



॥ त्वं ज्ञानमयो विज्ञानमयोऽसि ॥

# **Survey Report**

**On**

**Informal Labor Markets by visiting Labor Adda**

**Under guidance of Dr. G. Venkat Ram Reddy**

**By**

**Mitarth Arora (B20EE096)**

**Date of Survey : 05/06/23-06/06/23**

## 1.) Location of Labor Adda:

### Labor Chowk

Kidwai Nagar, Punjabi Colony, Shiv Nagar, Allahpur, Prayagraj,  
Uttar Pradesh 211006

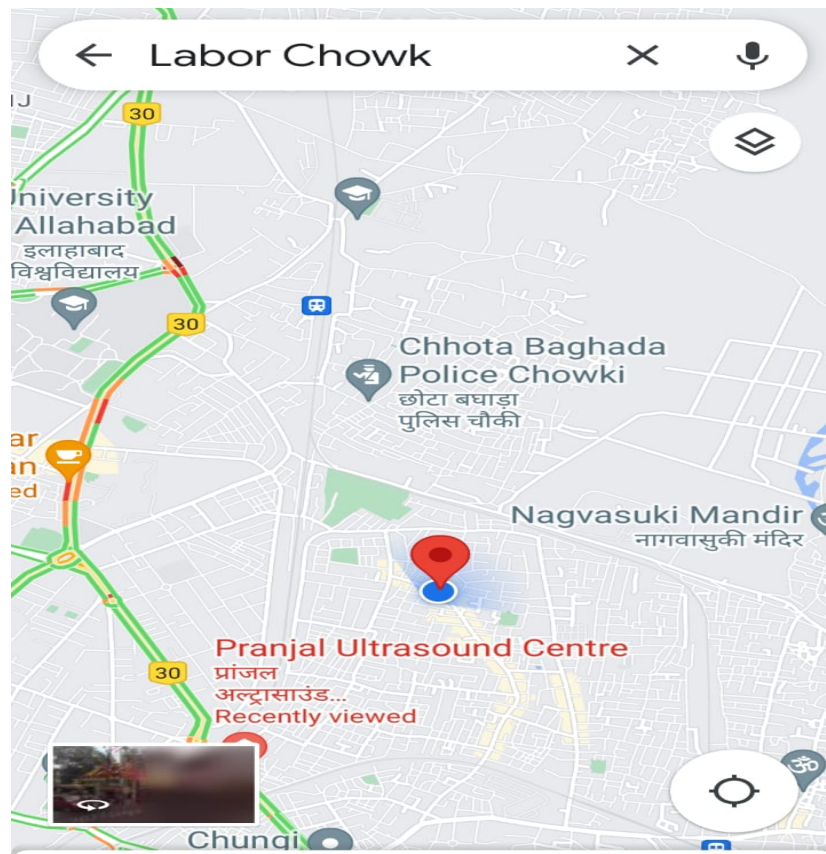
2.) **Area:** Allahpur Labor Chouraha

3.) **City:** Prayagraj , Uttar Pradesh

4.) **Pincode:** 211006

5.) **Google Map Link along with Screenshot of Location:**

📍 Labor Chowk



Labor Chowk

📍 Directions

▲ Start

📌 Save

## 6.) Geotagged Image of the Location:



**Note:** All the respective audio, image, and video files have been attached to the drive folder being provided.

## 7.) Overview of Survey:

In the given location, I have surveyed **16 laborers** and **6 brokers**, and the detailed survey analysis is tabulated below, which is the translated version of the audio recorded.

Also in the following report, the first survey of all the laborers has been attached following the survey report of the broker.

## 7.A) Survey of Laborers:

### a.) Labor 1: [Avdesh Singh\\_Labor.mp3](#)

| Header  | Answer   |
|---|--|
| Name of the Person  | Avdesh Singh   |
| Age   | 40 Years   |
| Gender  | Male   |
| Family Size   | 7  |
| Average Annual Family Income (In INR)   | 84000-90000  |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>   |  |
| What kind of work do they do?   | Lift Weights and Daily Labor works for Construction Purpose  |
| How long have they been doing this work?  | 10 Years   |
| How regularly do they visit this labor adda for work?                               | Daily  |
| How do they find work at the labor adda?  | Through Brokers / House Owners who come at this labor Adda   |
| How do they decide whether to accept work or not?                                   | Since they rarely get work, he usually accepts all kinds of labor work.                            |
| How do they arrive at the wages for the work?                                       | He has fixed 500-600 Rs/Day based on the kind of work he needs to do.                              |
| How do they handle situations where they are not paid wages at the end of the work? | In such cases, he tries to file a police complaint and local police sometimes help these laborers. |
| If they don't find work at the labor adda then what do they do?                     | He usually returns to his village.   |

|  |   |
|--|---|
| Do they have any alternate source of income apart from work?   | No alternate source of income, just Farming at his village for his own family consumption.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | No one takes responsibility if any mishaps happen. We have to pay from our own pockets for our medical expenses. No owner or broker helps out in these cases. |

