on proof of bondage and other legal provisions, an immediate sum of Rs. 20,000/- may be provided by the district administration regardless of status of conviction of the accused.

The plan and schemes have provisions of providing a sum of one lakh rupees for an adult male beneficiary, 2 lakhs for women and special category beneficiary and Rs 3 lakhs in cases involving extreme deprivation. However, these provisions are paid only in the context of the case being registered by the police and the conviction of the accused. As is well known, the accused are often powerful people, socially and economically, and have enough social capital to escape prosecution. Hence the number of cases that provide complete relief to the bonded labour needs to be ensured diligently and some of the legal compulsions need to be reviewed and made lenient to the benefit of the bonded labourers.

Provide additional economic provisions: A more comprehensive economic and development package and handholding is necessary to support bonded labour to escape the cycle of bondage. The financial assistance from the government, even if realized, in the absence of any additional support for a released and asset-less labourer is not sufficient support to start a new life. Additional support and assets, equipment etc. are essential.

Tracking by the local governments: Local governments, both in rural and urban areas need to be held responsible for tracking migrant labour – both in and out migrants. It needs to be ensured that they are not trafficked or bonded.

Disaggregated data at community level: The current data system needs to be strengthened with community disaggregated data that is contextual and real-time and analyses the driving forces perpetuating bonded labour and its impact on the freedom, economic growth and the development of the affected communities and members. Evidence based data should be the basis for reviewing of the policies, provisions and programmes for the prevention, release, rehabilitation promoting a more equal and just society.

Special support for women: Additionally, protect women from sexual bondages. Even when they are supposedly brought for labour they are additionally exploited physically and sexually. Special sensitive tracking is needed.

Prevention of child/child bonded labour: One of the most vulnerable form of bonded labour is that of child bonded labour and child labour. All provisions need to be included to prevent child labour which exploits the vulnerable age of children. All possible ways must be explored to avoid another generation of children to get trapped in the vicious cycle of child bonded labour. Implementation of child protection schemes like ICDS, ICPS, mid-day meals, scholarships, uniforms, books and materials are also equally important for preventing child labour.

Education and skills training: Access to quality education and skills training to children and young people have proved effective to prevent children from entering child labour/bonded labour. The provision of education needs to be free at all levels. There cannot be any form of hidden costs of education for children from these households at any level of education, as is evident from the lack of household resources to invest in education in the studied group.

Learning from good practices elsewhere, globally and in South Asia: There are good initiatives in combatting the phenomenon of bonded labour and bonded child labour across the country and indeed, elsewhere in the world and in South Asia. It will be important to draw lessons from these and replicate initiatives innovated and adopted by the respective governments.

Reference:

Bales, Kevin (1999) *Disposable People: New Slavery in the Global Economy*. Berkeley: University of California Press.

<https://www.globallslaveryindex.org/2018/findings/country-studies/india/>

2. MUSAHAR COMMUNITY AND DECENT WORK

Introduction

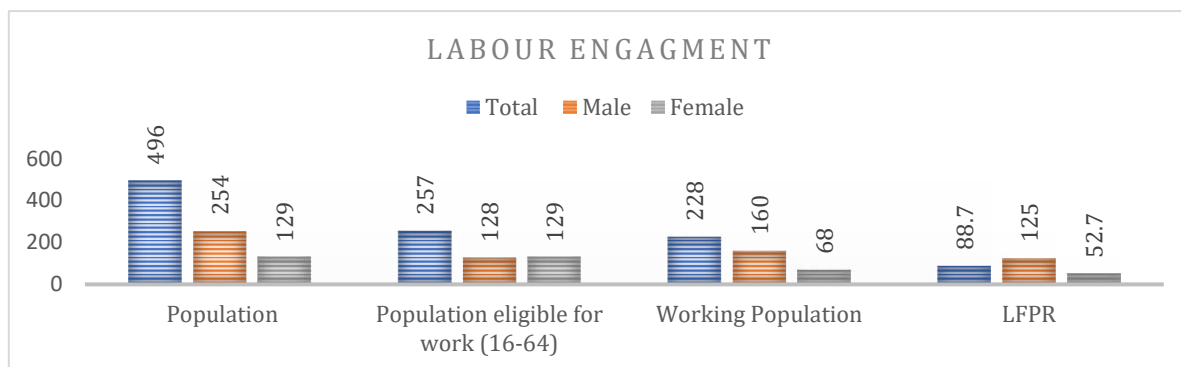
According to 2011 census, nearly 201.4 million persons in India were enumerated as Scheduled Caste, of which 3 million (about 1.5 per cent) were enumerated as belonging to the Musahar caste. Bihar (89.2%), Jharkhand (1.7%), Uttar Pradesh (8.4%) and West Bengal (0.7%) are the four main states where the Musahar community is found. With their 77lakh population, Musahar community is the third largest among Dalit population in Bihar and constitutes one of the poorest communities at the state as well as at the national level. The Musahar face exclusion and discrimination from both general caste communities as well as from other Dalit communities leading to their current situation of chronic poverty, landlessness, lack of assets, illiteracy and unemployment.

Considering their present situation, this report aims to bring out an overview of Musahar community's economic status and decent work. This study is based on data collected in 2018 in the Patna district of Bihar.

Demographic and labour engagements

The study gathered disaggregated data from 100 households with total population of 496. Among them 51 per cent were male (254) while 49 per cent were female (242). The age-wise distribution suggests that 15.3 per cent (76 members) were in the 0-5 years age group. Those in the age group 6-15 years constituted as many as 31 per cent (154 members). 26.6 per cent (132) were in the 16 to 30 years age group. The percentage of those in the age groups 31-45 years and 46-60 years was 16.3 per cent (81 members and 8.5 per cent (42 members) respectively. Only 11 persons (2 per cent) were in the 60+ age group. Six persons reported having disability. Among them three reported locomotive disabilities and two suffered from mental retardation. One person reported hearing disability.

The eligible population for work (16-64 years), working population and labour force participation rate (LFPR) and gender-wise distribution is given in the figure below. The study shows that all persons eligible for work do not find work, given the LFPR at 88 per cent. The data shows the LFPR for males is higher than the eligible males at 125, while that of females is lower at 52.7. Out of a working population of 228 people, 53 per cent (120 persons) belonged to the 16 to 64 years working age-group while 47 per cent (108 persons) were either child labour (100 children) or elderly (8 persons).

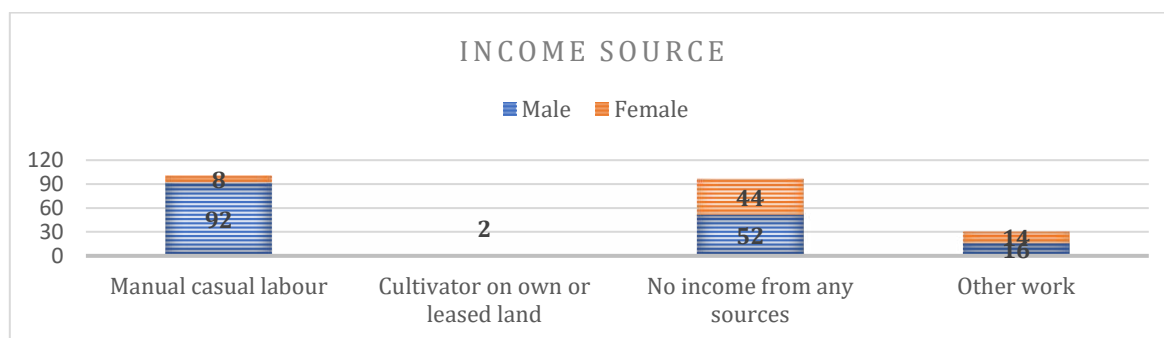


Sustained economic growth

i) Income earned by age and gender with frequency of earning

In a population of 496 people in 100 households, 228 persons (46 per cent) were reported to be engaged in some form of work or the other. The source of income, as evident from the figure above suggested that 58 per cent male members were engaged in casual labour; 10 per cent in other informal work. 32 per cent reported they did not have a source of income at the time of the study.

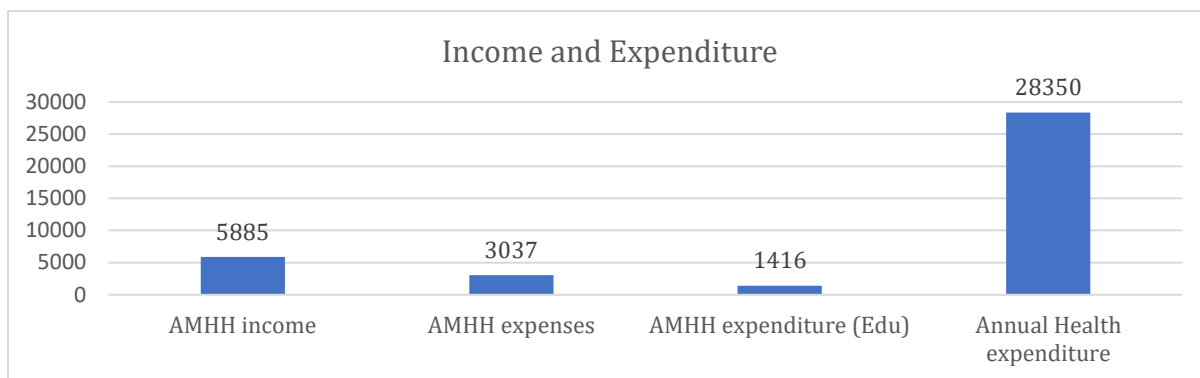
12 per cent women were involved in casual manual labour; 21 per cent were involved in other informal work. 65 per cent female reported that they did not have any income sources at the time of the study. Two women reported that they were engaged in cultivation of leased land.



About 80 per cent males earned up to Rs. 6,000 (from less than Rs. 2000 to Rs. 6000) per month, while more than 90 per cent women and girls reported earning less than Rs 2000 monthly. 37 per cent male reported earning daily wages. The majority of women (83 per cent) reported their payments were not regular in any way, which often varied from daily, piece-rate, contractual or irregular. Regular monthly income was negligible. Employment opportunities are negligible in the community and the families extremely vulnerable in economic terms.

i) Income vs expenditure

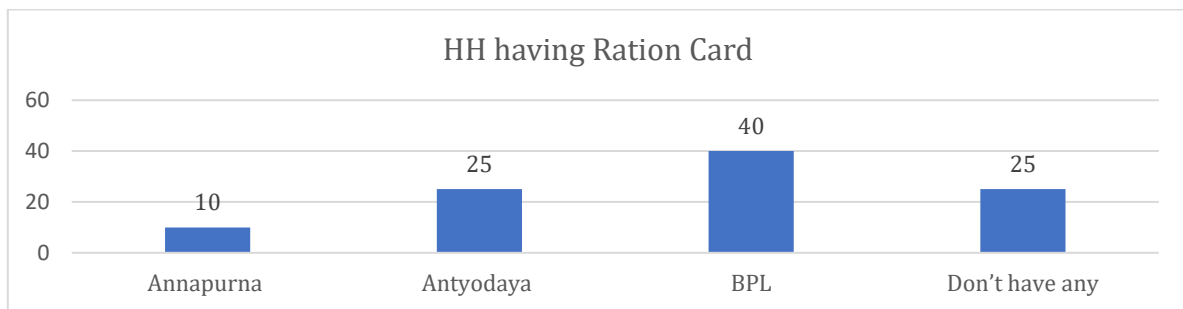
The figure shows Average Monthly Household (AMHH) income and expenses. Much of the income is just enough to spend on the household expenses (consumable items) at



Rs.3037/month. The community invested in education spending on an average Rs.1416/month. The average annual expenditure on health was reported to be Rs.28350, showing there were hardly any resources available for any investment in development or economic growth.

ii) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses through the ration available under the Public Distribution System (PDS). Yet, as the study found, as many as 25 per cent (25 households) did not have a ration card. Of these 25 households, 11 had applied for ration cards and were awaiting them. Protection against any untoward crisis through insurance was not availed by most households. Only 10 persons reported having availed LIC (9 members) and one general insurance.



The above data reflects that the economic condition of Musahar was not good to sustain them through a time of crisis.

Inclusive economic growth

iii) *Nature of Housing*

14 per cent (14 households) lived in houses made of stone, packed with mortar. The remaining lived in kutcha houses made of bamboo, thatches, unburnt bricks etc. 62 per cent (62 households) lived in single room houses while 30 per cent lived in 2-room houses. Eight households had a three-room house. None of the houses had a separate bathroom.

iv) *Access to electricity, Clean fuel and water*

94 per cent households had electricity connection in their homes. About 6 per cent reported using kerosene. Only 5 per cent reported using LPG as a source of fuel and 95 per cent still used firewood and dung cake. These are considered unhealthy sources of fuel.

Water for the household use was not available within the household premises. Only 4 households had the facility of tap water outside. A total of 96 households reported using hand-pump as source of water for drinking.

Sustainable economic growth

ii) *Access to land, education, skill training, financial resources, investments, assets and technology*

Education: The literacy rate in the community was 53.5 per cent, that of men 63 per cent and women was 43 per cent. 50 per cent reported education till class 8. About 9 per cent had completed class 10; about 6 per cent senior secondary. 5 persons (4 male and 1

female) had completed their graduation. No one had received any form of technical or vocational training.

Out of 76 currently attending school education (class 1-8) 85 per cent studied in government schools and the rest in local private schools. About a third were currently availing scholarship, textbook, school dress and mid-day meal facilities.

The conditions of the single-room home with the prevalent use of firewood for fuel, and only few hours of electricity do not provide the environment or facilities for children to pursue their education.

Land ownership: Only three households (3 per cent) owned some land. The remaining were landless and their income was primarily from labour.

Ownership of livestock: Out of 100 households, 67 households owned livestock. Goat was majorly found in 32 households, 13 households had buffalo, 10 households had pigs, 9 households had poultry and 3 households had cows.

MGNREGA- Out of total working population (N-228), only 7 male members (3.1 per cent) were engaged in MGNREGA. Gender-wise disaggregated data suggests that no female member was able to get the job card.

Skills available: Almost all were involved in casual labour work, while six persons reported working as construction workers, masons and plumbers.

Access to assets and investments: There were no assets (e.g. irrigation equipment or shops) to sustain their economic growth. Even access to loans to invest was limited and only 15 households availed loan. Among them, only three had accessed bank for a loan while rest of them availed loans from the self-help groups (SHG). The same also suggests that the possibility to sustain economic growth is limited.

Access to technology and communication – As many as 116 persons reported owning a mobile phone. Among them, 82 had basic mobile phones and 34 had smart phone handsets. These households did not have any other equipment like laptop etc.

Ownership of vehicles: The ownership of vehicles was not visible in community. Ten households had a bicycle, four had a scooter and six had motor cycles.

It is thus evident that the education levels of the members in the family among Musahars was poor and that they do not possess any assets which can enable them enhance their economic conditions. Due to the lack of education, assets and skills, they are unable to improve their economic situation. These families bear the burden of historical disadvantages and continue to be at the bottom of the economic ladder.

Full and productive employment

i) Availability of employment and paid employment.

Out of total 228 respondents, 15 per cent (35 persons) reported seeking any job.

17 per cent of the working population reported they were able to get paid work about 8-14 days a month. 29 per cent accessed paid work between 15-28 days a month. About 7 per cent reported accessing work throughout the month. Work days accessed by women were comparatively lower than that of men.

Employment related benefits

All community members worked as agricultural and casual labour. They did not avail any work-related benefits such as sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation and pensions.

The study reflects the extremely vulnerable position of the Musahar community in terms of nature of work, available number of days of paid work, poor education status and complete lack of assets and high level of poverty. Families do place importance on education as seen from the small investment made from their meagre earnings. Expenditure on health is a major chunk of the earnings of these families.

Necessary Steps to promote decent work & Way forward

1. Promote and protect the human rights of the community: Recognise the caste and gender-based discrimination, disadvantages and violence against Musahar community members including children in schools. Promote awareness on the rich history and contribution of the community and take strict punitive action against perpetrators of human rights violations under relevant legislations like SC/ST Prevention of Atrocities Act, Sexual harassment of women at workplace, Right to Education Act and others.
2. Eliminate child labour, promote quality education and skills to children and young people: Strictly eliminate all forms of labour of children below 16 years so prevalent in the community. Track and ensure completion of 15 years of education (5 years foundational, 3 years preparatory, 3 years middle and 4 years secondary) as mandated under the National Education Policy 2020. Provide necessary equity measures (scholarships, uniforms, books and on-line equipment, mid-day meals and others) to eliminate any burden for education on the families. Facilitate and handhold young people in career choices, skills trainings, competitive examinations, employment opportunities and support to set up entrepreneurship. Ensure non-discrimination and inclusion of children and young people in the respective institutions and processes.
3. Provision of land for homes and houses: Majority of the community live in houses built upon common land or private lands exacerbating their vulnerability. The community must be made priority under the PMAY and houses must be ensured for the community in their locations across the country.
4. Agricultural land and support: The community is primarily rural and known for their skills in earth work and agriculture. The land reforms provisions must be used to provide access and ownership to agricultural land for cultivation. Related support for

raising crops in terms of inputs, loans and market support should be provided to sustain livelihoods.

5. Migration tracking: Seasonal migration is widely prevalent among the members. Local governments should be mandated to register in and out migration in their respective areas. Track basic facilities, living wages and prevention of all forms of human rights violations and violence in workplace.
6. 100 percent coverage and seamless access to public services, state welfare programmes, flagship programmes and social protection. Members should have priority and be 100 percent covered under all state welfare programmes (PDS, MGNREGA, education, health care, pensions, flagship programmes etc). The provisions must be transportable and available when they migrate to other locations.
7. Gender-specific programmes: Musahar women are further vulnerable and need support in terms of joint ownership to homes and agricultural land, special support to girls in education and skills training, support to participate in governance structures. Discrimination and violence against girls and women of all forms must be strictly dealt with.
8. Disaggregated data at community level: The current data system needs to be strengthened with community disaggregated data that is contextual and real-time and analyses the driving forces perpetuating poverty and vulnerability of the community and members. The evidence-based data should be the basis for reviewing the policies, provisions and programmes for the prevention, release, rehabilitation promoting a more equal and just society.

