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Informal Labor Adda Data Analysis

On

Informal Labor Markets by visiting Labor Adda

Under guidance of Dr. G. Venkat Ram Reddy

By

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Abstract:

The project titled "Informal Labor Markets" was initiated under the esteemed guidance of Dr. G. Venkat Ram Reddy with the active participation of students. This project aimed to gain a comprehensive understanding of the informal labor market, which encompasses various employment activities outside the formal sector, lacking legal protection, social security, and regulated working conditions. The objective of the project was to collect real-time data through surveys conducted across different states to shed light on the working conditions, wages, job security, and access to social protection of informal workers.

Introduction:

The informal labor market plays a crucial role in the global economy, providing livelihoods to a substantial proportion of the workforce. However, this sector often lacks formal recognition, leaving workers vulnerable to exploitation and devoid of legal protections and social security benefits. The project "Informal Labor Markets" aimed to bridge the knowledge gap surrounding this sector by conducting real-time data surveys across various states.

1.) Background:

The informal labor market encompasses a diverse range of economic activities, such as street vending, small-scale manufacturing, domestic work, and construction work, among others. Despite its significant contribution to the economy, informal labor remains largely unregulated, making it essential to explore the dynamics of this sector to devise effective strategies for inclusive growth and improved livelihoods.

2.) Research Objectives:

The primary objective of the project was to gather empirical data on informal workers' conditions, wages, job security, and access to social protection. By gaining insights into the realities of the informal labor market, the project aimed to inform policymakers and researchers about the challenges and opportunities within this sector. The ultimate goal was to contribute to evidence-based policy decisions and interventions that promote the welfare of informal workers.

3.) Project Methodology:

The project adopted a survey-based approach to collect real-time data. The participants actively engaged in conducting surveys in various states. The surveys

were designed to elicit information about the working conditions, wages, and social protections available to informal workers. The data collection process was meticulously planned and executed to ensure comprehensive coverage and reliability of the findings.

4.) Project Execution:

The project's execution involved close collaboration between the student participants, the project lead, Dr. G. Venkat Ram Reddy, and other stakeholders. Regular communication and feedback mechanisms were established to ensure smooth progress and address any challenges encountered during the data collection process.

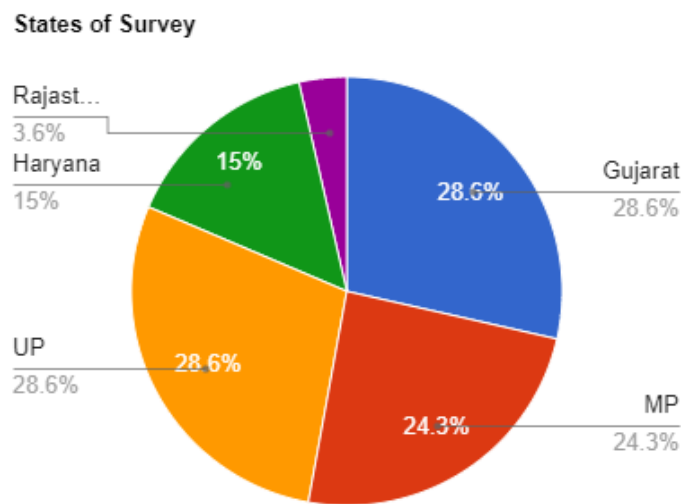
5.) Project Outcomes:

The data collected through the surveys provided valuable insights into the working conditions and vulnerabilities faced by informal workers. These findings are expected to contribute significantly to academic research and inform policy discussions aimed at promoting inclusive growth and bettering the lives of informal laborers.

In conclusion, the "Informal Labor Markets" project served as a platform for students to actively engage in meaningful research and contribute to a critical area of study. Through their dedication and efforts, valuable data was gathered, which has the potential to drive positive change in the informal labor sector. The project's success is a testament to the importance of student participation in socially relevant research endeavors and highlights the benefits of collaborative efforts between academia and real-world challenges.