## b.) Labor 2: [Bachalal\\_Labor.mp3](#)

| Header  | Answer   |
|---|--|
| Name of the Person                                    | Bachalal   |
| Age   | 47 Years   |
| Gender  | Male   |
| Family Size   | 6  |
| Average Annual Family Income (In INR)                 | 60000-72000  |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify      |
| <b>If Laborer then:</b>                               |  |
| What kind of work do they do?                         | Lifting weights and performing daily construction tasks    |
| How long have they been doing this work?              | 30 Years (since childhood- Due to No Parents)              |
| How regularly do they visit this labor adda for work? | Daily  |
| How do they find work at the labor adda?              | Through Brokers / House Owners who come at this labor Adda |

|  |   |
|--|---|
| How do they decide whether to accept work or not?  | Since they rarely get work, he usually accepts all kinds of labor work  |
| How do they arrive at the wages for the work?  | He has fixed 300-500 Rs/Day based on the kind of work he needs to do. For example, lifting bricks to the ground floor is easier than 2nd Floor so he decides the work according to the work and situation.  |
| How do they handle situations where they are not paid wages at the end of the work?                        | In such cases, he was helpless. Bribery happens between owners and police, so he is forcibly driven by hooliganism, and hence he ends up losing money.  |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village.  |
| Do they have any alternate source of income apart from work?   | No alternate source of income   |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | No one is accountable for any mishaps that may occur. In these instances, neither the owner nor the broker provide assistance. Even in cases of deaths, bribery happens, richer people/owners dominate, and the matter is tried to be closed, showing that the cause of death was due to a mistake by poor labor. |

### c.) Labor 3: [Golu\\_Labor.mp3](#)

| Header             | Answer   |
|--------------------|----------|
| Name of the Person | Golu     |
| Age                | 32 Years |
| Gender             | Male     |
| Family Size        | 4        |

|  |   |
|--|---|
| Average Annual Family Income (In INR)  | He rarely earns from this, gave a vague answer to predict this value                              |
| Role   | <b>Laborer</b> /Labor Broker/Any Other Please Specify   |
| <b>If Laborer then:</b>  |   |
| What kind of work do they do?  | Daily Labor works and doing constructional activities   |
| How long have they been doing this work?   | 20 Years  |
| How regularly do they visit this labor adda for work?  | Daily   |
| How do they find work at the labor adda?   | Through Brokers / House Owners who come at this labor Adda  |
| How do they decide whether to accept work or not?  | Since they rarely get work, he usually accepts all kinds of labor work if he is paid well for it. |
| How do they arrive at the wages for the work?  | He has fixed 600-650 Rs/Day based on the kind of work he needs to do and depends on the owner.    |
| How do they handle situations where they are not paid wages at the end of the work?                        | He didn't opted to tell us this question  |
| If they don't find work at the labor adda then what do they do?  | .He didn't opted to tell us this question   |
| Do they have any alternate source of income apart from work?   | He didn't opted to tell us this question  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | He didn't opted to tell us this question  |



## d.) Labor 4: [Jai Prakash\\_Labor.mp3](#)

| Header  | Answer   |
|---|--|
| Name of the Person  | Jai Prakash  |
| Age   | 17 Years   |
| Gender  | Male   |
| Family Size   | 5  |
| Average Annual Family Income (In INR)   | 120000-126000  |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>   |  |
| What kind of work do they do?   | Lifting weights and performing daily construction tasks, all labor tasks   |
| How long have they been doing this work?  | 12-15 days (Just started doing work during Vacations) , He also studies in his village   |
| How regularly do they visit this labor adda for work?                               | Daily  |
| How do they find work at the labor adda?  | Through Brokers / House Owners who come at this labor Adda   |
| How do they decide whether to accept work or not?                                   | He accepts all kinds of work, then bases it on the owner/broker. If he finds their work to be reliable and suitable, he accepts it.  |
| How do they arrive at the wages for the work?                                       | He has fixed 400-450 Rs/day based on the kind of work he needs to do. Usually in this negotiation, they do it in the adda itself so that things are clear beforehand, and this rate can be up or down based on the kind of work. |
| How do they handle situations where they are not paid wages at the end of the work? | In such cases, he will try to file a police complaint but he also said that if nothing happens then he has to satisfy from what he has got and in that case a sense of helplessness can be understood from his words.            |



|  |   |
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| If they don't find work at the labor adda then what do they do?  | He usually returns to his village or to the room where he resides in this city  |
| Do they have any alternate source of income apart from work?   | He had no alternate source of income, and he used to study until this vacation.   |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | Since he started work recently, he doesn't have any idea of this, but he thinks the owner/broker will have the medication for the labor injured, and in the worst case, they may charge it from the payment of the labor but yes they may provide the medicines to the injured. |

### e.) Labor 5: [Jairam Singh Patel\\_Labor.mp3](#)

| Header  | Answer   |
|---|--|
| Name of the Person                                    | Jai Ram Singh  |
| Age   | 65 Years   |
| Gender  | Male   |
| Family Size   | 3  |
| Average Annual Family Income (In INR)                 | 96000-120000   |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify      |
| <b>If Laborer then:</b>                               |  |
| What kind of work do they do?                         | Painting walls and working as Labor on Walls-related tasks |
| How long have they been doing this work?              | 35 Years   |
| How regularly do they visit this labor adda for work? | Daily  |

|  |  |
|--|--|
| How do they find work at the labor adda?   | Through brokers / House Owners who come at this labor Adda based on individual work requirements   |
| How do they decide whether to accept work or not?  | He accepts work based on requirements, and if he sometimes gets a bit delayed, then money is deducted from his daily wages, but he accepts the work openly based on fixed pricing set by him.  |
| How do they arrive at the wages for the work?  | He has fixed 550-600 Rs/day based on the kind of work he needs to do.  |
| How do they handle situations where they are not paid wages at the end of the work?                        | In such cases, he is confident that he will take the money for his work at all costs, and as of now, he has not faced any such experience in his work.   |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village/home.  |
| Do they have any alternate source of income apart from work?   | He has no alternate source of income, but he usually stores grain and food in extras so that in any situation where he does not have money, at least his family can have food during a crisis. |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | In such medical cases, he is confident that he will take the money for his medical at all costs from the Owner/Broker by fighting for his rights in all possible manners.                      |