3. PAHARI KORWA TRIBE AND DECENT WORK

Introduction

Pahari Korwa is categorised as a Particularly Vulnerable Tribal Group (PVTG) by the Ministry of Home Affairs. The present study covered Pahari Korwa living in Balrampur District in Chhattisgarh state. According to the government records, out of a total 37,472 Pahari Korwa families living in Chhattisgarh, about 33 per cent reside in Balrampur District. The data for the study was collected in 2018 in the Balrampur district of Chhattisgarh. Pahari Korwa families make their living from traditional cropping and sell items for daily use made from the forest produce. However, they still face a number of challenges, their shrinking demography being a particular challenge.

States and Union Territories governments are mandated to have focused interventions for the development for the PVTGs. Schemes are to focus on education, health, livelihood and skill development, agricultural development, housing and habitat, and conservation of culture etc.

This community performs very low on health and education indicators. Their economic condition is also not good as they live in poverty. The conflict between left wing extremists and state authorities also has implication on their livelihood opportunities. Pahari Korwa live in areas that are physically hard to reach, and hence, face the challenge of not being able to access government services.

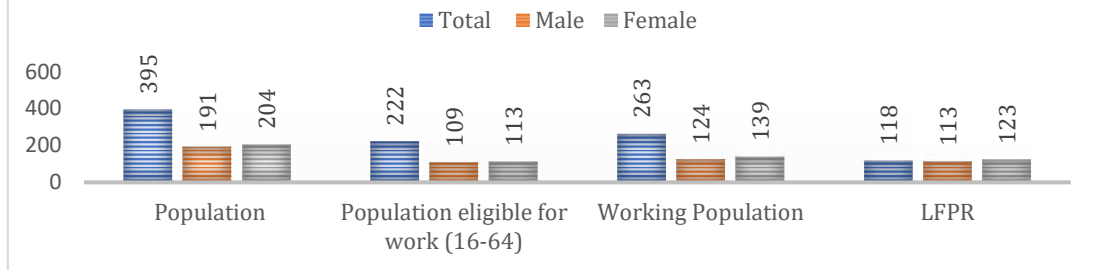
Considering their present situation, this report aims to present an overview of the economic and work/labour status of the Pahari Korwa community.

Demographic and labour engagements

The study gathered disaggregated data from 100 Pahari Korwa households with a total population of 395. As many as 191 (48 per cent) of the sample population was male while 204 (52 per cent) were female. The age-wise distribution suggests 57 persons (14.4 per cent) were in the 0-5 years age group. Those in the 6-15 years, 16-30 years, 31-45 and 46-60 age-groups, constituted 29.1 per cent, 28.4 per cent, 17.2 per cent and 10.4 per cent respectively. There were only two persons (0.5 per cent) in the 60+ age group. No disability was reported among study population.

The gender-wise distribution, eligible population for work (16-64 years), working population and labour force participation rate (LFPR) are given in the figure below. In a population of 395 people from 100 households, 263 (66 per cent) persons reported to be engaged in some form of work or the other. 81 per cent (213 persons) of the working population was in the age group 16-64 working age group, while 19 per cent (50 persons) less than 16 years. The LFPR thus reflects that children under the age of 16 years were working among the sample population. LFPR of both males and females are more than the populations eligible for work at LFPR at 113 for males and at 123 for females.

LABOUR ENGAGEMENT



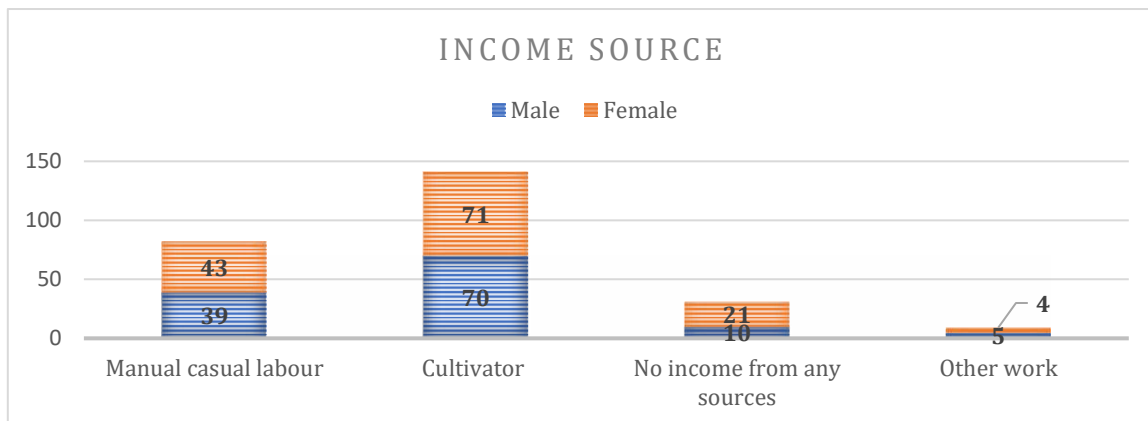
Sustained economic growth

i) *Income earned by age and gender with frequency of earning*

The data on the sources of income suggests a predominance of cultivation and casual labour as a source of eking out a living. 31 per cent of the working population were manual casual workers, 54 per cent cultivators, 14 per cent reported they did not have any source of income and a small per cent engaged in other informal work.

31 per cent males worked as casual manual workers, 56 per cent were cultivators. 8 per cent reported they did not have any source of income and a few engaged in other informal work.

31 per cent females worked as manual casual workers, 51 per cent are cultivators. 15 per cent reported they had no source of income at the time of the study. A small number took up other informal casual work.



84 per cent of male workers reported their monthly earning below Rs.2000. About 14 percent earned between Rs.2000-Rs.6000/per month. 2 per cent earned about Rs.6000 and above per month.

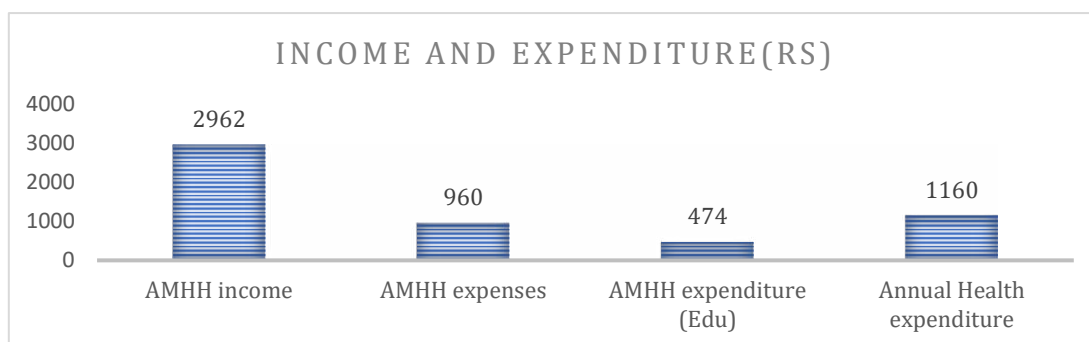
91.4 per cent of female workers reported their monthly earning below Rs.2000/month. 8 per cent earned between Rs.2000-4000/month.

Almost all the workers reported their earning to be irregular and not steady. 10 per cent females and 7 per cent males reported receiving remuneration in kind.

The data reflects the poverty and economic vulnerability of the community. Even as some have small pieces of cultivable land, the families continue to eke out a very marginal income.

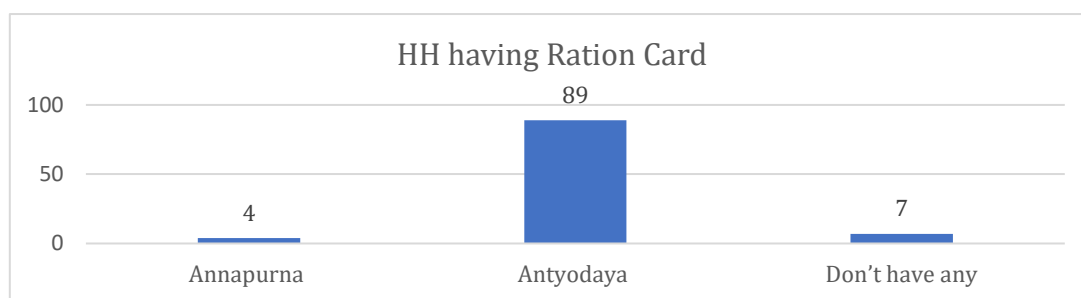
ii) *Income vs expenditure*

The figure shows Average Monthly Household (AMHH) income and their expenses. The families spend minimally towards household expenses at Rs.960/month; on an average they spend Rs.474 per month on education. Even health care is managed at an absolute minimum at Rs.1160 annually. Clearly the community lives a very marginalised life.



iii) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses through the ration available under the Public Distribution System (PDS). Yet, as the data revealed, seven households did not have a ration card. Of the seven households, three had applied for ration cards and were awaiting receiving the same. Protection against any untoward crisis through insurance was not availed by the households, with just four households availing of the government’s health insurance scheme, Ayushman Bharat.



Inclusive economic growth

v) *Nature of Housing*

As regards the housing conditions, 98 per cent (98 households) lived in kutcha houses made of bamboo, thatches, unburnt bricks, etc. 38 per cent (38 households) lived in single room houses and 54 per cent had a house with two rooms. Only eight households reported living in a house with three rooms. None of the houses had a separate bathroom.

vi) *Access to electricity, clean fuel and water*

78 per cent households reported access to electricity while 22 per cent did not have the same. Those with no access to electricity reported using kerosene for lighting. Only 2 percent reported use of LPG for fuel and 98 per cent used firewood and dung cake as a source of fuel. Considered unhealthy fuel.

No household had water within the household premises. Twelve households reported that they had tanker/drum facility provided by government and others fetched water from other sources such as hand-pumps, springs, covered and uncovered wells.

Sustainable economic growth

iii) Access to land, education, skill training, financial resources, investments, assets and technology

Education: 25 per cent of the respondents (26 per cent males and 24 per cent females) were literate. The majority reported having received education till class 8th. 4 males had received senior secondary education. Not a single girl reported completing 12th. Standard. 97 of the 104 had studied in government education institutions, illustrating that the families had no resources to spare for affording their wards a private education. Very few of them also managed accessing scholarships (6 persons), text books (17 persons), school uniforms (17 persons), or mid-day meals (15 persons). No one had accessed any form of technical or vocational trainings.

The living conditions (one-room housing) and limited access to electricity (22 per cent of the households did not have electricity) have implications on the education of children. The lack of suitable environment or facilities for children poses a challenge for children to pursue their education.

Land ownership: 93 households reported having some amount of land. Seven households reported owning no land. The average land holding among this community was 0.26 hectare/household.

Ownership of livestock: Out of 100 households, 96 households owned livestock. Forty-one households reported having bulls. Twenty-one households had goats, 16 households had poultry, 11 households had cows, six households had pigs and only one household had a buffalo.

MGNREGA: Out of total working population: 15.6 per cent (41 out of 263 persons) in the Pahari Korwa community were engaged in MGNREGA. Gender-wise disaggregated data suggests that men's engagement was 16.2 per cent (20 men) while that of women was 15.1 per cent (21 women).

Skills available: Majority of the households (96) reported they were engaged in the agriculture work. Only four households were engaged in non-agriculture sector.

Access to assets and investments: There were no assets (eg. irrigation equipment or shops) to sustain their economic growth. Even access to loans to invest was limited and only one household availed of a loan from a bank. The lack of assets suggests that the possibility to sustain economic growth is limited.

Access to technology and communication – 20 persons reported that they had a mobile phone handset – 15 had access to simple feature mobile phones, while five persons reported owning a smartphone. The households did not have any other equipment like laptop etc.

Ownership of vehicles: Six households had a bicycle and three had a motorcycle.

All data go to show the abject poverty and disadvantages of the household and community. There is limited chance of escaping the vicious trap of poverty and disadvantages they are caught in.

Full and productive employment

ii) Availability of employment and paid employment.

Among the working population, an equal number among both men and women (63 per cent) reported that they were seeking work since the last three months. The same indicates that there are less opportunities of employment in the selected setting.

As many as 67 per cent male and 74 per cent female reported getting 0-7 days of paid work in a month. Only six per cent males were able to get employment for an entire month.

Employment related benefits

Only one member (employed as a chaukidar or watchman) reported that they had signed a contract, but he did not know about the duration or any other aspects of the contract. He only received a weekly day off. Most people worked as casual labourers or in agriculture as cultivators. Hence, they did not receive benefits like sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation and pensions.

The above analysis based on the data collected from Pahari Korwa community suggests that the economic opportunities are limited in the area as both male and female respondents reported seeking work for a period of three months. The chief source of income also suggests that as many as 54 per cent worked as cultivators while 31 per cent worked as manual casual labour. 91 per cent female and 84 per cent male of the sample population earned less than Rs. 2,000 a month, reflecting their extremely marginal life.

Necessary Steps to promote decent work & Way forward

1. Access to cultivable land and implementation of forest rights Act: The community currently owns very small pieces of agricultural land at an average of 0.26 hectares. Being located in deep forests with little avenues for alternate livelihood, individual and community land as mandated under the Forest Rights Act must be legally provided to every family. Additional support to leverage minor forest produce, community rights, traditional rights to create a sustainable livelihood.
2. Promote additional livelihood and employment opportunities: The community has knowledge and skills to maintain livestock. Government programmes can promote livestock as an additional source of income. Support and market opportunities for locally produced goods and tapping traditional resources such as bamboo and fabric as a means of livelihood can be encouraged.
3. Community participation in governance: The community being extremely remote with limited interface with other communities and governance structures, special efforts must be made to support their active participation in local governance under

the PRI bodies. Information and facilitation on PRI, PESA and FRA are key to their participation.

4. Eliminate child labour, promote quality education and skills to children and young people: The literacy rate of the community which is minimal currently needs to be enhanced. Strictly eliminate all forms of labour of children below 16 years so prevalent in the community. Track and ensure completion of 15 years of education (5 years foundational, 3 years preparatory, 3 years middle and 4 years secondary) as mandated under the National Education Policy 2020. Provide necessary equity measures (quality residential schools, safe hostels, scholarships, uniforms, books and on-line equipment, mid-day meals and others) to eliminate any burden for education on the families. Facilitate and handhold young people in career choices, skills trainings, competitive examinations, employment opportunities and support to set up entrepreneurship. Ensure non-discrimination and inclusion of children and young people in the respective institutions and processes.
5. Migration tracking: Seasonal migration is widely prevalent among the members. Local governments should be mandated to register in and out migration in their respective areas. Track basic facilities, living wages and prevention of all forms of human rights violations and violence in workplace.
6. 100 percent coverage and seamless access to public services, state welfare programmes, flagship programmes and social protection. Quality public services and welfare measures are critical to the community given their remoteness, limited awareness and poverty. Members should have priority and be 100 percent covered under all state welfare programmes (PDS, MGNREGA, education, health care, pensions, flagship programmes etc). The provisions must be transportable and available when they migrate to other locations.
7. Effectively implement the Tribal Sub Plan: The Tribal subplan provides a special mechanism for promoting multi-dimensional development to reduce inequalities faced by disadvantaged communities. It is important to set aside a proportion of the budgets for the PVTG communities given the aggravated disadvantages they face and implement them diligently in consultation with the community.
8. Community disaggregated data: The current data system needs to be strengthened with community disaggregated data that is contextual and real-time and analyses the driving forces perpetuating poverty and vulnerability of the community and members. The evidence-based data should be the basis for reviewing the policies, provisions and programmes for the prevention, release, rehabilitation promoting a more equal and just society.

4. KUTIA KONDH TRIBE AND DECENT WORK

Introduction

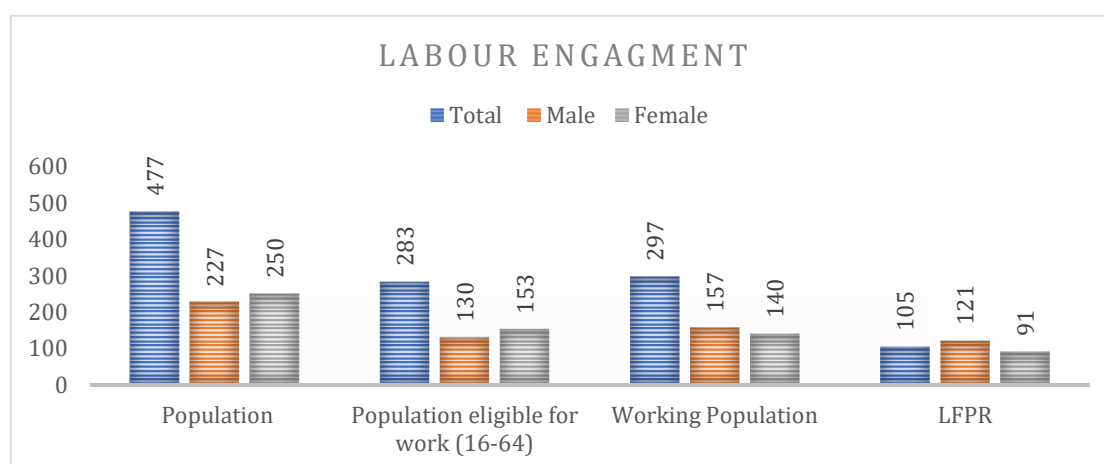
Kutia Kondh is one of the tribes categorised as the Particularly Vulnerable Tribal Groups (PVTGs) by the Ministry of Home Affairs. The present study covered Kutia Kondh living in Kalahandi District in Odisha state. States and UT governments have focussed on PVTGs and their development. The annual development plans focus on education, health, livelihood and skill development, agricultural development, housing and habitat, and conservation of culture etc.

Kutia Kondh families make their living from traditional cropping and sell items for daily use made from the forest produce. However, they still they face a number of challenges, particularly concerned with their health and the education of their children. Kutia Kondh are financially poor. They live in difficult-to-reach areas (mainly due to the area's physical geography), and hence face the challenge of not being able to access government services.

Considering their present situation, the present report aims to present an overview of Kutia Kondh's economic status and work. The data for the study was collected in 2018 in the Kalahandi district of Odisha.