Laborer

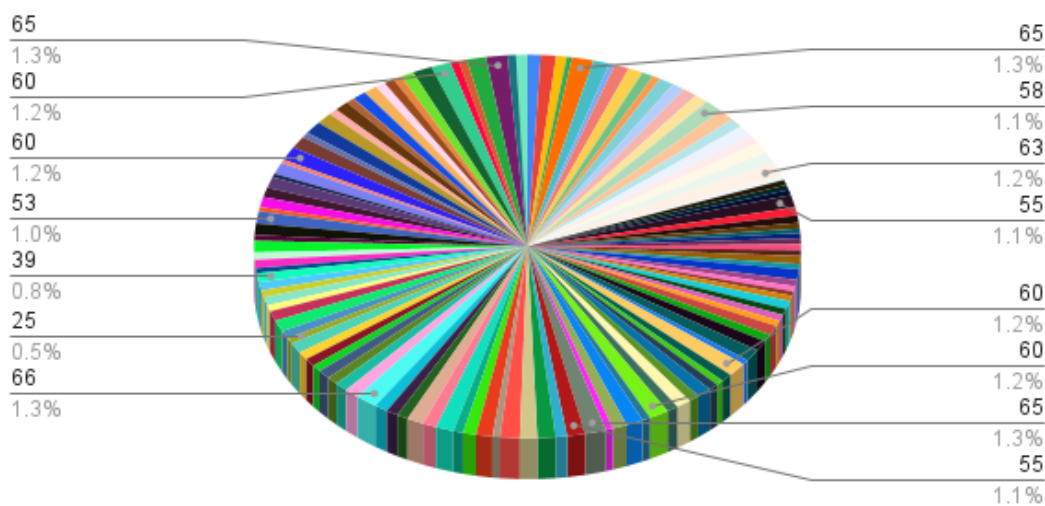
States of survey:



1) Age:

Age Range of all the laborers.

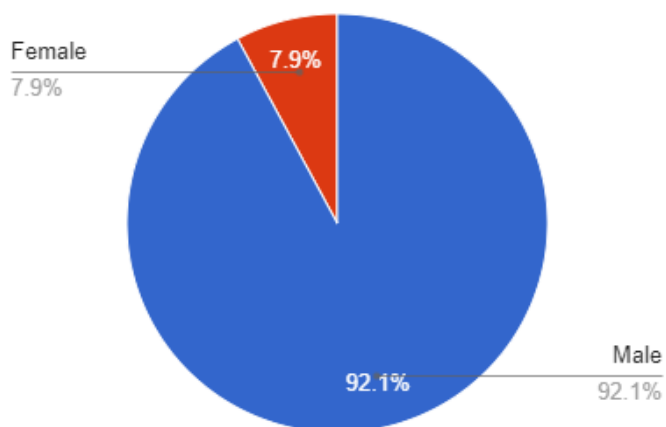
Age



State	Gender	Minimum	Maximum	Average	Total Average
Gujarat	Female	23	60	29.5	40.23
	Male	21	66	40.37	
Rajasthan	Female	32	50	41	33
	Male	22	36	27.67	
Haryana	Female	26	26	26	44
	Male	26	65	45	
Madhya Pradesh	Female	22	35	31	27
	Male	17	55	27	
Uttar Pradesh	Female	-	-	-	41.47
	Male	17	65	41.47	

2) Gender:

States of Survey



Gujarat	Female	4
	Male	36
Rajasthan	Female	2
	Male	3
Haryana	Female	1
	Male	20
Madhya Pradesh	Female	4
	Male	17
Uttar Pradesh	Female	0
	Male	40

3) Annual Income:

		Minimum	Maximum	Average	Total Average
Gujarat	Female	84,000	3,60,000	1,67,250	174358.9744
	Male	15,000	3,50,000	175171.4286	
Rajasthan	Female	15,000	20,000	17,500	57000
	Male	20,000	1,50,000	83333.34	
Haryana	Female	1,44,000	1,44,000	1,44,000	169428.619
	Male	24,000	14,40,001	170700.05	
Madhya Pradesh	Female	1,00,000	1,26,000	1,17,000	177266.27
	Male	36,000	4,20,000	174505.88	
Uttar Pradesh	Female	0	0	0	115000
	Male	40000	200000	115000	

4) Family size:

	Minimum	Maximum	Total Average
Gujarat	3	15	5
Rajasthan	5	25	10
Haryana	2	10	6
Madhya Pradesh	3	17	7
Uttar Pradesh	3	12	5.3

5) What kind of work do they do?

Gujarat: Manual labor, Material handling, Site preparation, Foundation and structural work, Electrical and plumbing work, Finishing work, Coloring.

Rajasthan: Manual labor, Foundation and structural work, Marble grinding work, RCC Plaster.

Haryana: Manual labor, Material handling, Site preparation, Foundation and structural work, Electrical and plumbing work, Finishing work, Painting..etc

Madhya Pradesh: All kinds of unskilled work at construction sites, masonry work, carrying loads.