## f.) Labor 6: [Nimca\\_Labor.mp3](#)

| Header             | Answer   |
|--------------------|----------|
| Name of the Person | Nimca    |
| Age                | 50 Years |
| Gender             | Male     |

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|--|--|
| Family Size  | 8  |
| Average Annual Family Income (In INR)  | 60000-72000  |
| Role   | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>  |  |
| What kind of work do they do?  | He is a Mason, as are the related constructional activities.   |
| How long have they been doing this work?   | 25 Years   |
| How regularly do they visit this labor adda for work?  | Daily  |
| How do they find work at the labor adda?   | Through Brokers / House Owners / Customers who come at this labor Adda   |
| How do they decide whether to accept work or not?  | Since he rarely get work, he usually accepts all kinds of labor work and he tries to negotiate based on work and condition   |
| How do they arrive at the wages for the work?  | He has fixed 700 Rs/Day based on the kind of work he needs to do, and since he is Mason, the working pattern depends on the requirements of the broker/owner.  |
| How do they handle situations where they are not paid wages at the end of the work?                        | It is a situation that has happened to him, and he is helpless in such cases because the owner makes them run from that place, and there is no legal protocol/action in such cases, and laborers are helpless. |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village.   |
| Do they have any alternate source of income apart from work?   | There is no alternate source of income, and he has to sit vacant in such cases, which often leads to taking loans to fulfill the meal for his family.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | No one is accountable for any mishaps that may occur. In these instances, neither the owner nor the broker provide assistance. Also, if any medical issue arises in times of                                   |

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|  | crisis, he needs to take a loan or get money from Mahajans for severe medication cases. |
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## g.) Labor 7: [Nitesh\\_Labor.mp3](#)

| Header  | Answer  |
|---|---|
| Name of the Person  | Nitesh  |
| Age   | 17 Years  |
| Gender  | Male  |
| Family Size   | 5   |
| Average Annual Family Income (In INR)   | 120000-144000   |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify   |
| <b>If Laborer then:</b>   |   |
| What kind of work do they do?   | Construction work involves lifting heavy objects and performing routine manual labor.   |
| How long have they been doing this work?  | Just started doing work during Vacations since last few days, he has completed 12th recently and have hope to continue his study  |
| How regularly do they visit this labor adda for work?                               | He will stay here for 10-12 days and then go back to his village for his further studies.   |
| How do they find work at the labor adda?  | Through brokers / house owners who come to this labor adda, and they usually stay at this labor adda.   |
| How do they decide whether to accept work or not?                                   | He usually accepts all kinds of labor, and payment for the work is decided by what kind of work is being done by this labor.  |
| How do they arrive at the wages for the work?                                       | He has fixed 400-600 Rs/day based on the kind of work he needs to do, and this is tentative as he first listens to the requirements and then decides the particular payment for the work. |
| How do they handle situations where they are not paid wages at the end of the work? | In such cases, although it has not happened   |

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|  | yet for him, and he is a bit hopeless, he would try to file a police complaint, and the local police may help him as he doesn't belong to this locality and hence he has some doubt in this regard. |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village for further studies.  |
| Do they have any alternate source of income apart from work?   | There is no alternate source of income, as he is also studying, so in the time he saves, he is giving it over to his studies.   |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | N/A   |

## h.) Labor 8: [Pappu\\_Labor.mp3](#)

| Header  | Answer  |
|---|---|
| Name of the Person                              | Pappu   |
| Age   | 40+ Years   |
| Gender  | Male  |
| Family Size                                     | 4   |
| Average Annual Family Income (In INR)           | 84000-96000   |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify                 |
| <b>If Laborer then:</b>                         |   |
| What kind of work do they do?                   | Work and various construction-related activities make up daily labor. |
| How long have they been doing this work?        | 20 Years  |
| How regularly do they visit this labor adda for | Daily   |

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|--|---|
| work?  |   |
| How do they find work at the labor adda?   | Through Brokers / House Owners who come to this labor Adda , if they don't come, they need to go back.  |
| How do they decide whether to accept work or not?  | Since they rarely get work, he usually accepts all kinds of labor work, and he comes daily with hope to this Adda to get the work.  |
| How do they arrive at the wages for the work?  | He has fixed a certain amount based on the work he needs to do, which depends on the owner and the availability of work.  |
| How do they handle situations where they are not paid wages at the end of the work?                        | This has happened a lot for him, and as he told me, he is totally helpless in such cases, and he only calls the builder/owner/broker many times in the hope that he is able to get his money on time. |
| If they don't find work at the labor adda then what do they do?  | .He usually returns to his village/home   |
| Do they have any alternate source of income apart from work?   | No, as told, he totally relies on this labor adda for his bread earning.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | No one takes responsibility; Labor has to spend from his own pocket for his medical well being and if anything goes wrong, he himself is being responsible.   |