Demographic and labour engagements

The study gathered disaggregated data from 100 households with a total population of 477. As many as 227 (47.6 per cent) of the sample population was male while 250 (52.4 per cent) were female. The age-wise distribution suggests 66 persons (13.8 per cent) were in the 0-5 year age cohort. Those in the 6-15 years, 16-30 years, 31-45 and 46-60 years-old age group constituted 23.7 per cent, 29.8 per cent, 18.4 per cent and 8 per cent respectively. There were thirty persons (6.3 per cent) in the 60+ age group. Only two persons reported disability. Among them, one had locomotive disability while another reported multiple disability.

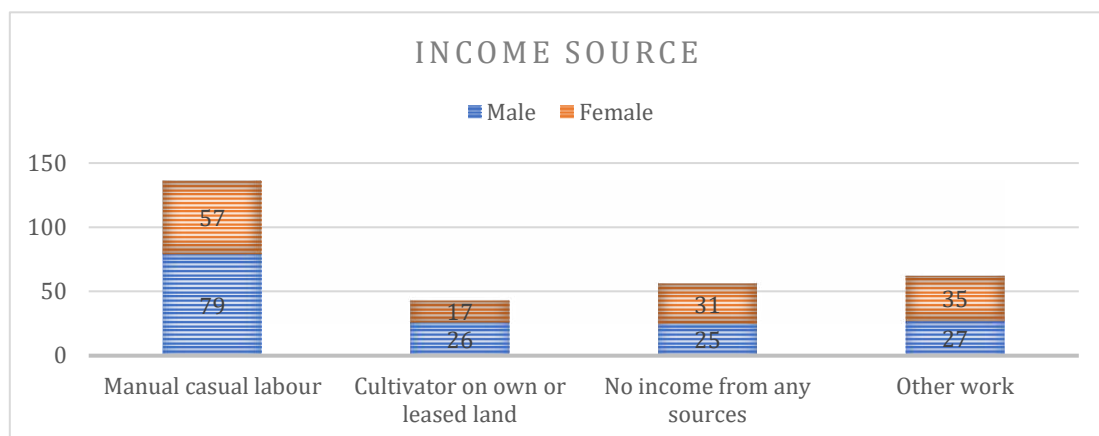


The gender-wise distribution, eligible population for work (16-64 years), working population and labour force participation rate (LFPR) are given in the following figure. Among the working population 81 per cent (240 persons) were in the age group 16-64 and 15 per cent (45 persons) less than 16 years, indicating child labour. The LFPR for males goes over and above the eligible population at 121 while that for females is below the eligible population at 91. It suggests that boys below 16 years working. Women had lesser opportunities for employment outside home.

Sustained economic growth

iv) *Income earned by age and gender with frequency of earning*

In a population of 477 people from 100 households, 297 (62 per cent) persons reported to be engaged in some form of work or the other. Data on the source of income suggests that cultivation and casual labour was predominant among them. As many as 79 males (50 per cent) and 57 females (40 per cent) said that they were manual casual labourers. About 17 per cent males and 12 per cent females reported being engaged in cultivation. 16 per cent males and 23 per cent females reported they worked in other informal work. About 17 per cent males and 25 per cent females reported they have no source of income.



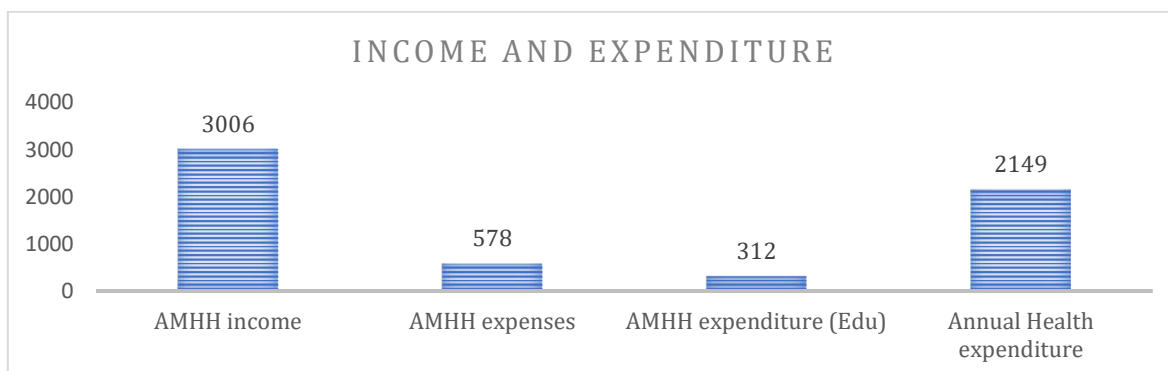
Monthly income of both male and females is low at 90 per cent male reported a monthly income of less than Rs. 2,000. 93 per cent female earned less than Rs 2,000 a month. 8 per cent) males reported earning Rs. 2,000 to Rs. 6,000 as their monthly income and 2 per cent between Rs.6000-8000 a month. 3 per cent women earned between Rs.2000-6000/ per month, and another 2 per cent earned between Rs.6000-8000/month.

As many as 47 per cent males and 32 per cent females in the study sample reported receiving wages as others (such as piece rate, upon completion of task etc.). Nearly 19 per cent men and 29 per cent women reported the frequency of income as irregular.

The data shows that members and households earned minimal income through their employment, that is, their work was not adequately remunerated. And, even though they were employed, their income from their employment was not steady and they did not have a regular source of income they could depend upon. This made these families extremely vulnerable in economic terms.

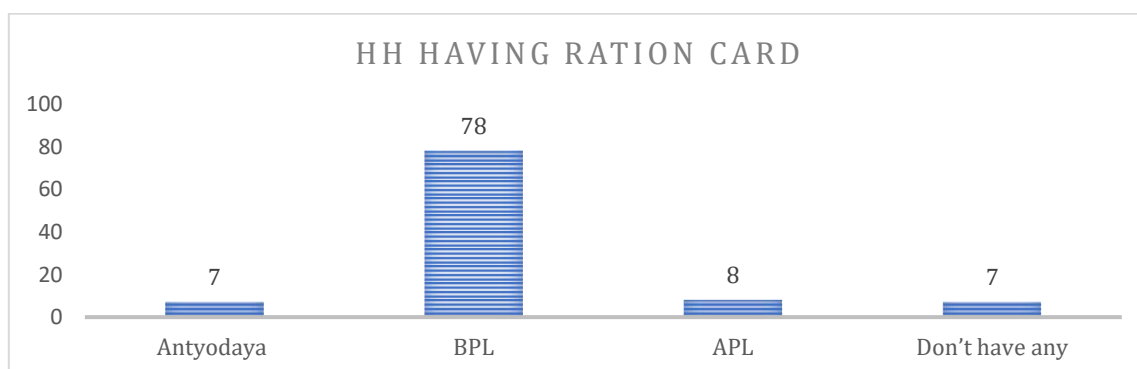
v) *Income vs expenditure*

The figure that follows shows the Average Monthly Household (AMHH) income and expenses of a Kutia Kondh household. It is difficult to make an annual calculation as the availability of work across the year is not regular. Much of the income is just enough to spend on the household expenses (consumable items) at Rs.578 month. On an average the families spent Rs.312/month on education. The average annual expenditure on health was reported to be Rs. 2149.



vi) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses through the ration available under the Public Distribution System (PDS). As many as seven households did not have a ration card. Of the seven households, six had applied for ration cards and were awaiting receiving the same. Protection against any untoward crisis through insurance was not availed by the households. Only five members had insurance coverage. Among them, four had LIC while one had general Insurance. The above data reflects the economic vulnerability of this section of the society.



Inclusive economic growth

vii) *Nature of Housing*

As regards the housing condition, as many as 96 per cent (96 households) lived in *kutcha* houses made of bamboo, thatches, unburnt bricks, etc. while rest had concrete houses. As many as 9 per cent (9 households) lived in single room houses. Forty-eight households had a house with two rooms. 32 households reported a house with three rooms. Rest of the households had four or more rooms.

viii) *Access to electricity, clean fuel and water*

As many as 54 per cent households reported access to electricity while 10 per cent did not have the same. A total of 36 per cent reported using solar light. The remaining 10 per cent with no access to electricity reported using kerosene to light lamps.

Only 3 percent reported use of LPG as fuel. As high as 97 per cent still used firewood and dung cake as a source of fuel. Firewood and dung cakes are considered unhealthy sources of fuel.

As many as 56 per cent household reported piped water supply. A total of 26 per cent households had tube well/bore well. Nearly 18 per cent reported using springs, covered and uncovered wells as source of water.

Sustainable economic growth

iv) *Access to land, education, skill training, financial resources, investments, assets and technology*

Education: Education is critical means of improving ones' life opportunities and move toward sustainable economic growth. The total literacy rate of the study population was 63.12 per cent. The literacy rate among males was 75.2 per cent while that of females was 50.4 per cent, far much less than the state literacy rate for women in rural areas (60.7 per cent). The gap in the literacy rate among males and females suggests that access to education among women is poor.

A majority (28.6 per cent) reported having received education till class 5th class. Some of them (only 8) had attained education till senior secondary (10+2). Only two males and a female were able to complete graduation.

As many as 117 (88 per cent) of the 133 had studied in government education institutions while 16 (12 per cent) reported attending private schools. Out of total 50 students from classes 1st to 8th who reported attending school, 42 students reported availing scholarships. All students except one reported receiving free text books and school uniforms. All the students also reported receiving mid-day meals. Only five persons (in the age range of 20 to 30 years) reported having received vocational training. Out of five, four were female and one was male.

Land ownership: A total of 70 households reported that they had land; the average land holding among the Kondh tribe was 4.9 hectare. The remaining 30 households were landless and their income was mainly from labour.

Ownership of livestock: Out of 100 households, rearing poultry was reported in 68 households, goat rearing was reported in 54 households, 45 households owned a cow, 37 households had bull, 12 households had buffalo and sheep was reported in 11 households.

MGNREGA: Out of total working population (N-297), only 14 persons were able to work under MGNREGA. Gender-wise disaggregated data suggested that eight male members (2.6 per cent) and sic women member (2.1 per cent) of total working population were engaged in MGNREGA.

Skills available: Majority of the households (90) reported that they were engaged in agriculture work in the previous year, while 10 persons had worked as construction workers, mason and plumber and three persons were engaged as a bus conductor, a cart puller and a rickshaw puller.

Access to assets and investments: There were no assets (e.g. irrigation equipment or shops) to sustain their economic growth. Even access to loans to invest was limited and only 11 households availed loan. Among them, four had availed bank loans, six availed loan from SHGs while only one approached local moneylender. The data thus suggests a low possibility to sustain economic growth.

Access to technology and Communication – A total of 63 persons reported owning a phone. Among them, 35 had a simple mobile phone handset while 28 had smart phones. These households did not have any other equipment like laptop etc.

Ownership of vehicles: A total of 59 households reported that they had vehicles. Among them, 53 households had bicycles, 24 households had motorcycles and one household had car and tractor along with agricultural equipment.

Lack of assets, equipment or skills seem to be a barrier in improving their economic situation.

Full and productive employment

iii) Availability of employment and paid employment.

Out of total 255 respondents interviewed, 57 per cent male and 67 per cent female reported that they were seeking work since less than a month at the time of being administered the questionnaire. As many as 12 per cent males reported seeking work for more than two years.

As regards the availability of paid work in a month, 52 per cent male and 61 per cent female reported that they were only able to get less than seven days paid work in a month. Only five per cent males were able to get employment for an entire month.

Employment related benefits

Majority of those working (294 out of 297) reported that they did not have any written contract. Only two mentioned that they had written contract for two years and one had a verbal contract for the period for one year. A total of 97 persons (32.6 per cent) reported that they had the benefits of weekly rest but other job or work-related benefits, such as sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation and pensions were still a far cry.

The above analysis based on the data collected from Kutia Kondh community suggests that they own the land and relatively better literacy rate than some of the other communities. However, the employability among them is still poor as only 52 per cent males and 61 per cent females were able to get paid work for less than 7 days in a month. The same suggests that the economic opportunities are limited in the area. The chief source of income also suggests that as many as 15 per cent worked as cultivators while 46 per cent worked as manual casual labour.

The Kutia Kondh own land and the average land holding among this community was 4.9 hectare. However, the poor land quality and lack of irrigation might be responsible for a higher number of people engaged in manual casual labour. Lack of employment opportunities have implications on their economic growth. The access to development schemes have potential to support their economic growth.

Necessary Steps to promote decent work & Way forward

1. **Enhancing income, livelihood and employment opportunities:** The average household income is about Rs.3000/month, which puts them well below the poverty line. The community being predominantly agricultural, government programmes to enhance

agriculture production with additional inputs and knowledge is important to improve their incomes. The community also rears livestock. State support can promote livestock as an additional source of income. The uptake of MGNREGA is limited and can be enhanced both in number of days and also regular payment. Support and market opportunities for locally produced goods will also support their earning and livelihood.

2. 100 percent coverage and seamless access to public services, state welfare programmes, flagship programmes and social protection. Given their extremely poor incomes, the public services and welfare programmes are central to meeting sustenance and development needs. Members should have priority and be 100 percent covered under all state welfare programmes (PDS, MGNREGA, education, health care, pensions, flagship programmes etc). The provisions must be transportable and available when they migrate to other locations.
3. Community participation in governance: The community being among the particularly vulnerable tribal group with limited interface with other communities and governance structures, special efforts must be made to support their active participation in local governance under the PRI bodies. Information and facilitation on PRI, PESA and FRA are key to their participation.
4. Eliminate child labour, promote quality education and skills to children and young people: As seen, the community does have an education footprint despite the disadvantages. Strictly eliminate all forms of labour of children below 16 years so prevalent in the community. Opportunities for education should be enhanced and supported with quality schooling. Track and ensure completion of 15 years of education (5 years foundational, 3 years preparatory, 3 years middle and 4 years secondary) as mandated under the National Education Policy 2020. Provide necessary equity measures (quality residential schools, safe hostels, scholarships, uniforms, books and on-line equipment, mid-day meals and others) to eliminate any burden for education on the families. Facilitate and handhold young people in career choices, skills trainings, competitive examinations, employment opportunities and support to set up entrepreneurship. Ensure non-discrimination and inclusion of children and young people in the respective institutions and processes.
5. Effectively implement the Tribal Sub Plan: The Tribal subplan provides a special mechanism for promoting multi-dimensional development to reduce inequalities faced by disadvantaged communities. It is important to set aside a proportion of the budgets for the PVTG communities given the aggravated disadvantages they face and implement them diligently in consultation with the community.
6. Community disaggregated data: The current data system needs to be strengthened with community disaggregated data that is contextual and real-time and analyses the driving forces perpetuating poverty and vulnerability of the community and members. The evidence-based data should be the basis for reviewing the policies, provisions and programmes for the prevention, release, rehabilitation promoting a more equal and just society.

5. SANTHAL TRIBE AND DECENT WORK

Introduction

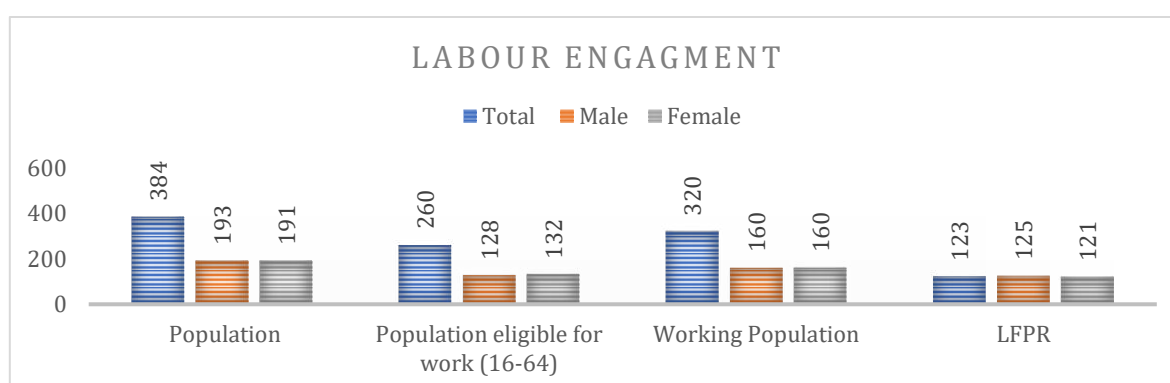
Santhals are categorised as a Particularly Vulnerable Tribal Groups (PVTGs) by the Ministry of Home Affairs. This study covered Santhal people living in Hazaribagh District in Jharkhand state. Santhal families make their living from traditional cropping and sell items for daily use made from the forest produce. This community performs very low on health and education indicators. Their economic condition is poor. They also live in physically hard to reach areas, and hence, face the challenge of not being able to access government services.

Considering their present situation, the report aims to bring out an overview of the Santhal people's economic status and work. The data for the study was collected from in the Hazaribagh district of Jharkhand in 2018.

Demographic and labour engagements

The study gathered disaggregated data from 100 households with a total population of 384 Santhal people. As many as 193 (50.3 per cent) of the sample population was male while 191 (49.7 per cent) were female. The age-wise distribution suggests 8.1 per cent were children in the 0-5-year age group. Those in the 6-15 years, 16-30 years, 31-45 and 46-60 constituted 19.3 per cent, 31.8 per cent, 23.2 per cent and 12.5 per cent respectively. 5.2 per cent were in the 60+ age group. Three persons reported suffering from locomotive disability.

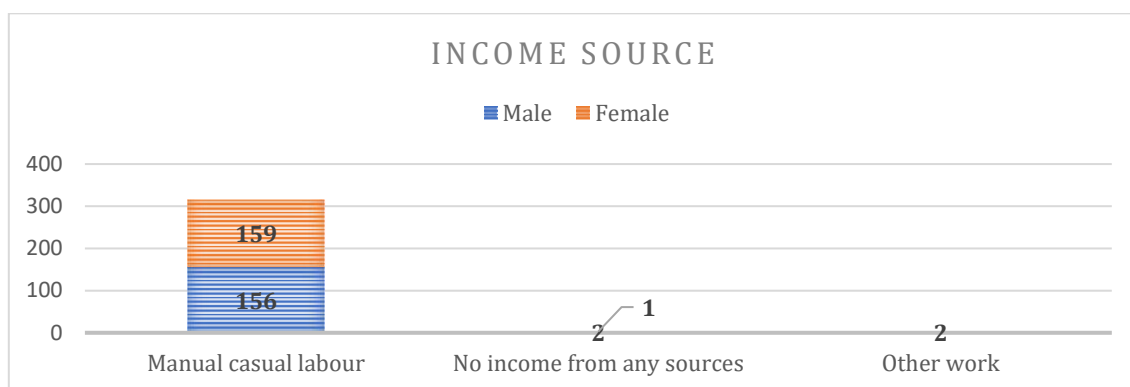
The gender-wise distribution, eligible population for work (16-64 years age group), working population and labour force participation rate (LFPR) are given in the figure. 260 among the population of 384 were in the working age group of 16-64 years. However, 320 persons reported to be engaged in some form of work, making an LFPR 123. 81 per cent of the working population was in the age group 16-64 and 12 per cent persons less than 16 years. LFPR for males was 125 and for females 121.