## i.) Labor 9: [Paras Ram\\_Labor.mp3](#)

| Header             | Answer    |
|--------------------|-----------|
| Name of the Person | Paras Ram |
| Age                | 40+ Years |
| Gender             | Male      |
| Family Size        | 4         |

|  |  |
|--|--|
| Average Annual Family Income (In INR)  | 40000-60000  |
| Role   | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>  |  |
| What kind of work do they do?  | He possesses the skills of a master builder, engaging in a wide range of constructional endeavors, like the esteemed craft of masonry itself.  |
| How long have they been doing this work?   | 20+ Years  |
| How regularly do they visit this labor adda for work?  | He comes daily with all his construction items.  |
| How do they find work at the labor adda?   | Through the Brokers and Homeowners who visit this Labor Adda; if they don't visit, they have to go back.   |
| How do they decide whether to accept work or not?  | Since they rarely get work, he usually accepts all kinds of labor work, and he judges the person. If he finds that something is wrong, he doesn't go to the place again.   |
| How do they arrive at the wages for the work?  | He has fixed a certain amount, which is 700-800 Rs/day based on the work he needs to do, which depends on the owner and the availability of work.  |
| How do they handle situations where they are not paid wages at the end of the work?                        | This has happened a lot for him, and as he told us, he is totally helpless in such cases, and he can only ask for the money for his hard work. and he also told us that the owners start making threats to these poor people about their position and power, because of which they become more helpless. |
| If they don't find work at the labor adda then what do they do?  | .He usually returns to his village/home  |
| Do they have any alternate source of income apart from work?   | No, as told, he totally relies on this labor adda for his bread earning.   |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the  | Nobody is held responsible; the laborer is   |



|   |   |
|---|---|
| working site, does the Broker/Owner take responsibility ? | expected to pay for everything out of his own pocket to ensure his own medical well-being, and he is the one who will be held responsible for anything that goes wrong. |
|---|---|

## j.) Labor 10: [Rajesh\\_Labor.mp3](#)

| Header  | Answer   |
|---|--|
| Name of the Person                                    | Rajesh   |
| Age   | 35 Years   |
| Gender  | Male   |
| Family Size   | 5  |
| Average Annual Family Income (In INR)                 | 120000-130000  |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>                               |  |
| What kind of work do they do?                         | He is a Mason as well as Labor and he does all kinds of work based on availability.  |
| How long have they been doing this work?              | 10-12 years  |
| How regularly do they visit this labor adda for work? | Daily and he doesn't come here only when he is booked somewhere for work.  |
| How do they find work at the labor adda?              | Through Brokers / House Owners / Customers who come at this labor Adda   |
| How do they decide whether to accept work or not?     | Because opportunities are so scarce for him, he typically agrees to perform any type of manual labor that is offered to him and makes an effort to bargain based on the nature of the job and its associated conditions. |
| How do they arrive at the wages for the work?         | He has fixed 500-800 Rs/day based on the kind of work he needs to do, and since he is Mason as well as a laborer, the working pattern depends on the requirements of the broker/owner and he negotiates as per that.     |

|  |  |
|--|--|
| How do they handle situations where they are not paid wages at the end of the work?                        | It is a situation that has happened to him, and he is helpless in such cases, and he just said “hum toh Majdoor hai hum kya hi kar sakte” which clearly depicts the state of helplessness for these poor laborers.                                 |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village.   |
| Do they have any alternate source of income apart from work?   | There is no alternate source of income, but he has his own farm in his village, where his family farms, which is a main source of bread for his family, and it is only helping him to survive for food and acts as a support in his daily earning. |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | N/A  |

## k.) Labor 11: [Sanjay Kumar\\_Labor.mp3](#)

| Header                                | Answer  |
|---------------------------------------|---|
| Name of the Person                    | Sanjay Kumar  |
| Age                                   | 24 Years  |
| Gender                                | Male  |
| Family Size                           | 7   |
| Average Annual Family Income (In INR) | 144000-156000   |
| Role                                  | <b>Laborer</b> /Labor Broker/Any Other Please Specify                           |
| <b>If Laborer then:</b>               |   |
| What kind of work do they do?         | Daily labor consists of work as well as a variety of activities associated with |

|  |  |
|--|--|
|  | construction, such as lifting bricks and performing other construction-based labor.  |
| How long have they been doing this work?   | 6 Years  |
| How regularly do they visit this labor adda for work?  | Daily  |
| How do they find work at the labor adda?   | Through brokers and home owners who present themselves at this labor adda based on the specific needs of individual jobs.  |
| How do they decide whether to accept work or not?  | He accepts work based on requirements, and he accepts the work openly based on fixed pricing set by him, and he usually gets paid well for his work.   |
| How do they arrive at the wages for the work?  | He has fixed 400-500 Rs/day based on the kind of work he needs to do.  |
| How do they handle situations where they are not paid wages at the end of the work?                        | He said that such a situation has not arisen for him to date, and he seemed confident that such things usually may not happen with him as well.  |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village/home.  |
| Do they have any alternate source of income apart from work?   | He has no alternate source of income.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | In these kinds of medical situations, he explained to us that in the case of minor wounds, the owner typically pays for the medications that the patient needs, but in the case of more serious medication problems, the owner or broker will typically try to flee, and no one is responsible for it. |

## I.) Labor 12: [Shiv Kumar\\_Labor.mp3](#)

| Header   | Answer  |
|--|---|
| Name of the Person   | Shiv Kumar  |
| Age  | 46 Years  |
| Gender   | Male  |
| Family Size  | 5   |
| Average Annual Family Income (In INR)  | 60000-84000   |
| Role   | <b>Laborer</b> /Labor Broker/Any Other Please Specify   |
| <b>If Laborer then:</b>  |   |
| What kind of work do they do?  | Daily Labor works and doing constructional activities   |
| How long have they been doing this work?   | 27 Years  |
| How regularly do they visit this labor adda for work?  | Daily   |
| How do they find work at the labor adda?   | Through Brokers / House Owners who come at this labor Adda  |
| How do they decide whether to accept work or not?  | Since they rarely get work, he usually accepts all kinds of labor work if he is paid well for it. |
| How do they arrive at the wages for the work?  | He has fixed 400-450 Rs/day based on the kind of work he needs to do and depends on the owner.    |
| How do they handle situations where they are not paid wages at the end of the work?                        | He is helpless in such situations and considers things more important towards fate.               |
| If they don't find work at the labor adda then what do they do?  | Returns to village/hometown   |
| Do they have any alternate source of income apart from work?   | No alternate source of income   |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | N/A   |

## m.) Labor 13: [Shresth Mani Saroj\\_Labor.mp3](#)

| Header  | Answer   |
|---|--|
| Name of the Person  | Shresth Mani Saroj   |
| Age   | 39 Years   |
| Gender  | Male   |
| Family Size   | 5  |
| Average Annual Family Income (In INR)   | 60000-72000  |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>   |  |
| What kind of work do they do?   | Daily work entails a wide range of tasks, from moving heavy materials to lifting bricks by brick and all related labor activities.   |
| How long have they been doing this work?  | 15 Years   |
| How regularly do they visit this labor adda for work?                               | Daily  |
| How do they find work at the labor adda?  | Through Brokers who come at this labor Adda  |
| How do they decide whether to accept work or not?                                   | He usually accepts all kinds of labor work, and he tries to negotiate based on work and conditions; everything is seen on the basis of work.   |
| How do they arrive at the wages for the work?                                       | He has fixed 400-500 Rs/Day based on the kind of work he needs to do, depending on the requirements of the brokerr and the amount which they want based on work.   |
| How do they handle situations where they are not paid wages at the end of the work? | It is a situation that has only occurred once for him, and in that instance, he had reported the incident to the police, after which he received his money, and this situation only occurred once for him. |
| If they don't find work at the labor adda then what do they do?                     | He usually returns to his village/home.  |

|  |   |
|--|---|
| Do they have any alternate source of income apart from work?   | There is an alternate source of income in his village in terms of agriculture and they do farming for their daily chores apart from labor.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | This circumstance has not yet arisen for him, but he is optimistic that the broker and the owner will provide him with medicines and money. |

## n.) Labor 14: [Sukh Raj Bind Labor.mp3](#)

| Header  | Answer   |
|---|--|
| Name of the Person                                    | Sukh Raj Bind  |
| Age   | 44 Years   |
| Gender  | Male   |
| Family Size   | 3  |
| Average Annual Family Income (In INR)                 | 96000-120000   |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>                               |  |
| What kind of work do they do?                         | He is a master constructor who engages in a variety of constructional endeavors, including the esteemed craft of masonry. In brief, he is a mason. |
| How long have they been doing this work?              | 13-14 Years  |
| How regularly do they visit this labor adda for work? | Daily  |
| How do they find work at the labor adda?              | Through brokers / house owners who come to this labor Adda based on individual work requirements, he has also shared his                           |

|  |   |
|--|---|
|  | personal number, on which he receives calls based on work and it also goes on referral basis where one owner refer him to the other owners for construction.  |
| How do they decide whether to accept work or not?  | He accepts work on the basis of the requirements, and he accepts the work openly on the basis of the fixed pricing that he has set.   |
| How do they arrive at the wages for the work?  | He has fixed 400-450 Rs/day based on the kind of masonry work he needs to do.   |
| How do they handle situations where they are not paid wages at the end of the work?                        | He approached the matter with a bit of a philosophical approach, saying that someone can betray him for only one day, and in that case he can't do anything and it is a part of fate, but from the next day on he will join the work somewhere else possible. Also, at the end, we can conclude that he is helpless in such a case as the owner forces him to run away from that place.   |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village/home. Also, sometimes this happens that at Adda, he is told to do some work, but after taking him to the place, he is forced to do other work, for example, cleaning toilets. In that case, he also leaves the place to go back to his home.  |
| Do they have any alternate source of income apart from work?   | He has no other means of income; he relies solely on farming in his hometown to provide for his family's needs and personal consumption.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | In the event that he requires medical attention, he is certain that he will demand payment from the Owner/Broker despite the fact that he will have to fight for his rights in any and every way possible in order to obtain the funds necessary to cover his medical expenses. He also said that if the broker doesn't agree, the owner of the building needs to come into the picture, and he was confident that he will fight legally for this whole matter. |



## o.) Labor 15: [Sukram Chauhan\\_Labor.mp3](#)

| Header  | Answer  |
|---|---|
| Name of the Person                                    | Sukram Chauhan  |
| Age   | 43 Years  |
| Gender  | Male  |
| Family Size   | 3   |
| Average Annual Family Income (In INR)                 | 60000-84000   |
| Role  | <b>Laborer</b> /Labor Broker/Any Other Please Specify   |
| <b>If Laborer then:</b>                               |   |
| What kind of work do they do?                         | Currently, he is laying marble and tiles into the ground, and the majority of his employment involves construction activities linked to flooring work or work related to marble.  |
| How long have they been doing this work?              | 20 Years  |
| How regularly do they visit this labor adda for work? | Daily   |
| How do they find work at the labor adda?              | Through Brokers / House Owners who come at this labor Adda and sometimes it depends on the situation whether his particular work is required as it is being bit specific in nature.   |
| How do they decide whether to accept work or not?     | Since they rarely get work, he usually accepts all kinds of labor work and the number of hours on the payment basis is fixed but again it depends on the owner and usually he accepts the work if anything other than said work is not being made to be done. |
| How do they arrive at the wages for the               | He has fixed 700-800 Rs/Day based on the  |