Sustained economic growth

i) *Income earned by age and gender with frequency of earning*

Casual manual labour was the primary and only source of income for the working population; 97.5 per cent males and 99.4 per cent females reported working as casual labourers. 24 per cent male and 63 per cent female reported that they did not receive wages for their work. 32 per cent male and 21 per cent females earned Rs.2000-Rs.4000 per month. 44 per cent males and 16 per cent females earned between Rs.400-Rs.6000/month. This is evidence of the exploitative conditions under which respondents worked. Women's work by and large goes into the family work and she does not earn independent wages in many situations. The economic condition of women are extremely vulnerable.



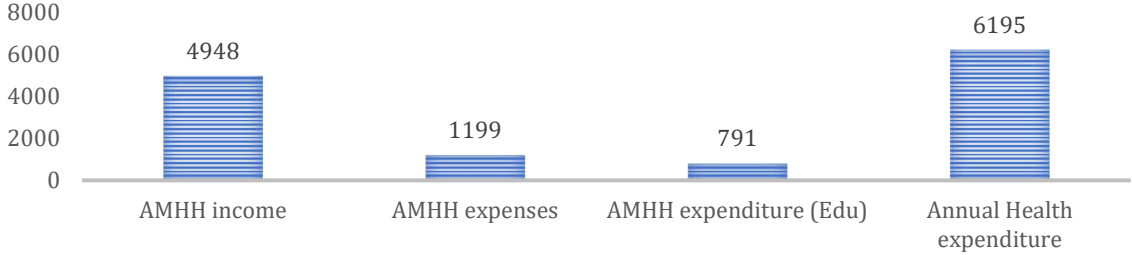
As many as 83 per cent of the entire set of male respondents and 87 per cent female respondents covered under the study reported an irregular frequency of earning. Very few of them reported that they were paid daily, weekly and monthly.

The data shows that members and households earned minimal income through their employment. High levels of unpaid work is reflected and gender differentials is evident.

Income vs expenditure

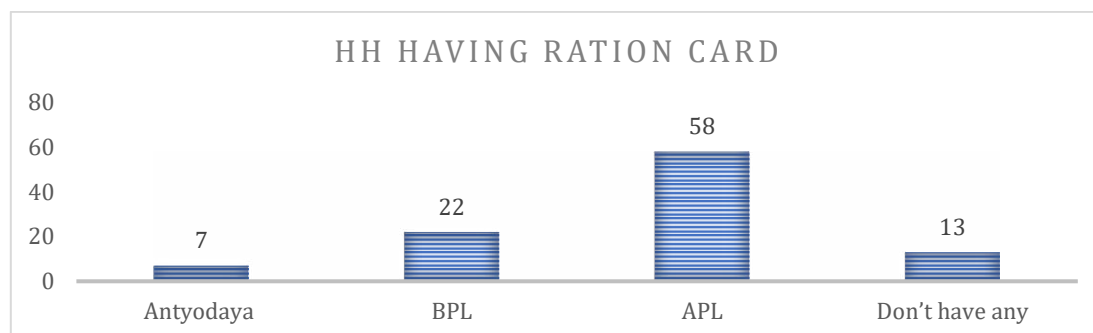
The figure shows Average Monthly Household (AMHH) income and their expenses. Much of the income is just enough to spend on the household expenses (consumable items) at Rs. 1,199 per month. The average annual expenditure on health was reported to be Rs. 6195.

INCOME AND EXPENDITURE



ii) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses through subsidised food rations available under the Public Distribution System (PDS). As many as 13 households did not have a ration card. Of the 13 households, two had applied for ration cards and were awaiting receiving the same. Protection against any untoward crisis through insurance was not availed by the households, with just 12 persons reporting that they had insurance coverage bought from the LIC of India. The above data reflects the economic vulnerability of this section of the society.



Inclusive economic growth

i) *Nature of Housing*

As regards the housing conditions, 97 per cent (97 households) lived in kutcha houses made of bamboo, thatches, unburnt bricks, etc. and only three households reported living in concrete houses. 64 per cent (64 households) lived in houses with three rooms, 19 per cent had a house with two rooms and 6 households reported they had single room house. Only eleven households reported living in a house with four rooms.

ii) *Access to electricity, clean fuel and water*

98 per cent households reported access to electricity while two per cent had not accessed electricity. Those with no access to electricity reported using lighting lamps from kerosene. Only six percent reported use of LPG and 94 per cent still used firewood and dung cake as a source of fuel which are unhealthy sources. Water for the household use was not available within the household premises. 44 households reported having hand pumps, 54 per cent used uncovered well and only two households reported that they fetched water from other sources.

Sustainable economic growth

v) *Access to land, education, skill training, financial resources, investments, assets and technology*

Education: The total literacy rate of the study population was 65.2 – against the district figures of 70.48 (2011-2021 census). The literacy rate among males and females was 70 and 60 respectively. The majority reported having received education till class 10th. Some of them (21 persons) had attained education till senior secondary. Only one male and one

female were able to complete graduation. As many as 134 (53 per cent) of the 251 respondents had studied in government education institutions while 117 (47 per cent) had attended private schooling.

Of total 91 students from classes 1st to 8th who reported attending school at the time of data collection, 43 (47 per cent) could avail scholarships and 40 reported receiving free text books. A total of 41 students reported receiving school uniforms while 47 reported receiving mid-day meals. The same suggests that more than half of the students were still untouched of inclusive measures in education. Eight persons had received vocational training. Among them five were males and three were females.

Land ownership A total of 91 households reported that they owned land. The average land holding among the respondents was 1.03 hectare. The remaining nine households were landless and derived their income from labour.

Ownership of livestock: Out of 100 households, 87 households had livestock, bull was majorly found in 63 households, 42 households had goat, 66 households had poultry, 23 households had a cow, 49 households had pigs and only three households had buffaloes.

MGNREGA: A total of 103 persons reported that they had the MGNREGA job card, but they hardly obtain any job under the mandatory employment scheme.

Skills available: Out of 320 working persons, a total of 316 persons (98.7 per cent) were engaged in the agriculture work and worked as labourer. Only four persons reported that they were engaged in construction, transportation and non-agriculture sector. Only one person reported that he had a salaried job in private firm.

Access to assets and investments: There was no assets that could be used in any way to sustain their economic growth – either irrigation equipment, shops etc. Even access to loans to invest was limited and only two households reported that they had taken loan as a member from SHG and a loan from the SHG through bank. They are not considered credit-worthy by the banking system and hence the possibility to sustain economic growth is further limited.

Access to technology and communication -20 persons reported that they had a mobile phone handset. Among them, 15 households had a feature mobile phone while five had smart phones. Two reported that they had laptop.

Ownership of vehicles: 44 households reported that they had the vehicles. A total of 39 had bicycles while 16 had motorcycles.

Tribal people like the Santhals are historically disadvantaged. However, very few of them seem to have acquired education and employment and the community as a whole is still distant from achieving economic mobility resulting from attaining education. The work pattern among Santhals suggests that Santhal households do not have assets, equipment or skills that they can employ in improving their economic situation.

Full and productive employment

iv) Availability of employment and paid employment.

Out of a total of 320 persons, nearly 69 per cent men and 36 per cent women reported that they were seeking work from three months prior to the time the study was undertaken. 27 per cent women also reported that they were seeking work from past two years. This points to a lack of employment opportunities.

As regards the days of paid work in a month, 23 per cent male and 48 per cent female reported that they were only able to get less than seven days' paid job in a month and only six per cent males were able to get employment for an entire month.

Employment related benefits

Out of a total of 320 labourers, 13 reported that they were working under contract with their employers but no one had the written contract. Only two reported receiving medical expenses. One woman reported receiving maternity benefits. Only one received assistance in education, and one received free/subsidized accommodation and clothes. They only reported getting weekly leave. Other such benefits as sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation and pensions was largely not available.

The above analysis based on the data collected from Santhal community suggests that the economic opportunities are limited in the area as both male and female respondents reported seeking work for past three months. While the respondents said that they own land, yet the average land holding among this community was 1.03 hectare. The chief source of income also suggests that as many as 98 per cent male and 99 per cent female worked as manual casual labour.

Necessary Steps to promote decent work & Way forward

1. Access to cultivable land and implementation of forest rights Act: 90 percent of the members owned small 1.03 hectares cultivable land. Being located in forests areas with little avenues for alternate livelihood, individual and community land as mandated under the Forest Rights Act must be legally provided to every family. Additional support to leverage minor forest produce, community rights, traditional rights are essential to create a sustainable livelihood.
2. Promote additional livelihood and employment opportunities: The community has knowledge and skills to maintain livestock. Government programmes can promote livestock as an additional source of income. Support and market opportunities for locally produced goods and tapping traditional resources such as bamboo and fabric as a means of livelihood can be encouraged.
3. Eliminate child labour, promote quality education and skills to children and young people: Strictly eliminate all forms of labour of children below 16 years prevalent in the community. Track and ensure completion of 15 years of education (5 years foundational, 3 years preparatory, 3 years middle and 4 years secondary) as mandated under the National Education Policy 2020. Provide necessary equity

measures (quality residential schools, safe hostels, scholarships, uniforms, books and on-line equipment, mid-day meals and others) to eliminate any burden for education on the families. Facilitate and handhold young people in career choices, skills trainings, competitive examinations, employment opportunities and support to set up entrepreneurship. Ensure non-discrimination and inclusion of children and young people in the respective institutions and processes.

4. 100 percent coverage and access to public services, state welfare programmes, flagship programmes and social protection. Quality public services and welfare measures are critical to the community given their remoteness, limited awareness and poverty. Members should have priority and be 100 percent covered under all state welfare programmes (PDS, MGNREGA, education, health care, pensions, flagship programmes etc).
5. Effectively implement the Tribal Sub Plan: The Tribal subplan provides a special mechanism for promoting multi-dimensional development to reduce inequalities faced by disadvantaged communities. It is important to set aside a proportion of the budgets for the PVTG communities given the aggravated disadvantages they face and implement them diligently in consultation with the community.
6. Community disaggregated data: The current data system needs to be strengthened with community disaggregated data that is contextual and real-time and analyses the driving forces perpetuating poverty and vulnerability of the community and members. The evidence-based data should be the basis for reviewing the policies, provisions and programmes for the prevention, release, rehabilitation promoting a more equal and just society.

6. THE HOMELESS AND DECENT WORK

Introduction

Homelessness is considered as one of the most acute forms of material deprivation where people are unable to dwell in a permanent accommodation. Right to inhabit a safe and dignified accommodation is also a basic human right such as right to work, health care, social security, privacy and education.

Yet, the issue of homelessness and adequate housing in India has not received the attention it should. According to Census 2011, There are 1.77 million homeless people in India (Census 2011). This works out to about 449,761 homeless families or 0.15 per cent of total the population. However, many experts and civil society organisations believe that this census enumeration is an underestimation.

The homeless and those with inadequate housing are disproportionately more affected by health problems than the rest of the population. For instance, access to various entitlements and government-run social security schemes require appropriate documentation such as identity and resident proofs like the Aadhar Card that mandate mention of the place of residence. Hence homeless people are excluded from benefitting from government schemes due to lack of such documents.

Article 21 of the Constitution of India guarantees right to life and personal liberty as a fundamental right of all Indian citizens. The Supreme Court has ruled that the right to life includes right to shelter, water and health facilities. India has also ratified the International Covenant on Economic, Social and Cultural Rights (ICESCR) that recognizes the right to adequate housing, as it says, “The States Parties to the present Covenant recognise the right of everyone to an adequate standard of living for himself and his family.....”.

An unpublished survey by the Indo-Global Social Service Society³ (IGSSS) in 2018 studied homeless populations across 15 cities in five states, namely Bihar, Jharkhand, Andhra Pradesh, Tamil Nadu and Maharashtra found that Dalits comprise 36 per cent of the homeless, while tribal people and other backward castes make up 23 per cent and 21 per cent of the homeless, respectively. They are largely engaged in rag picking, as traffic light vendor, as caterers at weddings or parties, begging and pushing carts. It is thus evident that most homeless are not engaged in decent work. The homeless spend most of their money on fulfilling basic needs and access to amenities. India’s commitment to provide housing for all its citizens by 2022, with an aim to build 20 million urban units is much needed initiative.

³ <https://www.news18.com/news/india/86-hindus-66-with-aadhaar-over-50-work-daily-survey-busts-myths-on-indias-homeless-2308571.html>

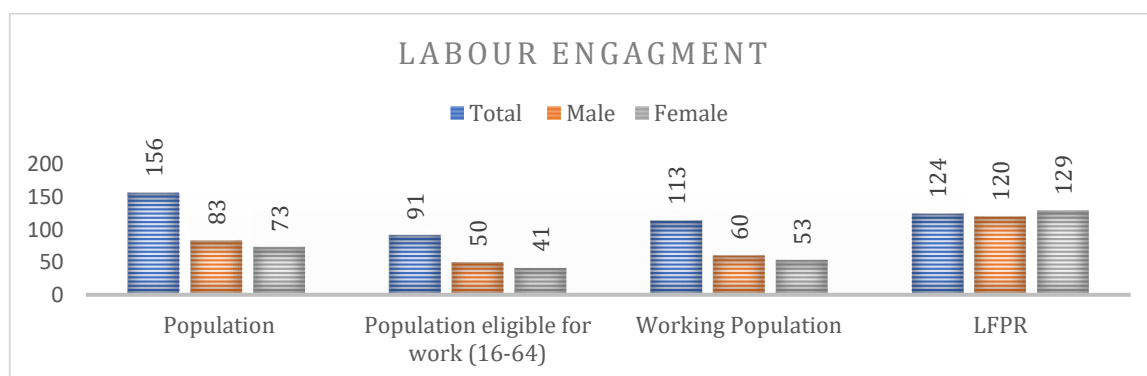
Given these challenges and policy initiatives, this report aims to bring out an overview of economic status and work conditions among the homeless. The data for the study was collected from 50 families in 2018 in the Mumbai City District of Maharashtra.

Demographic and labour engagements

The study collected disaggregated data from 50 families of Mumbai City district with a total population of 156 people, with 83 (53 per cent) men and 73 (47 per cent) women.

The age-wise distribution of the working population suggests that 50 per cent (77 persons) were in age group of 16-45 year and 9 per cent (14 persons) were in age group of 46-60 years. 12 per cent (20 persons) were in the age of 0-5 years and 27 per cent (42 persons) is in the 6-15 years age group. There were three persons (2 per cent) in the 60+ age group. The social composition of homeless suggests that 66 per cent were SCs while ST, OBC and those from the general castes constituted about 12, 14 and 8 per cent respectively. Three persons suffered from disability, two had locomotive while one reported mental retardation.

The gender-wise distribution, eligible population for work (16-64), working population and labour force participation rate (LFPR) are given in the figure. While the eligible working population was 91 persons, a total of 113 persons reported to be engaged in some form of work; showing LFPR at 124. Interestingly, the LFPR of females was more compared to males at 129 to 120. 80 per cent (91 of the 113 persons) in the labour force were in the 16-64 years age group, while 17 per cent (19 persons) were below 16 years and the remaining above 64 years. It reflects that child labour is prevalent and children are working contributing to the family income.



Sustained economic growth

iv) *Income earned by age and gender with frequency of earning*

Among the sample population of 156 people from 50 households, 113 (72 per cent) persons reported to be engaged in some or the other form of work. The data on the source of income suggests that 28 per cent among both males and females were employed in manual casual labour, a larger proportion (57 per cent) was employed in other informal work like rag picking, working as traffic light vendors or begging. As many as 15 per cent

(both men and women) reported that they were not earning an income at this point in time.

35 per cent males and 55 per cent women reported that they earned less than Rs 2000 a month. 28 per cent males reported monthly earning between Rs.2000-Rs.6000. 37 per cent males reported earning Rs.6000-Rs.8000 and above per month.

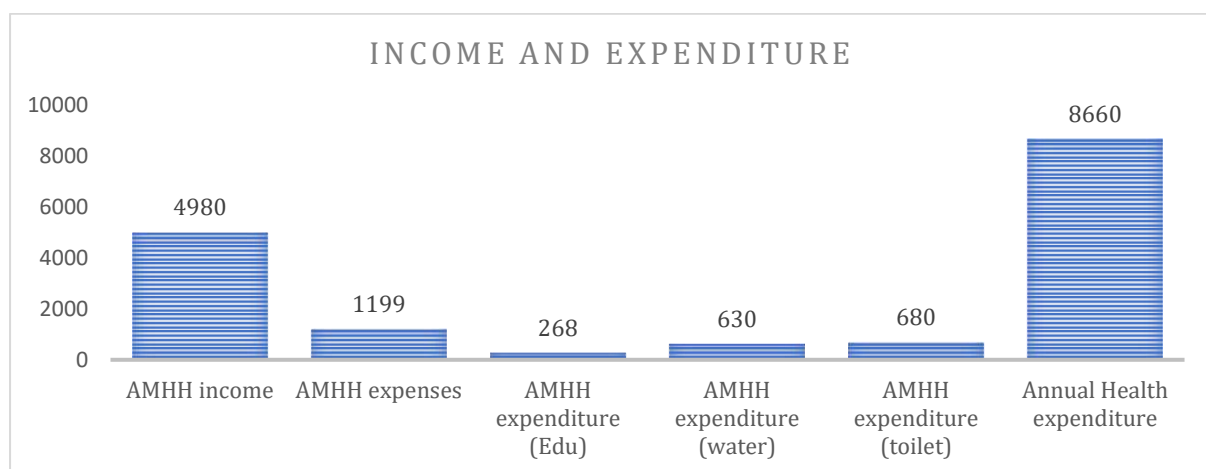
32 per cent females reported monthly earning between Rs.2000-Rs.6000. 13 per cent females reported earning between Rs.6000-Rs.8000 and above per month.