|  |  |
|--|--|
| work?  | kind of work he needs to do for 8 hours and the final payment depends on work and owner mood..   |
| How do they handle situations where they are not paid wages at the end of the work?                        | In such cases, he was helpless. Some cases Bribery happens between owners and police, but in some cases he also showed a courage that he can file an official complaint by showing the work that is done by him although he also agreed that he don't have any proof of documents/record of his working but he replied his work can be shown up. So it is again a situational basis condition. When he calls for money then the owner tell some excuses through someone in order to not pay the money. |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village or simply roams here and there for some work. He also said it is not any government job. They are hardly in work for about 10-12 days and rest they simply roam about.   |
| Do they have any alternate source of income apart from work?   | No alternate source of income  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | Nobody is held responsible; the laborer is expected to pay for everything out of his own pocket to secure his own medical well-being, and he is the one who will be held responsible for everything that goes wrong if he does not fulfill this expectation. He stated that someone from the owner or broker needs to be held liable, although in practice this does not occur at all.   |

**p.) Labor 16: [Suresh Kumar Bhartiya\\_Labor.mp3](#)**

| Header             | Answer                |
|--------------------|-----------------------|
| Name of the Person | Suresh Kumar Bhartiya |

|  |  |
|--|--|
| Age  | 58 Years   |
| Gender   | Male   |
| Family Size  | 6  |
| Average Annual Family Income (In INR)  | 108000-144000  |
| Role   | <b>Laborer</b> /Labor Broker/Any Other Please Specify  |
| <b>If Laborer then:</b>  |  |
| What kind of work do they do?  | Engaging in wall-related tasks, such as painting and labor work related to wall paint and construction.  |
| How long have they been doing this work?   | 31 Years   |
| How regularly do they visit this labor adda for work?  | Daily  |
| How do they find work at the labor adda?   | Through Brokers / House Owners who come at this labor adda, there are paint shops nearby which tell where to go for work related to walls.   |
| How do they decide whether to accept work or not?  | Since they rarely get work, he usually accepts all kinds of wall work provided he is paid at par level to the market value.  |
| How do they arrive at the wages for the work?  | He has fixed 500-550 Rs/day based on the kind of work/ wall condition he needs to do.  |
| How do they handle situations where they are not paid wages at the end of the work?                        | In such cases, he is very helpless and also told that if he files a police complaint, he also needs to spend some money on bribery, and hence they don't do anything if any such thing happens to him. |
| If they don't find work at the labor adda then what do they do?  | He usually returns to his village.   |
| Do they have any alternate source of income apart from work?   | There is no alternate source of income; earlier, he used to farm but right now, due to the summer, he is not even working on farming.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |

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|---|-----|
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ? | N/A |
|---|-----|

## 7.B) Survey of Brokers:

### a.) Broker 1: [Ajay\\_Agrawal\\_Broker.mp3](#)

| Header   | Answer  |
|--|---|
| Name of the Person   | Ajay Agrawal  |
| Age  | 50 Years  |
| Gender   | Male  |
| Family Size  | 3   |
| Average Annual Family Income (In INR)                      | 108000-120000   |
| Role   | Laborer/ <b>Labor Broker</b> /Any Other Please Specify  |
| <b>If Labor Broker then:</b>                               |   |
| What kind of labor do they search for?                     | He usually searches for laborers who have previously worked for him, and even new ones also work, but his mindset is to get the maximum work output in a minimal amount of time.  |
| Does the kind of work they brokerage for change over time? | The work remains the same, but the brokerage rate at which they earn changes on the basis of the work available in the market. For example, if work is highly available, then the brokerage rate increases, and vice versa.     |
| How do they get to know where the work is for the day?     | They usually get the construction mapping from the engineer and rate quotation from the owner and based on the amount given and considering the time and profit margin , he decides how much and where the work is for the day. |

|  |   |
|--|---|
| How do they identify the right labor for the work?   | At the first instance, it is difficult to identify just by face. So they take labor with them to working site and if work is not found to be satisfactory then they return the labor with the amount for the number of hours work and from next day they remain careful to not take the said labor. |
| How do they negotiate wages for the laborers?  | Usually the market pricing among this adda is fixed , and he himself has fixed some rates based on working parameters, such as for normal labor, he has fixed 500 Rs/day and hence he tries to bring the labors to this price range only.   |
| What happens if they don't find the right labor in a labor adda?   | If he doesn't find the right labor adda here then he goes out to another labor adda which is present at Govindpur,Rambagh etc.  |
| What do labor brokers do when they don't have work?  | When he is not working, he goes back to his home and sits idle.   |
| Do they have any alternate source of income apart from work?   | No alternate source of income.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | As a broker, he told me that in case of medical emergency he gets medication for the laborers working under him and pays for medication from his own pocket. In this regard, the owners don't pay anything and as per him he only needs to pay in such cases.                                       |

## b.) Broker 2: [Chotu\\_Broker.mp3](#)

| Header             | Answer   |
|--------------------|----------|
| Name of the Person | Chotu    |
| Age                | 35 Years |
| Gender             | Male     |

|  |   |
|--|---|
| Family Size  | 4   |
| Average Annual Family Income (In INR)                      | 156000-168000   |
| Role   | Laborer/ <b>Labor Broker</b> /Any Other Please Specify  |
| <b>If Labor Broker then:</b>                               |   |
| What kind of labor do they search for?                     | As per him, he needs to do double hard work than the labor as the labor always tends to run away or do less work and hence he needs to stand there and make the work done. He usually prefers the labor who are known to him beforehand so that maximum work could be done. He also said that he can't rely fully on laborers nor he can't put much pressure on them as they may run away.  |
| Does the kind of work they brokerage for change over time? | The work remains the same, but the brokerage rate at which they earn changes on the basis of the work available in the market. For example, in cases where a high profile area work is involved then he charges more and he said that Local owners can't afford his rate.   |
| How do they get to know where the work is for the day?     | His acquaintance, called "Lal Ji" tells him the latest update about the possible work, and then he needs to reach the location with the given amount of labor and resources.  |
| How do they identify the right labor for the work?         | Identification of laborers by face is challenging in the first instance. Therefore, they bring labor with them to the job site, and if the work is deemed unsatisfactory, they return the labor with payment for the number of hours worked, and from the following day on, they are cautious not to hire the same labor. Also, he stated that he stands with the labor to observe and guarantee proper working conditions; only then is work possible. |
| How do they negotiate wages for the laborers?              | Typically, the market pricing in this adda is preset, and he himself has fixed some rates based on working parameters, such as 450 Rs/day for normal labor, and thus he attempts to bring all laborers within this price range.   |

|  |   |
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|  | Also, he has a set of laborers that he knows come at this price and do excellent work, so he prefers to hire them, and if the project is large, he attempts to give a Rs 50 bonus.  |
| What happens if they don't find the right labor in a labor adda?   | If he doesn't find the right labor adda here, then he goes out to another labor adda that is present at Rajapur, which according to him is also one of the biggest and no one goes vacant there, and it is one of the sources.                                |
| What do labor brokers do when they don't have work?  | When he is not working, he goes back to his home and sits idle, but by God's grace, he hardly remains vacant and is mostly occupied with work.  |
| Do they have any alternate source of income apart from work?   | No alternate source of income.  |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | As a broker, he informed me that in the event of a medical emergency, the owner and broker both obtain and pay for medication for the laborers working under them. In this regard, all parties involved have a stake, and no one shirks their responsibility. |

### c.) Broker 3: [Pradeep\\_Broker.mp3](#)

| Header                                | Answer       |
|---------------------------------------|--------------|
| Name of the Person                    | Pradeep      |
| Age                                   | 60+ Years    |
| Gender                                | Male         |
| Family Size                           | 8            |
| Average Annual Family Income (In INR) | 96000-144000 |



|  |  |
|--|--|
| Role   | Laborer/ <b>Labor Broker</b> /Any Other Please Specify   |
| <b>If Labor Broker then:</b>                                     |  |
| What kind of labor do they search for?                           | He usually tries to take labor based on work specifications required at the working site, for example if a paint work needs to be done then he looks for a perfect painter at the best cost possible and then negotiations happen..  |
| Does the kind of work they brokerage for change over time?       | The type of work, like plumbing, putty, paint etc. has different brokerage rates depending on the labor costs, and then it also depends on whether the money is paid regularly or is paid part by part.  |
| How do they get to know where the work is for the day?           | They usually get the work from the owners themselves, go to the location, and then fix the rate based on the work requirements and number of days. Once the deal is final, the work is fixed for that respective location. Some of the owners called him on a referral basis as well..                                       |
| How do they identify the right labor for the work?               | As per him, he has a past record of maintenance to know which labor to take, and he usually prefers hard working and honest, reliable labor so that no stealing happens at the owner 's place because if anything happens, they will be held. So the main criteria are a past work record, along with hard work and honesty. |
| How do they negotiate wages for the laborers?                    | Normal market pricing in this adda is fixed, and he has set some rates depending on working requirements, such as 500 Rs. per day for normal labor, which he pays in full without any more negotiation.  |
| What happens if they don't find the right labor in a labor adda? | If he doesn't find the right labor adda here then he goes out to another labor adda which is present at Kacheri, Rambagh etc. Also he prefers to find the labor at the same adda where he gets work as his transportation costs are being saved.   |
| What do labor brokers do when they don't have work?              | When he is not working, he used to run a battery rickshaw, which was stolen some days ago. Hence, he goes back to home to sit idle in case of no work.   |

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| Do they have any alternate source of income apart from work?   | He used to have an alternate income by running a battery rickshaw, but recently it got stolen as well. Now his son runs another rickshaw, and that acts as one of his sources of alternate income. |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | N/A  |

#### d.) Broker 4: [Ram Kumar\\_Broker.mp3](#)

| Header   | Answer  |
|--|---|
| Name of the Person   | Ram Kumar   |
| Age  | 65 Years  |
| Gender   | Male  |
| Family Size  | 5   |
| Average Annual Family Income (In INR)                      | 156000-168000   |
| Role   | Laborer/ <b>Labor Broker</b> /Any Other Please Specify  |
| <b>If Labor Broker then:</b>                               |   |
| What kind of labor do they search for?                     | As he usually aims for the maximum profit while doing work, he also aims to find laborers who are ready to work at the minimum possible charge. Also, his main intention is to get work done and gain the most money out of it. |
| Does the kind of work they brokerage for change over time? | The brokerage rate at which they earn changes on the basis of the work that is required; in the case of marble fitting, there is a higher brokerage rate, and similarly for the   |