32 per cent male and 32 per cent females covered under the study reported an irregular frequency of earning. 15 per cent male and 13 per cent females reported daily wages. 2 per cent women received weekly wages. 27 per cent males and 19 per cent females reported monthly incomes. Another 26 per cent males and 34 per cent females reported they have other arrangements for receiving their income.

In addition to the challenges of being homeless, people on the streets also faced challenges in finding employment and income. Even when they were employed, the income was not steady and they did not have a regular source of income that they could depend on. By all standards, these families were extremely vulnerable in economic terms.

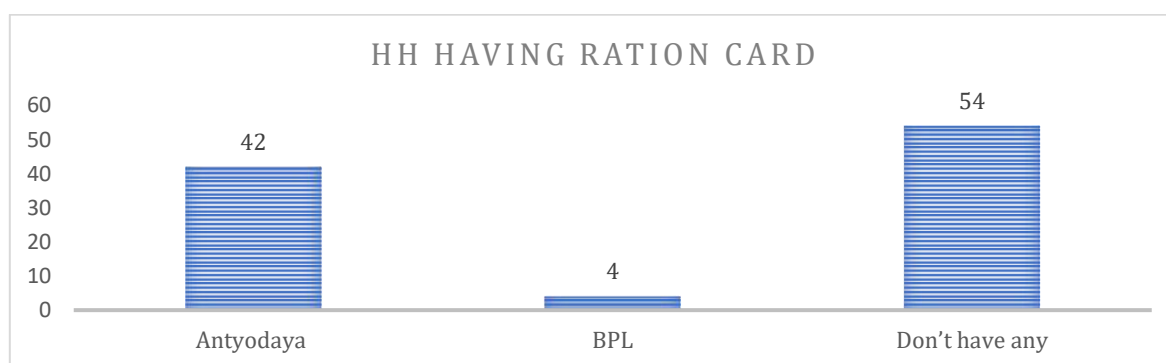
v) *Income vs expenditure*

The figure shows Average Monthly Household (AMHH) income and their expenses. The respondents reported that the average monthly household expenditures on household expenses was Rs. 1199, on education was Rs. 268, Rs. 630 on water and Rs. 680 for using a toilet. Clearly, the families valued education and spent considerable portion of their monthly income on education. The average annual expenditure on health was reported to be Rs. 8,660. A quarter of the household income (26 per cent) went to meet basic costs of water and toilet facilities. The families were extremely vulnerable on economic terms and yet had minimal access to state provisions like housing, water and toilets which were available to other sections of the population.



i) *Access to other resources to meet household expenditure*

The study showed that a considerable part of their income (95 per cent) was spent on basic sustenance. The intersections of homelessness, precarious occupation and the lack of identity proof due to lack of a stable accommodation makes this section even more vulnerable as they cannot even access Public Distribution System for availing ration. The temporary accommodation poses a major challenge in getting the ration through the PDS. The study pointed that as many as 54 per cent (27 families) did not have a ration card. Of the 27 families, only one had applied for ration card and was awaiting receiving the same. Protection against any untoward crisis through insurance was not availed by the families, with just one family member having availed general insurance.



Inclusive economic growth

ix) *Nature of Housing, Access to electricity, clean fuel and water*

Due to homelessness, no structured house was reported. Majority of them were living under the plastic sheets. None of them had access to basic facilities such as water, toilet and electricity. Majority of them reported firewood as the main source of fuel. Only one respondent reported using LPG. The homeless were further burdened as they ended up paying for availing drinking water and access to community toilets as seen above.

Sustainable economic growth

vi) *Access to land, education, skill training, financial resources, investments, assets and technology*

Education: Accessing education remains a major challenge for the homeless. Only 30 per cent (60 persons) reported having accessed some form of education. The majority reported education till class 8. 92 per cent of the 60 had studied in government education institutions.

Among the currently school going 24 children, 82 per cent went to the government schools and 18 per cent to private schools. None of them was able to avail a scholarship. However, 22 reported having received textbooks, 18 reported receiving school uniforms and 20 mid-day meals. The prospects of children pursuing education are also affected by

the economic condition of their families as well as conditions resulting from the lack of a stable and safe accommodation.

No vocational training, land ownership, livestock, vehicle and loan was reported among the homeless.

Of the 50 families surveyed, 43 that they had a phone. 18 had basic feature phone handsets while 27 had smart phones.

Skills available: Majority of the members of homeless persons were engaged in menial works or casual labour and only four persons reported that they were engaged in the construction sector. These are not formally acquired skills but informally learnt with hands-on experience.

Low earning, employment in menial jobs, lack of job security, the lack of a house and assets and minimal access to state provisions suggest that homeless represent one of the most vulnerable section with the least possibility of economic growth. The homeless rarely have assets, equipment or skills that can be employed to improve their economic situation.

Full and productive employment

ii) Availability of employment and paid employment.

50 per cent men and 50 per cent women reported that they were not able to find work in the one month preceding the survey. 36 per cent men and 33 per cent women reported that they were seeking work since the past two years (at the time of administering the survey). No one reported getting an entire month of paid work while 32 per cent males and 36 per cent females reported that they were able to work for about 21 days in a month. As many as 37 per cent among both, male and female, reported being able to get work/job only for seven days in a month.

Employment related benefits/ forced labour

All respondents were engaged in menial or manual casual work. Their work conditions, therefore, was not secure nor dignified and they were not protected against illness/accidents, etc.

The above analysis based on the data collected from homeless people suggests that the economic and working conditions were not decent. Half of the homeless men and women worked in the other work category (most of them reported engaged in rag picking) and as many as 25 per cent men and women worked as manual causal labour. The literacy level is poor and access to state welfare services is negligible, not even accessing free drinking water or access to toilet. By all measures they call for priority support from the government.

Necessary Steps to promote decent work & Way forward

1. **Housing:** The Housing for All by 2022 under the Pradhan Mantri Awas Yojana (PMAY) is a welcome initiative. The PMAY needs to include permanent affordable houses for homeless people with essential facilities like water, LPG, electricity and internet.
2. **Employment and livelihood:** The homeless need support to sustain dignified living through opportunities for employment and livelihood. Set up an employment guarantee programme similar to the MGNREGA in urban areas.
3. **Youth focus:** Young homeless people need opportunities for skills training, employment and entrepreneurship to promote their energy and opportunities, also discourage unhealthy habits. Encourage companies and private sector to facilitate skills training for urban homeless people, particularly young people to be absorbed into the local industries, enterprises.
4. **Education:** Ensure that all homeless children can access 15 years of free schooling from pre-school to secondary levels as mandated under the new National Education Policy (NEP) 2020. Mandate anganwadi and schools in the vicinity to ensure admission to homeless children. Make additional and special provisions – admission in nearby schools, adequate scholarships, other basic education materials and equipment etc.
5. **Access to public services and welfare schemes:** State support in terms of quality public services like education and health care and infrastructure like water, toilets and electricity is critical for the homeless to sustain themselves. The documents necessary to access these provisions should be lightened and within the reach of the homeless households. The current documentation do not allow them to access these support and hence they end up spending from their meagre resources.
6. **Local hospitals and government clinics** should ensure quality health care, periodic health check-up, pre and post-natal care, immunisation to children, seasonal illnesses etc
7. **Social protection and welfare programmes:** Ensure all welfare programmes like PDS, various pensions, health care, maternity services, child care, elderly care etc are seamless and transportable and all homeless can access them. Lack of documents should not stand in the way of the homeless to access these provisions.
8. **Handhold and facilitation:** Fast track and make easy for homeless households to access basic documents, even those who are on temporary basis in urban areas, so they can access welfare provisions from the government.
9. **Expand the social security measures** to cover all homeless persons in the appropriate schemes to supplement their income and livelihood.
10. **Set up systems** within the urban local bodies to track homeless people in their vicinity, facilitate them to access services, education, employment and other support services.
11. **Legal aid:** Connect the legal aid programme to support homeless communities to address any challenges from the police, authorities, times of tensions or violence.
12. **Protection of women:** Homeless women are further vulnerable to physical abuse and sexual violence. Shelter homes must be always available for any woman and her

children who need immediate shelter. No woman should be turned away from shelter when she requires it. Police and municipal authorities should be sensitised on the vulnerabilities of homeless women and mandated to protect and support them. Mobile police vehicles should be organised at nights to provide protection to homeless women if they require.

13. Promote multi-stakeholder partnerships – civil society, educational institutions, business, community organisations and philanthropic bodies to continuously evolve adequate measures to eliminate homelessness in more sustained manner.
14. Institute an employment guarantee scheme like the MGNREGA in the urban areas to enhance the work days for the homeless persons.

Reference

Salcedo, J. (2018), Homelessness & SDGs, Housing unite, United Nations Human Settlements Programme, UN-HABITAT.

<https://www.news18.com/news/india/86-hindus-66-with-aadhaar-over-50-work-daily-survey-busts-myths-on-indias-homeless-2308571.html>

7. PERSONS WITH DISABILITIES AND DECENT WORK

Introduction

There are 2.68 crore persons with disabilities (PwD) in India. This same suggests that the PwD constitute 2.21 per cent of the total population. It also suggests that 207.8 lakh households in the country (8.3 per cent of the total households), have a PwD member.

A sample survey⁴ conducted by the National Centre for Promotion of Employment for Disabled People shows that the rate of employment of PwD was only 0.4 per cent of the total work force, just 13 per cent of what the *Persons with Disabilities Act* prescribes as desirable. PwD with loco-motor disability were the group's most commonly employed people, probably because they are less severely disabled, and people with mental retardation are rarely employed, in part, due to the stigma attached to mental illness.

India has taken steps for inclusive environment for the persons with disabilities. But still, it needs to walk a long way to expand the steps of inclusion. For instance, education, skill training and employment for persons with disabilities needs attention. Households with PwD face additional demands and challenges in managing themselves and supporting the PwD members; which becomes even more critical when these households are poor, disadvantaged or living in difficult locations and circumstances.

One often hears terms 'soft' trades, 'easy' trades that are usually provided to PwD. However, these types of trades are precisely the type of trades that do not yield meaningful employment. Under these challenges, this report aims to bring out an overview of economic status and work situations of households with persons with disabilities. The data for the study was collected from 84 households in 2018 in Sirohi district of Rajasthan and Raipur of Chhattisgarh and provides a glimpse of the conditions of the households with PwD members.

Demographic and labour engagements

The study collected disaggregated data from 84 households with a total population of 288. As many as 147 (51 per cent) of the sample population was male while 141 (49 per cent) were female.

The age-wise distribution suggests that a working population of 170 persons (59 per cent) were in age group of 16-45 age group and 29 per cent (55 persons) were in age of 46-60 years. As many as 13 children (4.5 per cent) were in the 0-5 years age group, while 29 (10.1 per cent) were reported to belong to the 6-15 years-old age group. There were 21 persons (7.3 per cent) in the 60+ age group. The social composition of persons with disabilities suggests that 14 households were SC households. The number of households belonging to ST, OBC and General population were 17, 52 and one respectively.

⁴ Current Status of Employment Of Disabled People In Indian Industries, Javed Abidi, National Centre for Promotion of Employment for Disabled People;

<http://www.dinf.ne.jp/doc/english/asia/resource/apdrj/z13jo0400/z13jo0410.html>

Out of 84 households, a total of 97 persons reported suffering from disability. As many as 67 persons (69 per cent) reported locomotive disability. 10 per cent reported speech disabilities. A total of eight per cent had mental disabilities while seven per cent reported visual disabilities. Six per cent reported hearing disabilities and five reported multiple disabilities.

PWD (N=97)

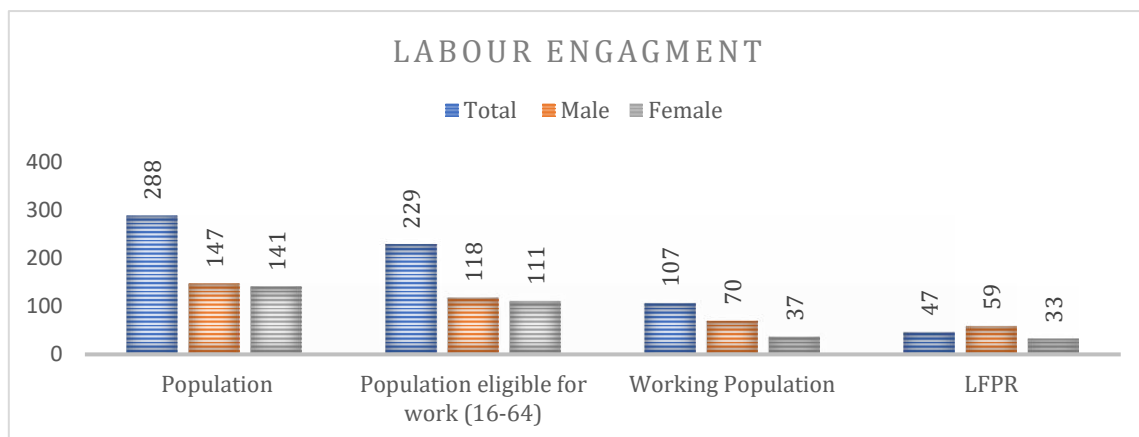
Age group and gender wise disaggregation of disable persons

Age Group	Male	Female	Total
0-5	1	0	1
6-15	1	1	2
16-30	17	16	33
31-45	28	15	43
46-60	14	3	17
60+	1	0	1
Total	62	35	97

Type of Disability by Gender

Type of Disability	Male	Female	Total
Visual	5	2	7
Hearing	6	0	6
Speech	7	3	10
Locomotive	44	23	67
Mental Retardation	3	5	8
Multiple Disability	2	3	5
Others	5	4	9

The gender-wise distribution, eligible population for work (16-64), working population and labour force participation rate (LFPR) are given in the figure. The total LFPR was 46.7. The LFPR among males and females was 59.3 and 33.4 respectively. Labour force participation was found lowest in households which had PwD compared to various other socially excluded vulnerable communities in the 100 Hotspots. This is a direct impact of the member being a person with disability as well as other family members who have to give care and support to the PwD. This places additional social and economic challenges and adds to the disadvantages of the household.



Sustained economic growth

vi) *Income earned by age and gender with frequency of earning*

In a population of 288 people from 84 households, 107 people (or 37 per cent) reported to be engaged in some form of work or the other.

The data on the source of income suggests that manual casual labour was predominant among both males (59 per cent) and females (68 per cent). A few had their own enterprise. The percentage of respondents owning an enterprise was higher among males (20 per cent) when compared to females (5 per cent). Out of the total male working population (n=70), eight (11 per cent) had no income at the point of the survey. As many as 10 per cent were engaged in other informal work.



88 per cent (94 persons) belonged to the employable age group while nine children and four elderly persons also reported that they were working. Nearly 62 per cent female and 30 per cent male reported earning a monthly income of less than Rs. 2,000. The percentage of men earning a monthly income between Rs. 2,000 to Rs. 4,000 was higher (38.6 per cent), when compared to females (24 per cent). Three women reported that

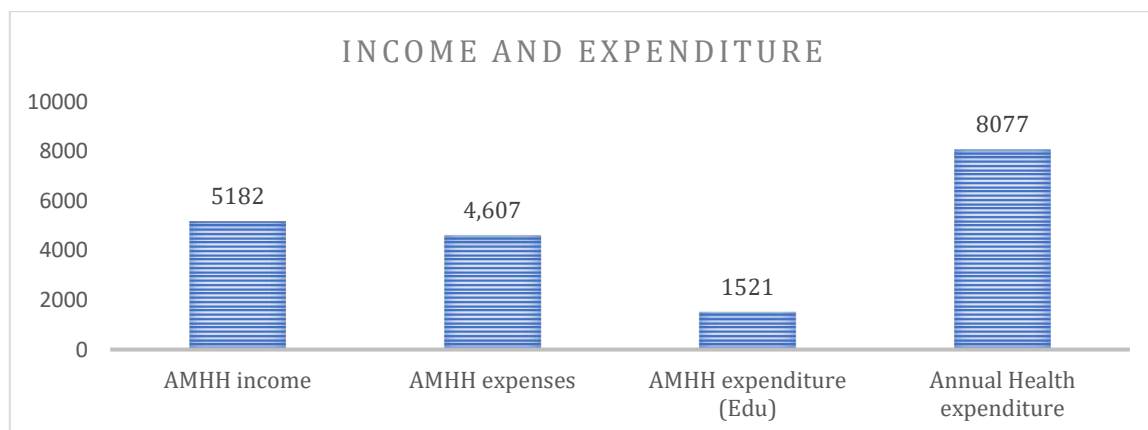
they were earning more than Rs. 6,000 while 20 per cent men reported that they were earning between Rs. 4,000 to Rs. 6,000 a month.

As many as 19 per cent male and 24 per cent female covered under the study reported the frequency of earning as irregular. Out of total male working population (n=70), 47 per cent men reported receiving daily wages while 20 per cent received a monthly income. A total of 37 per cent female reported receiving monthly income and 30 per cent were daily wage earners. No woman reported that she was paid on a weekly basis.