|  |  |
|--|--|
|  | other odd works.   |
| How do they get to know where the work is for the day?   | He usually nowadays gets less work through this labor adda; instead, he gets the majority of his orders of work via call from respective owners, and he comes here to find labor at the cheapest value possible.   |
| How do they identify the right labor for the work?   | He has been working in this field for a long time and by now has developed a very good relationship with certain laborers, and when work comes in, he usually prefers to take them as they are loyal to him in terms of work.  |
| How do they negotiate wages for the laborers?  | He tells us that Rs 450-500/day is a fixed cost and it is in the whole market, so it can't be negotiated more, so they need to take the laborers at the said price.  |
| What happens if they don't find the right labor in a labor adda?   | If he doesn't find the right labor adda here, then he goes out to another adda in Rambagh or goes to the village area to get the cheapest possible labor.  |
| What do labor brokers do when they don't have work?  | When he is not working, he goes back to his home and sits idle.  |
| Do they have any alternate source of income apart from work?   | No alternate source of income.   |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | As a broker, he informed me that in the event of a medical emergency, no one actually takes responsibility. Instead, bribery is done to the officials and it is tried to close the matter on an urgent basis, and in those cases, these brokers also don't care about labor as they too have to face the consequences if they open their mouths or try something against the system. |

### e.) Broker 5: [Ram\\_Prakash\\_Broker.mp3](#)

| Header   | Answer  |
|--|---|
| Name of the Person   | Ram Prakash   |
| Age  | 82 Years  |
| Gender   | Male  |
| Family Size  | 8   |
| Average Annual Family Income (In INR)                            | 72000-85000   |
| Role   | Laborer/ <b>Labor Broker</b> /Any Other Please Specify  |
| <b>If Labor Broker then:</b>                                     |   |
| What kind of labor do they search for?                           | He usually tries to take labor based on the work specifications required at the working site.   |
| Does the kind of work they brokerage for change over time?       | It has different brokerage rates depending on the labor costs.  |
| How do they get to know where the work is for the day?           | They usually get the work from the owners themselves and then they make the things over contractual basis and let the resources and labor be prepared accordingly.                                |
| How do they identify the right labor for the work?               | He says all laborers are hardworking, and just saying that anyone's labor is not good is not a good idea, and he took the matter towards the political issue of labor.                            |
| How do they negotiate wages for the laborers?                    | He has set certain rates based on working demands, such as 450 rupees per day for regular labor, which he pays in full without further negotiation. The Adda's standard market pricing is preset. |
| What happens if they don't find the right labor in a labor adda? | If he doesn't find the right labor adda here, he goes out to another labor adda which is present at the nearby possible locations.  |
| What do labor brokers do when they don't have work?              | In case of no work, he has to sit ideally at home without any work.   |

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| Do they have any alternate source of income apart from work?   | No alternate source of income, though at a later stage he revealed that he is a political leader of the Labor Union and that's why some of his answers were in a bit of a political sense. |
| Any other questions based on the conversation, please specify and document the answers in additional rows. |  |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | N/A  |

## f.) Broker 6: [Ranjit Patel\\_Broker.mp3](#)

| Header   | Answer   |
|--|--|
| Name of the Person   | Ranjit Patel   |
| Age  | 44 Years   |
| Gender   | Male   |
| Family Size  | 8  |
| Average Annual Family Income (In INR)                      | 230000-240000  |
| Role   | Laborer/ <b>Labor Broker</b> /Any Other Please Specify   |
| <b>If Labor Broker then:</b>                               |  |
| What kind of labor do they search for?                     | He usually works to make the most money possible, so he also tries to find laborers who are willing to work for the least amount of money. Also, his main goal is to finish work and make as much money as possible from it. |
| Does the kind of work they brokerage for change over time? | Yes, as per him, the kind of work on which they work changes as per the needs of the market, and it is basically highly dependent on the supply and demand chain. Also, if the   |

|  |   |
|--|---|
|  | owner allows the broker to bring raw items, there is a feasible chance of earning some more commission in between, but this case happens rarely.  |
| How do they get to know where the work is for the day?           | He gets the major orders via calls and then he goes to the owner and then a deal is done based on the amount of work and everything is written on a piece of paper then the broker tells up the final amount and negotiations happen and then the deal is locked for a work. He comes here mainly for the picking of laborers at the cheapest cost possible.  |
| How do they identify the right labor for the work?               | At first, it is hard to tell who is working by looking at their face. So, they bring workers to the job site with them. If the work isn't good enough, they send the workers back and pay them for the hours they worked. The next day, they are careful not to hire the same workers. Also, he said that he usually starts work half an hour late and leaves early so that he can pay Rs 50 less, and he tries to finish the work as quickly as possible so that he can make the most money. |
| How do they negotiate wages for the laborers?                    | Typically, the market pricing in this adda is preset, and he himself has fixed some rates based on working parameters, such as 500 Rs/day for normal labor, but as he said by bringing late and sending early and making them work the same amount what was expected allows him to bring more profits.  |
| What happens if they don't find the right labor in a labor adda? | If he doesn't find the right labor adda here, then he goes out to another labor adda that is present at Rambagh and if no one is seeming suitable anywhere then they give a pause to work for some time.  |
| What do labor brokers do when they don't have work?              | When he is not working, he runs another possible businesses to keep earning.  |
| Do they have any alternate source of income apart from work?     | Yes, he has another alternate source in terms of a small business where he sells tea, daily grocery items, or similar items so that he can keep earning for his family.   |

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|--|---|
| Any other questions based on the conversation, please specify and document the answers in additional rows. |   |
| In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?          | As a broker, he informed me that in the event of a medical emergency, the owner and broker, no one takes the responsibility and no one is liable to pay. Also sadly the same thing happens at government level too. So in any case labor are getting exploited in it as they don't have any medical assurance in terms of any accident that may happen out. |

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**END OF THE SURVEY REPORT**