The data shows that the incomes in these households was minimal. It is also clear that even when they were employed, the income was not steady and they did not have a regular source of income they could depend upon. This made these families extremely vulnerable in economic terms.

vii) *Income vs expenditure*

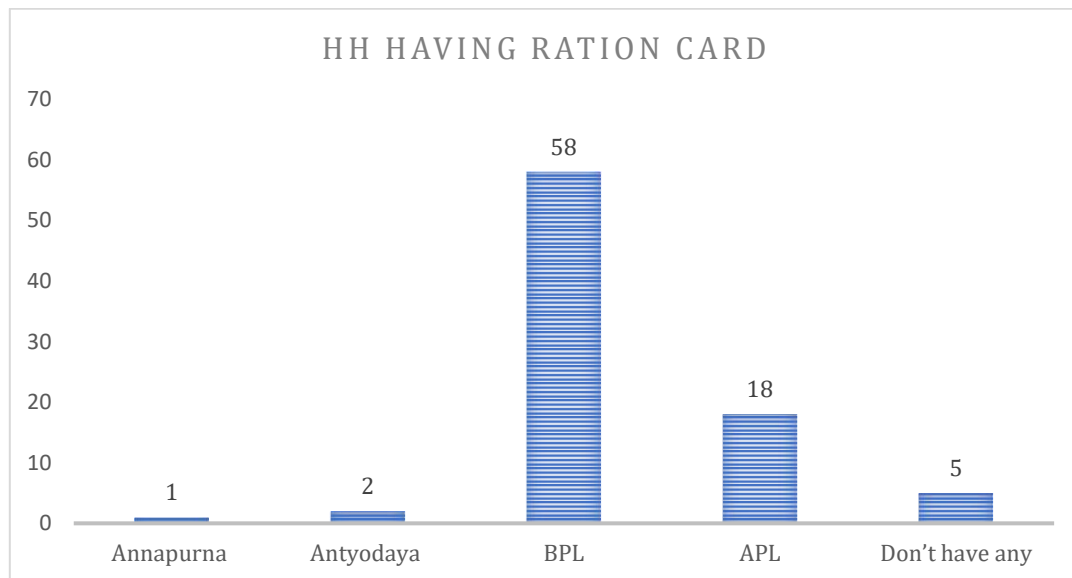
The figure shows Average Monthly Household (AMHH) income and expenses of the households. It is difficult to make an annual calculation as the availability of work across the year is not regular. Much of the income is just enough to spend on the household expenses (consumable items) at Rs.4607per month. The average annual expenditure on health was reported to be Rs. 8,077, per family showing little resources available for any investment in development or economic growth.



viii) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses through the ration available under the Public Distribution System (PDS). One household had Annapurna ration card while two households had an Amtyodaya ration card each. 58 households had BPL cards and 18 households reported as having APL cards. Only five households did not have a ration card. Of these, three had applied for ration cards and were awaiting receiving the same. Protection against any untoward crisis through insurance was not availed by the households, with just seven members having insurance

coverage from LIC. The above data reflects the economic vulnerability of this section of the society.



Inclusive economic growth

x) Nature of Housing

As regards the housing conditions, only five households had concrete houses. The remaining households had houses made of mud, unburnt bricks, stones packed with or without mortar and grass/thatch/bamboo roofs. The number of rooms among various households varied from a minimum of one room to more than four rooms.

xi) Access to electricity, clean fuel and water

As many as 92 per cent households (72) reported access to electricity while eight per cent did not have the same. Those with no access to electricity reported using lighting from kerosene.

As many as 16 households (20 per cent) reported the use of LPG and 80 per cent still used firewood and dung cake as a source of fuel. Firewood and dung cakes are considered unhealthy sources of fuel.

A total of 23 households reported access to piped drinking water. As many as 47 households reported hand pump as source of water while rest of them had to depend on springs, wells and other water sources.

Sustainable economic growth

vii) Access to land, education, skill training, financial resources, investments and assets technology

Education: Education is critical means of improving ones' life opportunities and move toward sustainable economic growth. The total literacy rate of the study population was 54 per cent. The literacy rate among men and women was 68 and 41 per cent respectively. The majority reported having received education till class 10th. Some of them (13) had senior secondary. Only six males and three females were able to complete graduation. 154 of the 288 had studied in government-run educational institutions (53 per cent) while eight attended private school (5 per cent).

Out of total 46 students from classes 1st to 8th who reported attending the school at the time of data collection, 52 per cent reported availing scholarships. The percentage of those receiving free text books was 70 per cent. A total of 40 per cent and 58 per cent students reported receiving uniforms and mid-day meals respectively. The same suggests that more than half of the students were still away from the inclusive measures in the area of education. 14 members reported accessing vocational trainings.

Land ownership: As many as 48 households (57.2 per cent) reported having some amount of land and 36 households (42.8 per cent) said they had no land (were landless). The average land holding among the respondents was 0.6 hectare.

Ownership of livestock: Out of 84 households, as many as 46 households had livestock. 22 households owned cows, , eight households had buffalos, six households had goats, five households had a bull and four households owned poultry

MGNREGA: Only six persons reported that they were able to get job card under the MGNREGA. Among them, four were female and two males, but no one reported to have worked as a MGNREGA worker.

Skills available: Out of 107, a total of 84 persons (78.5 per cent) reported they were engaged in agricultural work. Only 14 persons were engaged in the non-agriculture sector, such as construction and transportation. The remaining were engaged in other informal work.

Access to assets and investments: Even access to loans to invest was limited and only four households had availed of loans. Among them, others had taken bank loan while one took money from local moneylender.

Access to technology & Communication – As many as 93 members reported that they had phone. Among them, 60 persons had mobile phone while 37 had smart phone. Three persons also reported that they had technical equipment. Among them, two had computer and one had a laptop.

Ownership of vehicles: A total of 102 persons reported that they had any vehicle. The number of vehicles reported included 87 motorcycles, 49 scooters, 59 cars, 30 tractors, 29 trucks, 53 auto or battery rickshaw and 45 bicycles.

It is thus evident that the education levels of the members in the family is good as compared to other communities and they do have required education through which they can enhance their economic conditions.

Full and productive employment

v) *Availability of employment and paid employment.*

Out of total 105 people interviewed for this study, 27 per cent men and 13 per cent women said that they were seeking for job. As per the paid work in a month, 11 per cent men and six per cent women reported that they were only able to get less than a week of paid work in a month and only 25 per cent men and eight per cent women were able to get employment for the entire month.

Employment related benefits

Out of 105 workers, only four member reported that they had signed an employment contract. Only two had the written contracts and remaining two had a verbal agreement with their employers, but they did not know details about the conditionalities. Only weekly rest and annual leave was reported and remaining benefits, such as sick leave, paid leave, annual vacation, medical benefits, maternity benefits, transportation and pensions were not reported.

The above analysis is based on the data collected from households that had persons with disability as members. The number of persons available to take up work was considerably low owing both to members being PwD and family members who had to give care and support.

It suggests that their economic and working conditions were not decent. The data on the source of income suggests that casual labour was predominant among both males (59 per cent) and females (68 per cent) while some of them had their own enterprise. As regards the income, nearly 62 per cent females and 30 per cent males reported earning a monthly income of less than Rs. 2,000. Out of the total male population (n=70), 47 per cent reported receiving daily wages while 20 per cent received monthly income.

The data shows that due to disability, these households earned minimal income through their employment. Even when they were employed, the income was not steady and they did not have a regular source of income they could depend on. This made these families extremely vulnerable in economic terms.

PDS was an important source that supported their expenditure on food items. As many as five households reported no ration card. These households often exhibit negative implication on economic growth.

Poor housing conditions and low coverage of electricity affects their children while accessing education. The literacy rate among PWD is poor (53). A literacy rate of 41 among women also suggests that women face a greater degree of challenges in accessing

education. Access to government benefits among school going children was also limited to only 50 per cent children.

Landlessness, less assets, low education status and poor health conditions have implications on their economic growth. The access to development schemes have potential to pull them out of the cycle of poverty.

Necessary steps to promote decent work & Way forward

1. Public education on the rights of persons with disabilities under RPWD Act, 2016 to dignity, non-discrimination, full and equal participation, equal opportunity, protection, accessibility and reasonable accommodation.
2. Develop a disability index under the SDGs that can help track opportunities and progress of persons with disabilities to ensure they are included in the growth story and not left behind.
3. Take steps to ensure not less than 3 per cent of employment in government establishments are reserved and filled with persons with disability (RPwD Act), provide additional facilities to help them access necessary education, skills, and on the job trainings.
4. Have schools and educational institutions compliant with the norms under the RPwD Act and promote equity measures to ensure that all children with disabilities benefit from the universal education and various opportunities outlined in the new National Education Policy 2020.
5. Make it easy for households with PwD members to access government welfare schemes and facilities, social protection schemes to help them manage and support the members with disabilities and their care-givers, to offset the lower number of persons available for labour.
6. Support PwD members with skills trainings, financial services, marketing and communication services to initiate and sustain entrepreneurship. Information and Communication Technology (ICT) may be used to provide education and skills to PwDs to overcome barriers posed by their lack of mobility.
7. Put in place and implement gender-specific programs and services to protect and promote the rights of women with disabilities, additional incentives to address the gender gap in diverse indicators.

8. PERSONS IN SEX WORK AND DECENT WORK

Introduction

Various laws exist to address violence against women and girls (VAWG). These include the Protection of Women from Domestic Violence Act 2005; the Prohibition of Child Marriage Act 2006; the Protection of Children from Sexual Offences Act 2012; the Criminal Law (Amendment) Act 2013; Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013; the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Amendment Act 2015; and Immoral Traffic (Prevention) Act (1956). Implementation of these laws has particularly been shoddy with inadequacy of dedicated personnel and mechanisms.

Persons engaged in sex work face social stigma. The same also creates problems in gaining personal documents and accessing public services. The draft Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill, 2016 was recently released without adequate consultations. It continues to criminalise soliciting in public places; leaving sex workers vulnerable to a range of human rights issues, following a conventional-raid-rescue model. The raid-rescue model result in multiple challenges before women sex workers who are often single mothers and sole earning members in their homes. They are arrested without any prior intimation, publicly humiliated and lodged in 'rescue home'. Their children and other dependent members are anxious not knowing their whereabouts; at such times children and elder members are often left without care and support. In addition, they have to spend considerable funds to get legal aid and often end up bribing the authorities to get themselves released. They do not feel confident to turn to the police and law enforcing authorities when they face violence from clients or others fearing further discrimination and violence from the duty bearers themselves.

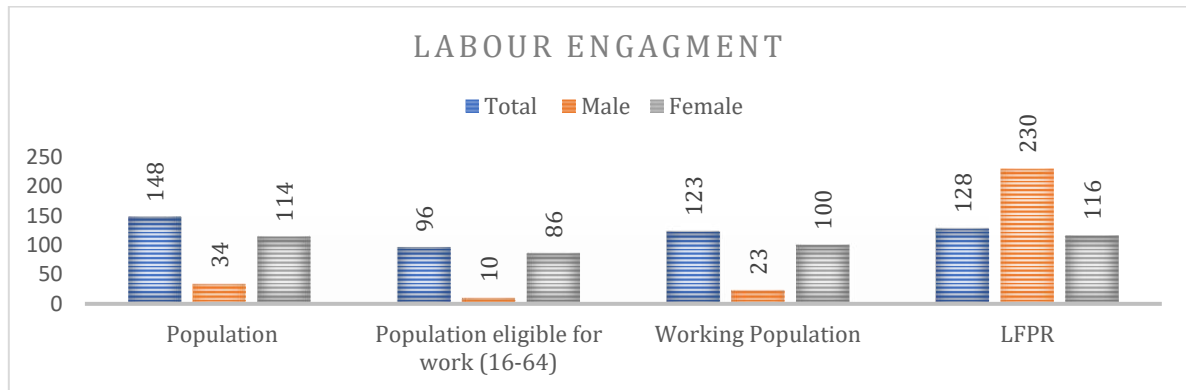
Considering their present situation, this report aims to present an overview of economic status and work of sex workers. The data for the study was collected from urban and semi urban areas in Sangali, Satara in Maharashtra and Nalgonda in Telangana.

Demographic and labour engagements

The study gathered disaggregated data from 100 households with total population of 148 people -77 per cent females (N=114) and 23 per cent males (N=34). The households were predominantly women and fewer men. The age-wise distribution suggests 4.1 per cent in the 0-5 years age group; 29.1 per cent in the 6-15 years, 26.4 per cent in the 16-30 years, 33 per cent in the 31-45 years and 5.4 per cent in the 46-60 years-age group and two per cent (3 persons) in the 60+ age group.

The social composition of persons in the study included 75 per cent were of tribal background, 2 per cent were Dalit, 4 per cent came from the other backward castes (OBC), 15 per cent belonged to the general category and 4 four per cent reported themselves as others. The study included a rural habitation of tribal community who were involved in sex work near Hyderabad in Telangana, thereby having higher per cent of tribal women in the study.

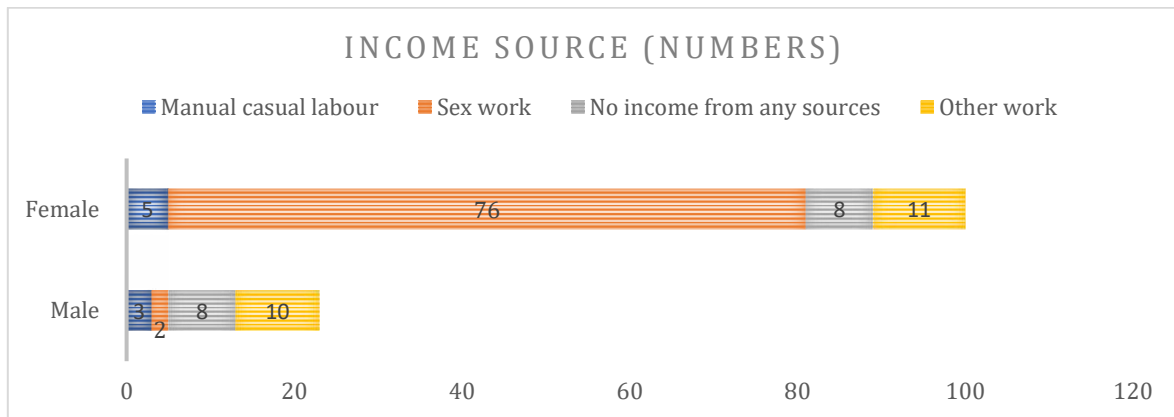
The gender-wise distribution, eligible population for work (16-64 years), working population and labour force participation rate (LFPR) are given in the figure below. In a population of 148 people from 100 households, 123 (83 per cent) persons reported to be engaged in some form of work or the other. Among them 79 per cent was part of the working age population group between 16-64 years. 19 per cent were below 16 years of age and 2 per cent was 65 years and above. The LFPR reflects that some persons under the age of 16 years and above 64 years of age were working.



Sustained economic growth

ix) *Income earned by age and gender with frequency of earning*

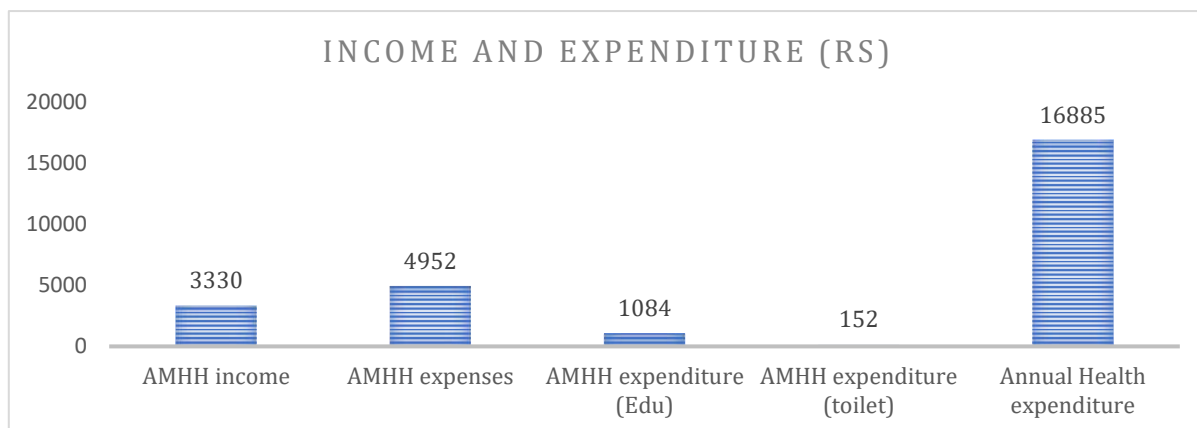
The data on the source of income suggests that 63 per cent (8 per cent male, 76 per cent females) were engaged in sex work; 7 per cent in manual casual work; 17 per cent in other informal work. 13 per cent reported they did not have any source of income at this point in time.



11 females (9 per cent) reported earning between Rs. 5,000 to Rs. 15,000 in a month while 10 females (8 per cent) reported earning between Rs.16,000 and Rs. 25,000 per month. Two women reported earning more than Rs. 26,000 in a month. All aged below 16 years and above 64 years reported no income during the study period. All the men and 77 per cent women also reported they did not have an income during the period of the study. 45 per cent female and 30 per cent men reported their earning was in an irregular mode.

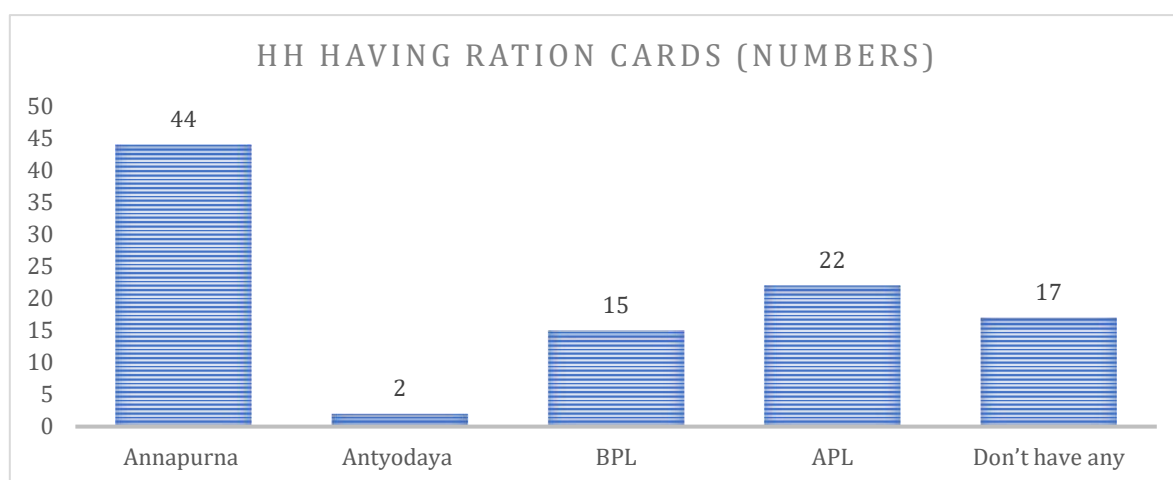
x) *Income vs expenditure*

The figure below shows Average Monthly Household (AMHH) income and expenses at the household level. Much of the income is just enough to spend on the household expenses (consumable items) at Rs. 4952 per month. The average monthly household expenditures on education (Rs. 1084) and toilet (Rs. 152) were reported. The average annual expenditure on health was reported to be Rs.16885. The annual health care expenses was considerably high at Rs.16,885. Respondents reported their need to approach private persons for health care and additional illness and discomforts requiring more frequent visits to the health facilities. Their access to public health facilities was reported to be minimal, primarily owing to the discrimination and stigma they experienced, and the perception of not getting quality services.



xi) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses through the ration available under the Public Distribution System (PDS). The study pointed that 44 households reported to be beneficiaries under the Annapurna scheme, two households had Antyodaya ration cards, 15 households reported said they had BPL cards and 22 households had an APL card. 17 households did not have any ration card, of whom 15 had applied for ration cards and were awaiting receiving the same.



Out of total 148, eight persons (5 per cent) reported having an insurance coverage. Among them, five were covered by LIC, 2 were covered under General Insurance and one reported health insurance from the government.

Inclusive economic growth

i) *Nature of Housing, Access to electricity, clean fuel and water*

As regards the housing conditions, 65 per cent (65 households) lived in kutcha houses made of bamboo, thatch, unburnt bricks, etc. Only 15 households lived in concrete housing while five reported metal or asbestos roofed house. 15 households reported houses built with stones and packed with mortar. 50 per cent had single room house. As many as 38 per cent had house with two rooms and 12 per cent reported they had three room houses.

86 per cent reported that LPG is the main source of cooking fuel and the rest reported using the unhealthy sources as firewood and dung cake.

For drinking water, 95 per cent (95 households) reported having facility of piped water while 3 per cent (3 households) reported that they had a hand pump. Only two households reported that used a well to source drinking water from.

Sustainable economic growth

viii) Access to land, education, skill training, financial resources, investments, assets and technology

The literacy rate in the community was 45 per cent. The literacy rate of males and females was 63 and 40 respectively.

63 members reported having gone through schooling. The majority reported having received education till class 8th. 2 girls and 3 boys in the community had completed their graduation from university. 6 had accessed some form of technical or vocational trainings.

35 of the 63 had studied in government education institutions (55.5 per cent) while 28 persons (44.5 per cent) reported studying in private schools. 14 children were currently attending schooling (classes 1 to 8th); one student was able to avail scholarship, 5 received text books, 2 received school uniforms; 4 said accessed the mid-day meals.

All the sex workers reported that they were landless. No one reported having a MGNREGA card. They also did not own any livestock. Only one household reported about loan taken from bank.

Access to technology and communication – As many as 80 persons reported that they had a phone. Among them, 47 persons had feature mobile phones while 35 had a smart phone. 4 persons reported that they had tablet. Only one person in the community had motorcycle. No other vehicle was owned.

Full and productive employment

vi) Availability of employment and paid employment.

Out of a total of 23 males, 19 males (83 per cent) reported getting less than seven days of paid work in a month; 3 (13 per cent) while only one person reported having a full-time employment through the month. As regards the availability of work among females, 26 per cent reported getting less than seven days of paid work in a month while 25 per cent reported getting work for 8-14 days of paid work; 19 per cent between 15-21 days paid work in a month. Only 13 per cent of the female workers reported that they were getting employment for a full month.

Employment related benefits

Only ten sex workers reported that they had a contract with their clients which were verbal. No written contract was available. Out of total 78 sex workers, only ten were able to get weekly rest. 8 persons were covered by insurance and 5 were covered by LIC and 2 were covered under General Insurance and one were reported under Health insurance from the government.

The above data analysis suggests that among the sex workers, as many as 63 per cent reported sex work as their main source of income while 17 per cent reported other work as the main source of income. Very few (6.5 per cent) reported being engaged in manual casual labour. In terms of income, it ranged predominantly between Rs. 5,000 to Rs. 15,000 per month. Majority managed to access ration under the PDS and send their children to the government schools to access education. The study shows sex workers as a community that is organising themselves and keen to enhance their own lives and that of their children through building forums and extending support and solidarity to one another.

Necessary steps and Way Forward

1. Recognise the long-pending demand of sex workers to categorise 'sex work' as "work" and decriminalise sex work, provide labour protection and provisions to them. Promote public education to prohibit and prevent discrimination and stigmatisation of sex workers.
2. Ensure law enforcing duty bearers do not violate the human rights of sex workers and in addition attend to their calls for protection against violence from clients, family, and society.
3. Recognising the vulnerabilities and poor economic conditions, they should have priority access to all development and social protection schemes, be it housing, rations, water and sanitation, health care, electricity, LPG fuel, access to loans and development schemes, pensions and the like. Extend special health care facilities and provisions to meet their health care needs.
4. Enhance and support education opportunities for sex workers and their children helping them avail scholarships and subsidies necessary to complete school and higher education.
5. Promote livelihood opportunities by aggregating an inventory of unskilled and semi-skilled jobs and related skills training opportunities and setting up enterprises wherever members show interest.

Reference:

Lawz Magazine, (18 December 2015), *Rights of Sex Workers & Legalisation Of Prostitution In India-A Critical Analysis*,
<http://lawzmag.com/2015/12/18/rights-of-sex-workers-legalisation-of-prostitution-in-india-a-critical-analysis/>

9. SINGLE WOMEN AND DECENT WORK

Introduction

According to the 2011 census, 71.4 million or 12 per cent of the female population of India is 'single'. As per census, this population group has increased from 51.2 million in 2001 to 71.4 million in 2011. This includes widows, divorcees and unmarried women, and women deserted by husbands.

All single women face many challenges in our highly patriarchal and caste ordained society; religious and cultural norms add to the challenges. The women themselves and their children face negative social attitudes, social restrictions, discrimination and exclusion as well as considered easy targets for exploitation and violence. Such practices can be perpetrated by members of the family, community, wider society, employers and duty bearers. Property disputes, excessive control is common. While one cannot create a hierarchy of the challenges, widows and women who are deserted by their husbands and their children are particularly vulnerable to many of the abuse. The challenges in accessing work/employment and lack of financial stability add to their challenges.

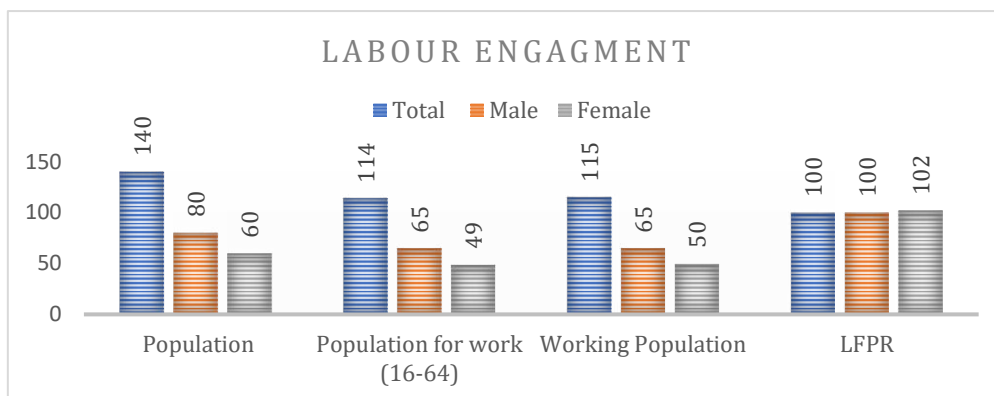
The present report aims to bring out an overview of economic status and work conditions of single women and their households. The data for the study was collected from Kangra and Sirmour district of Himachal Pradesh in 2018.

Demographic and labour engagements

The study gathered disaggregated data from 91 households with a total population of 140. As many as 80 people (57 per cent) was male while 60 (43 per cent) were female. The age-wise distribution of the population suggests that 12.9 per cent was in the age group of 6-15 years, 54.3 per cent in 16-30 years, 25 per cent in 31-45 years and 5.7 per cent in 46-60 years. There were only three persons (2.1 per cent) in the 60+ age group.

As many as 40 households (44 per cent) belonged to the general category. The number of SC, ST and OBC households was 35 (38 per cent), 7(8 per cent) and, 9(10 per cent) respectively. Only one person reported any other form of disability.

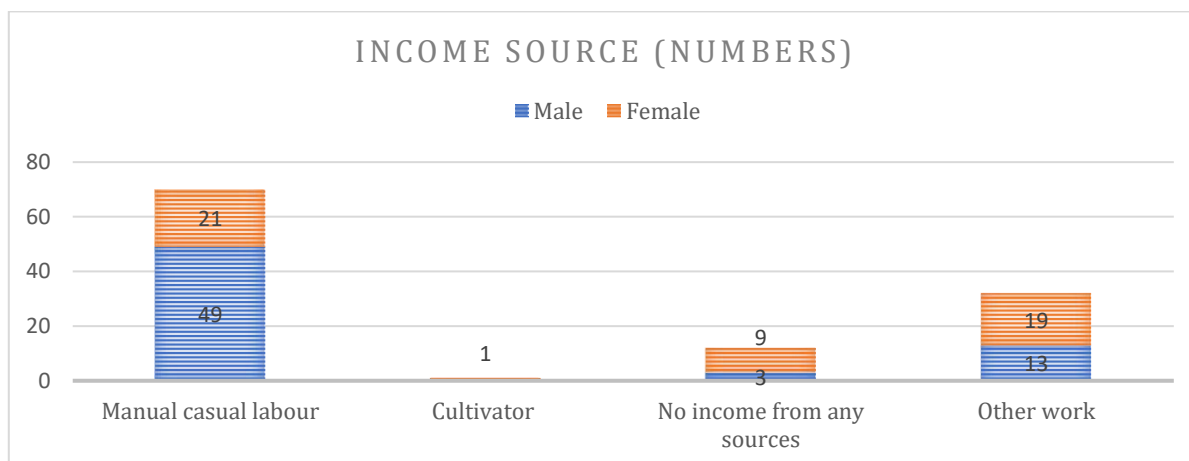
Among the study population of 140 in the single women-headed households, 80 were male and 60 were female. As many as 114 (81 per cent) were in the working age group (16-64 years). However, 115 persons (65 male and 50 female) reported to be engaged in some form of work. 88 per cent of them were in the age group of 16-64 years age; 14 persons (7 boys and 7 girls) below 16 years reported to be working, constituting 12 per cent of the working population. No aged person above 65 years was reported working. The LFPR for males was 100 and for females 102.



Sustained economic growth

xii) Income earned by age and gender with frequency of earning

61 per cent worked as manual casual workers; 29 per cent in other informal work, 10 per cent said they had no source of income at the time of the study and one reported being a cultivator. Among females 42 per cent were engaged in casual manual labour; 38 per cent in other informal work; 18 per cent reported no income source during the study period, while one woman reported she was a cultivator. 75 per cent males were engaged in manual casual labour; 20 per cent in other informal work and 5 per cent did not have a source of income at the time of the study.



Among the working population, 24 per cent workers reported earning less than Rs. 2,000 per month. 13 per cent between Rs.2000 – 6000 per month. 6 per cent earned above Rs.6000 a month. 57 per cent did not report any income.

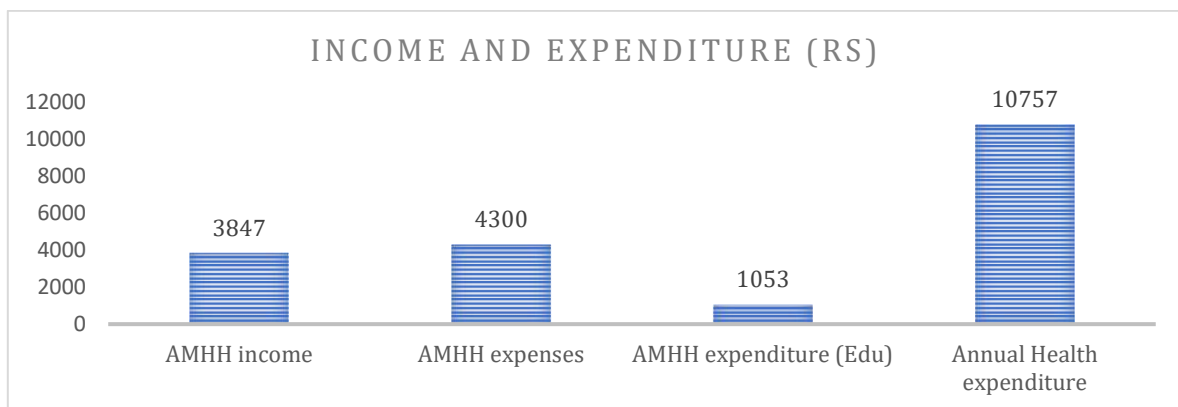
Among male workers 28 per cent earned below Rs.2000 a month, 8 per cent between Rs.2000-Rs.6000 per month. 64 per cent reported no income.

Among the female workers 18 per cent earned below Rs.2000/month, 22 per cent earned between Rs.2000-6000/month; 12 percent reported income above Rs.6000/ month. 48 per cent females did not report an income.

Among the working population 18.2 per cent males and 16.3 per cent females reported an irregular frequency of earning. As many as 12.3 per cent women reported receiving daily wages. As many as 35 per cent men and 40 per cent women reported earning monthly income.

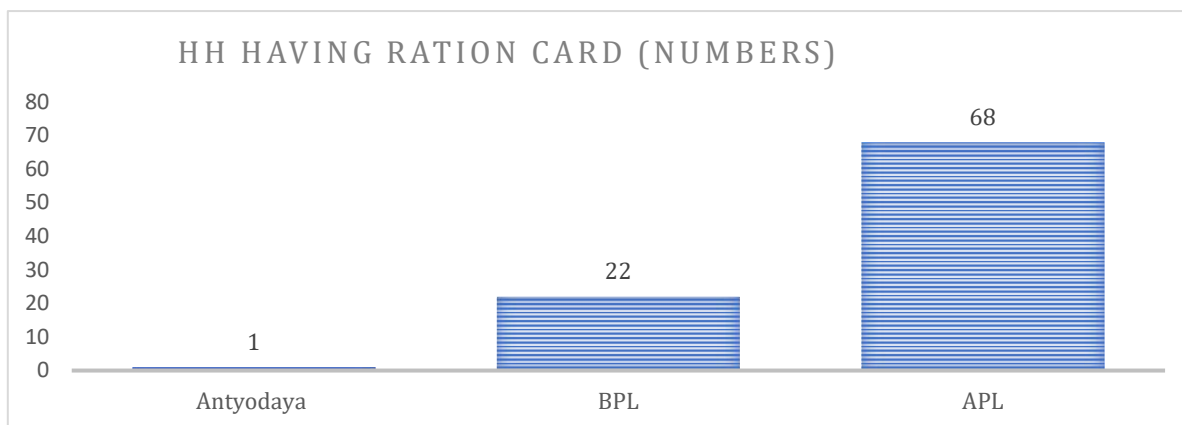
xiii) Income vs expenditure

The figure shows Average Monthly Household (AMHH) income and their expenses. It is difficult to make an annual calculation as the availability of work across the year is not regular. Much of the income is just enough to spend on the household expenses (consumable items) at Rs. 4,300 /month. The concern on education is evident from the fact that families are sending children to private schools and families spend on average Rs.1053/month. The average annual expenditure on health was reported to be Rs. 10,757.



xiv) Access to other resources to meet household expenditure

All the households had a ration card. Of the 91 households, 22 were reported as BPL households. Only one household fell under the Antyodaya category. As many as 22 per cent respondents reported having LIC insurance and 22 widows reported receiving pension meant for widows.



Inclusive economic growth

xii) Nature of Housing

As regards the housing conditions, 6 households (7 per cent) lived in concrete houses, 46 households (50 per cent) reported living in kutcha houses made of bamboo, thatch, unburnt bricks, etc. A total of 18 households (20 per cent) had houses made of stone packed with mortar while seven households (8 per cent) lived in houses made of stone but not packed with mortar.

More than 96 per cent of the households (87) lived in a house with two or more rooms. A total of 47 per cent houses had two rooms. A total of 24 households (26 per cent) reported having three rooms while 22 per cent houses had four rooms.

Access to electricity, clean fuel and water

90 per cent households reported access to electricity. 72 per cent reported use of LPG as fuel. 85 per cent households had piped water supply. 15 per cent households relied on hand pumps and other sources of water respectively.

Sustainable economic growth

ix) Access to land, education, skill training, financial resources, investments, assets and technology

Education: 49 persons in 137 persons (79 male, 58 female) the age group of 7 years and above reported to be able to read and write showing a literacy rate of 36 per cent in the community. Literacy rate of 23 per cent among males and 53 per cent among females. Importantly the literacy rate among women was higher. Two male respondents reported receiving technical or vocational trainings.

The data on the level of education among men and women suggests that as many as 34.7 per cent had attained education till class 10th. The number of women having completed education till 10th standard was higher (38.7 per cent) when compared to men (28 per cent). 8 persons (16.3 per cent) had completed their graduation.

90 per cent reported having received education in a government institution and about 10 per cent attended private schools.

All four students (n=4) enrolled in classes 1-8 reported receiving scholarships. Three students reported receiving text books as well. Two students reported having received school uniforms. Only one student reported receiving mid-day meal.

Land ownership: 48 households (52.7 per cent) owned some land. The remaining households (47.3 per cent) were landless. The average landholding among the sample population was 1.07 hectares.

Ownership of livestock: 47 households (51 per cent) owned livestock. Among those who had livestock, 93 per cent owned a cow, four per cent owned an oxen and one household a buffalo.

MGNREGA: 9 per cent households (n=8) reported having a job card. Among these households, more women (n=7) than men (n=1) reported having a job card.

Skills available: As many as 70 households reported casual labour as the source of income. Only 6 respondents were engaged in a salaried job. Among these, 4 worked in public sector while 2 worked in private sector.

Access to assets and investments: Three household reported having taken a bank loan.

Access to technology and communication – A total of 100 persons reported owning phones. A many as 50 owned a basic mobile phone while an equal number of persons owned smartphones. Only one household reported owning a computer.

Ownership of vehicles: Five households reported owning a vehicle. Among these, as many as three households owned a motorbike.

Full and productive employment

iii) Availability of employment and paid employment.

Very few had reported seeking any form of job. 10 per cent reported seeking job. 58 per cent persons reported receiving work for less than seven days in a month. 12 per cent reported receiving 8-14 days of work while very few (5 per cent) reported that they got work for the entire month.

The single women households are distinct and reflects the additional burden single women have in managing their households. They also face additional social and cultural barriers and discriminations. The respondents in the study reflected a diverse population group across SC, ST, OBC and general community which is also reflected further in their occupation patterns, housing, level of education, access to land. Interestingly women respondents had higher literacy rate and levels of education compared to the men in the households. While they reported fair access to state resources, the level of poverty and non-availability of regular work across the month contribute to their economic vulnerability.

Necessary Steps to promote decent work & Way forward

1. Cultural and public education in society and among the administration is necessary to eliminate discrimination against single women and ensure their respect and dignity are safeguarded. Encourage them to participate in all public spaces.
2. Single women who are engaged in agriculture need to be recognized and supported as women farmers. They need to be given rights to land ownership, provided subsidies and support for making their agriculture viable. They also need to be supported with additional work and entrepreneurial opportunities through state provisions.
3. Better livelihood opportunities can be created by aggregating an inventory of unskilled and semi-skilled jobs and related skills training opportunities within catchment areas. Education along with necessary skills may prove useful in uplifting the marginalised communities by equipping them with necessary skills required for gainful employment.
4. Self-employment opportunities can be facilitated by providing education on marketing, communication and entrepreneurial skills.
5. Extend legal aid support in cases of violence, exploitation, being pushed out of their land and other assets etc
6. Support children of single women to access school and higher education ensuring they access entitlements or financial support based on demand.
7. Ensure single women access welfare and social protection provisions like widow pension, oldage pensions, disability pensions etc. Ensure easy access to services and welfare provisions.

10. STREET VENDORS/HAWKERS AND DECENT WORK

Introduction

Unemployment, landlessness, caste discrimination, poverty and other vulnerabilities force many people to move from rural areas to cities in quest for better socio-economic conditions. Many of these migrants lack skills or education that can enable them to find better paid and secure employment in the formal sector. Consequently, they settle down to work in the informal sector. Street vending is an option of choice as it requires relatively small financial investment and little or no formal educational qualifications or skills.

Street Vending was considered illegal till as late as 2014, when the Street Vendors (Protection of livelihood and regulation of Street Vending) Act, 2014, legalised street vending activity. The Act aims to protect the livelihood of street vendors and provides them with a legal framework for carrying out their business.

It includes diverse types of street vending such as 'mobile vendor', 'stationary vendor' and 'street vendor'. Some are independent street vendors while some work for others. The Act provides protection to street vendors and at the same time imposes regulations on them. The poor turn to the informal sector to earn their livelihoods and street vending remains a feasible choice for many. This is especially true when the formal sector's capacity to generate employment shrinks. Street vending is not only a livelihood option for many, it also contributes in many ways to the lives of a large number of underprivileged and vulnerable people in India.

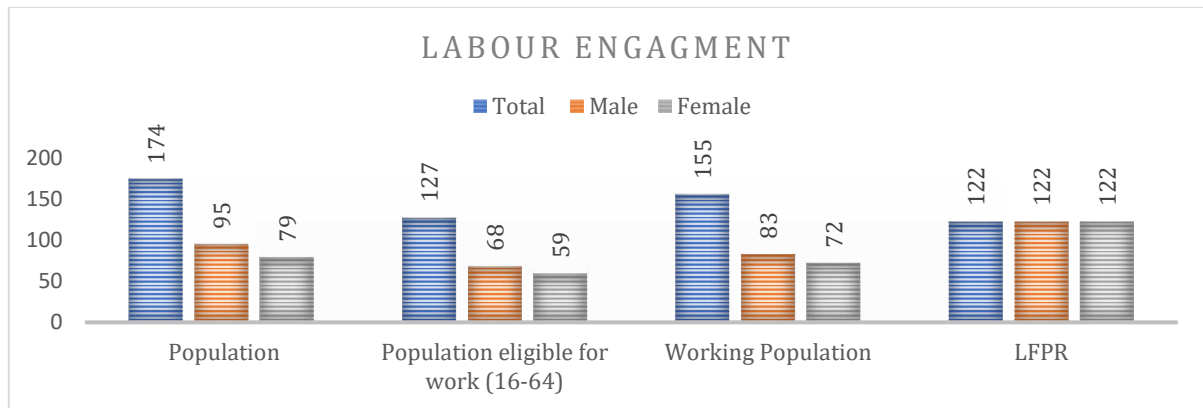
Even though street vending supports a larger informal economy of production, and marketing and consumption, it is hardly recognized by urban planners or the Indian economy. Despite the fact that street vending has gained legitimacy, urban locations have remained hostile for many street vendors. There exists a general resentment against street vendors in administration and police. Street vendors are perceived as encroachers of public spaces. Confiscation of their goods and carts by municipality or police are an everyday phenomenon. The level of income of street vendors is generally low. Their livelihoods are unstable and they lack financial security.

Considering their present situation, this report aims to present an overview of economic status and work of street hawkers. The data for the study was collected in 2018 in the 24 Pargana district of West Bengal.

Demographic and labour engagements

The study gathered disaggregated data from 50 households with total population of 174. Among them, 55 per cent were males (95) while 45 per cent were female (79). The age-wise distribution suggests 6.3 per cent were in the 0-5 years age group; 13.2 per cent were in the 6-15 years age group. 13.2 per cent were in the 16-30 years age group; 25.9 per cent were in the 31-45 years age group; and, 17.2 per cent came from the 46-60years age group. There were 10.3 per cent in the 60+ age group.

The social composition of street hawkers suggests that as many as 42 per cent belonged to the Scheduled Castes. The percentage of ST, OBC and General population constituted about 10 per cent, 4 per cent and 44 per cent respectively. Three persons suffered from disability. Two of them had locomotive disability while one reported hearing disability.

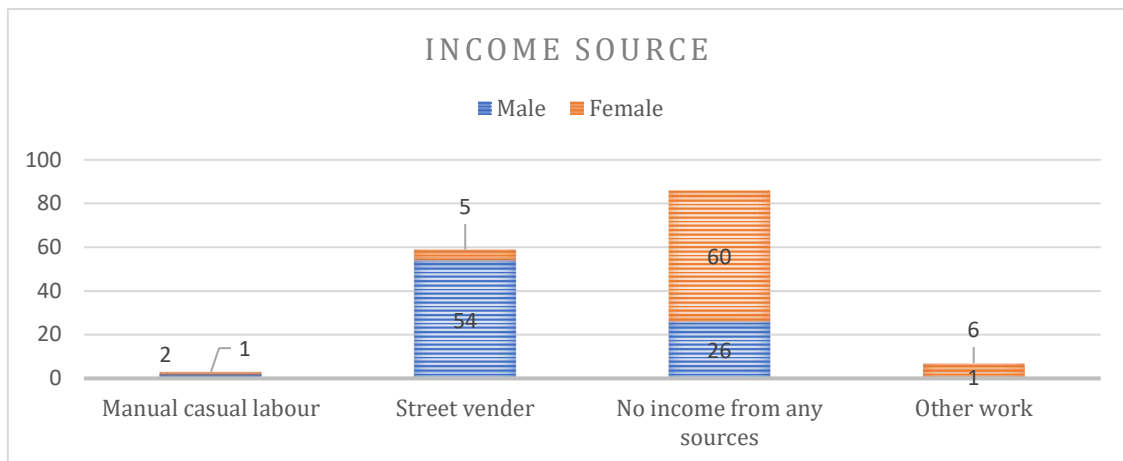


The gender-wise distribution, eligible population for work (16-64), working population and labour force participation rate (LFPR) are given in the figure above. In the population of 174 people from 50 households, 155 (89 per cent) persons reported to be engaged in some form of work or the other. The LFPR reports 122 per cent for both males and females. 81 per cent (126 persons) were of working age (between 16-64 years); 10 (15 per cent) were children below the age of 16 years; and, 14 (9 per cent) were aged more than 65 years of age.

Sustained economic growth

xv) *Income earned by age and gender with frequency of earning*

The data on the source of income suggests that more than 38 per cent were engaged in street vending (54 men and five women). Only 7 per cent among the working females were involved in street vending compared to 65 per cent of working males, reflecting street vending to be a male domain than female domain of work. About 5 per cent are involved in activities like transportation work, domestic services, artisan/craftsmen. Manual casual work seems a last option with only 2 males and one female engaged. 31 per cent of the working males and 83 per cent of working females reported they had no income at the time of the study. All children (below 16 years) and elderly persons are reported in this category.



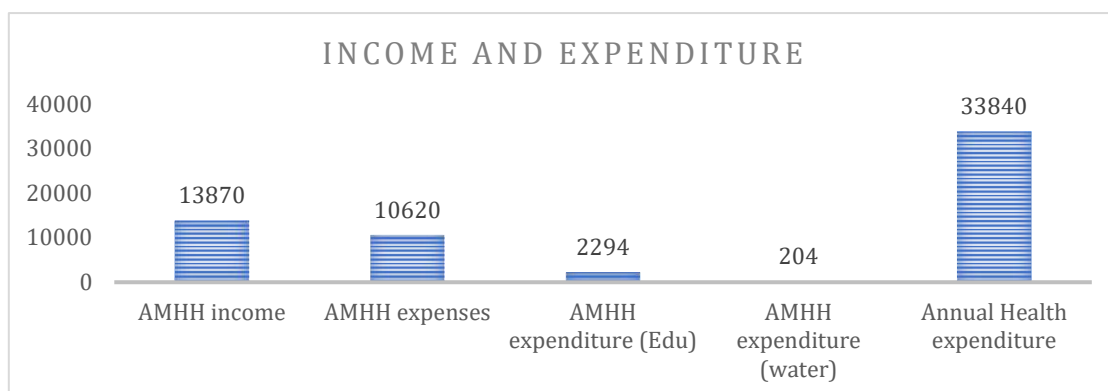
4 per cent women street vendors reported monthly earning below Rs. 5,000; 7 per cent between Rs.5000 and Rs. 10,000; 3 per cent between Rs.10,000-15,000. 3 per cent men reported monthly income below Rs. 5000; 28 per cent between Rs. 5,000 and Rs. 10,000; 24 per cent between Rs. 10,000-15000. 11 per cent reported their monthly income as more than Rs. 15,000 in a month. 86 per cent females and 34 per cent males reported they did not earn an income during the period of the study which included all children and the elderly as shown earlier.

Out of total 83 working males, 52 males (63 per cent) reported daily earning and 24 males reported 'others' as frequency of earning. 54 female street vendors (75 per cent) reported the frequency of earning in 'other' forms. These may also reflect them not being independent street vendors, but working for selling products of others and having different arrangements for their payments. It may also reflect that 63 per cent of males and 25 per cent of females are able to invest in and independently take up street vending and thus earning on daily basis while others may be linked to others for their work.

The data shows even when they were employed, the income was not steady and they did not have a regular source of income they could depend upon. This made these families extremely vulnerable in economic terms.

xvi) Income vs expenditure

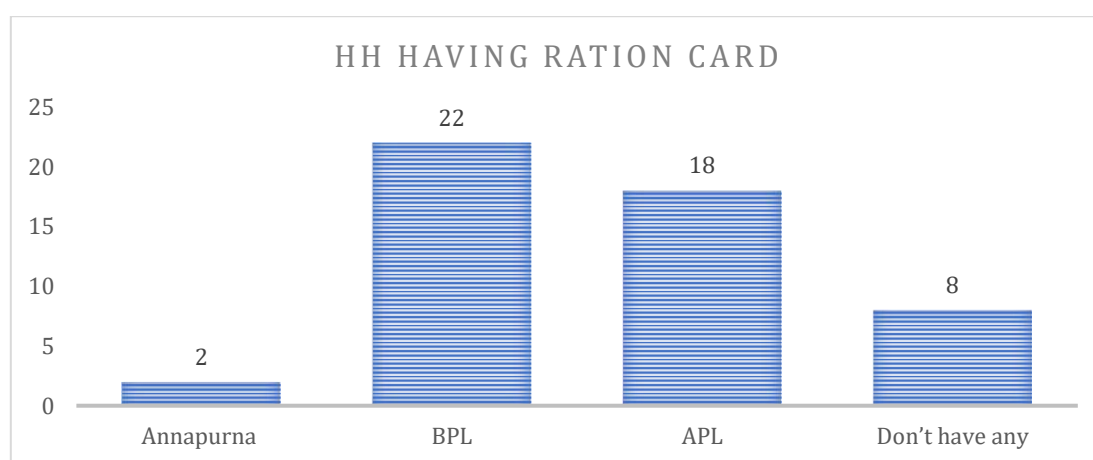
The figure shows Average Monthly Household (AMHH) income and their expenses. An annual calculation is not attempted given the instability of the work. Much of the income is just enough to spend on household expenses (consumable items) at Rs. 10,620 per month. Families spend an average Rs. 204 for water every month. The average monthly household expenditure on education was reported Rs. 2,294, reflecting the importance placed on education. The average annual expenditure on health was reported to be Rs. 33,840. Members reported the high health expenditure owing to their continuous exposure to dust, urban pollution, changing weather. Additionally, they become victims of road accidents and suffer injuries in skirmishes with the police and municipal authorities.



xvii) *Access to other resources to meet household expenditure*

Vulnerable families meet considerable part of their household food expenses through the ration available under the Public Distribution System (PDS). The study reveals that 22 households had BPL, 18 households had APL and two households had Annapurna ration cards. Eight households did not have a ration card – of whom, five had applied for ration cards and were awaiting receiving the same.

Protection against any untoward crisis through insurance seems well understood by the street vendors, as many as 53 persons reported about the insurance coverage of LIC. This was considerably higher than other vulnerable communities in the study. It may also be to protect against road accidents, other emergencies which are part of their work.



The above data reflects the economic mobility as well as vulnerability of this section of the society.

Inclusive economic growth

xiii) *Nature of Housing, Access to electricity, clean fuel and water*

As regards housing conditions, 15 households (30 per cent) lived in kutcha houses made of bamboo, thatches, unburnt bricks, etc. and 7 households reported living in concrete houses. 17 households (34 per cent) had single room houses, 22 (44 per cent) had a house with two rooms and six households reported they had three-room house and five households reported more than four rooms in house.

Majority of them 40 households (80 per cent) reported that LPG is the main source fuel and rest of them reported use of firewood and dung cake as fuel, which are unhealthy sources of fuel.

With regard to drinking water, 22 households (44 per cent) reported that they had the facility of piped water in their premises, while 18 households (36 per cent) reported that they purchased water from tanker/drum. Six households reported tube well as source of water, two households hand pumps and six house-holds other sources. The average monthly expenditure on water was Rs. 204.

Sustainable economic growth

x) Access to land, education, skill training, financial resources, investments and assets technology

Education: The literacy rate among street vendors was found to be higher compared to other vulnerable communities in the study. The total literacy rate of the study population was 85. The literacy rate of males and females was 92 and 75 per cent respectively. The majority reported having received education till class 10th. 18 had completed graduation; twelve females and six males.

89.7 per cent (123 persons) had studied in government education institutions while 14 persons (11 per cent) reported attending private school. Among the currently studying category in classes 1-8 (n=19), two reported receiving scholarships, 13 received free text books and 10 students reported receiving mid-day meals and 7 receiving uniforms. Two had accessed some form of technical or vocational trainings.

All respondents reported they were landless. No one had MGNREGA card. Five households reported owing livestock; two had cow while three households had poultry.

10 households had availed a loan. Among them, seven had taken bank loans; one from a private moneylender and others through SHGs banks.

Access to technology and communication – A total of 114 phones were reported, including 52 mobile phone and 64 smart phones. Three households also reported that they had other electronic equipment. Among them, two had computer and one had laptop.

40 households among the 50 in the study reported they had vehicles - 22 bicycles, 15 motor cycles, three auto rickshaw and a car.

Full and productive employment

iv) Availability of employment and paid employment.

All the 155 working population reported they were seeking job. Half of the male and female respondents to the survey reported that they were seeking work since the two previous years. As many as 30 per cent male (47 persons) reported were seeking of job from last six months. Among male street vendors only 20 per cent (16 members out of 83) reported they had employment for the entire month while 46 per cent (39 persons)

reported that they were able to work about 3 weeks in a month while 34 per cent (28) reported being able to get work for seven days in a month.

Employment related benefits

Only seven persons reported that they had some contract for the work they do; three had written contracts for one to three years. Few reported that they had the benefits of weekly rest and annual leaves.

The study reflects that street vending is a family enterprise involving men, women and children. More men are able to do it independently and women support without independent income. Children too support without reporting independent income. Street vending involves various market related skills and the literacy rates are higher than the average rural/urban workers. In addition to street vending many also take up related tasks available in urban areas. Income was not steady, varied considerably and shows gender inequality. Incomes earned by and large goes to meet basic household expenses. Health care expenditure was high and found to be a necessity. Families also invested in education.

Necessary Steps to promote decent work and Way forward

1. Implement the Street Vendors (Protection of livelihood and regulation of Street Vending) Act, 2014, stringently and provide safe and secure work environment to street vendors and ensure easy access to all social security measures. The Municipal and Police authorities need to be made accountable to provide safety and security for street vendors to earn their livelihood in a safe environment.
2. Street vending is an entrepreneurial activity and includes multiple skills in the market like financial management, sales and marketing, customer relations etc. Enhance the entrepreneurial skills of street vendors by providing them with financial resources, banking services and handholding.
3. Women street vendors need additional support in enhancing their enterprise and protection from violence and a safe environment to work in. The Municipal and police need to be specially oriented to ensuring their dignity and protection.
4. Make procedures easy for street vendors to have necessary identity documents to facilitate their access to state welfare provisions and services.
5. Street vendors at times need legal support to manage litigations with the municipal authorities. The free legal aid services and authorities should be able to support them pro-bono and also advocate their case with the municipal authorities.
6. Street vendor households show keen interest to educate their children. The access to free and quality education in the government schools need to be ensured and enhanced to the level of higher education.