Uttar Pradesh: Lifting weights, painting, daily labor works, masonry work.

6) How long have they been doing this work?

		Minimum	Maximum	Total Average
Gujarat	Female	3 years	30 years	16.21 years
	Male	41 years	1 month	

Rajasthan	Female	8 years	10 years	8.8 years
	Male	8 years	10 years	
Haryana	Female	7 years	7 years	20.27 years
	Male	0.125 years	45 years	
Madhya Pradesh	Female	7 years	15 years	7.66 years
	Male	15-20 days	20 years	
Uttar Pradesh	Female	-	-	21 years
	Male	12-15 days	35 years	

7) How regularly do they visit this labor adda for work?

Gujarat: Daily

Rajasthan: Daily

Haryana: Daily

Uttar Pradesh: Daily

Madhya Pradesh: Not so frequent.

8) How do they find work at the labor adda?

Gujarat: In most instances, the broker will approach them and describe the task. In some instances, it is through connections with middlemen and other laborers. A handful were brokers' permanent workers.

Rajasthan: Broker approaches them

Haryana: They find it from House-Owners

Madhya Pradesh: Contractors contact them or through relations.

Uttar Pradesh: Through brokers and house owners

9) How do they decide whether to accept work or not?

Gujarat: Usually, they accept any project the broker assigns. In one or two instances, they first determine whether the broker is fraudulent before accepting the work. In a few other circumstances, they will need a certain sum of money to accept the work.

Rajasthan: What kind of pay is made available to them. Providing the broker does not engage in fraud. Any kind of labor that they are willing to take on.

Haryana: Generally, they accept all types of work. A few of them accept work after observing the caste and demeanor of the person offering them work. In addition, a few agree only if they are offered a specific wage.

Uttar Pradesh: Most of the workers accept the work without much deliberation and a few workers decide by the work to be done and money given.

Madhya Pradesh: Generally, on the basis of the contractors they know and others don't have a specific condition.

10) How do they arrive at the wages for the work?

Gujarat: They have a pre-decided amount for the work they are going to do. In some instances they bargain but it's not always fulfilled.

Rajasthan: They have minimum 600/day wages. But sometimes if there is no available work they even go below those wages.

Haryana: They have pre-decided wages. Highest wage goes up to ₹800/day and lowest wage is ₹250/day.

Madhya Pradesh: The wages are pre decided for the work to be done and in some cases it is decided by the brokers.

Uttar Pradesh: The wages are pre decided for the work to be done by the workers and in some cases it is decided by the brokers.

11) How do they handle situations where they are not paid wages at the end of the work?

Gujarat: They cannot take legal action against them because they lack evidence of their informal labor. Notifying the authorities will only exacerbate their problems. There are only a few instances where they have gone to the police or fought with the broker. There are some cases where they are provided the wages and this type of scenario never happens.

Rajasthan: Occasionally, this scenario never occurs. While in other instances they have limited options. They attempt to request or dispute, but ultimately must accept the status quo.

Haryana: Few have not encountered this form of circumstance. Those who have confronted them are helpless. In a few instances, people have even reported this to the authorities. However, they still hadn't got their hard-earned wages back.

Madhya Pradesh: This has never happened with the laborers in this region. One or two workers have mentioned when it happened with them they have given up, considering themselves as smaller people.

Uttar Pradesh: Files the police complaints, few accept the situation as it is.

12) If they don't find work at the labor adda then what do they do?

Gujarat: They attempt alternative labor addas. If they are unable to find work there, they are helpless and have to head home.

Rajasthan: They have to go home disappointed.

Haryana: A few try to find work at other labor addas. If they are unable to find work there, they are helpless and have to head home.

Madhya Pradesh: They mostly find the work from the contacts.

Uttar Pradesh: They return back to their homes.

13) Do they have any alternate source of income apart from work?

Gujarat: In most of the cases, they don't have any other source of income. A couple of people have farms back in their villages.

Rajasthan: There was only one person with additional employment. He does goat livestock rearing.

Haryana: They typically have no other means of financial support. A few laborers have farms in their original villages.

Madhya Pradesh: No.

Uttar Pradesh: No other sources. Very few workers do farming in their villages and work like this.

14) Any other questions based on the conversation, please specify and document the answers in additional rows.

Gujarat: They have no knowledge of any government-provided services. Their entire income is spent on the welfare of their families. They only have work for 15–20 days out of the month.

Rajasthan: They wanted the government to enact a policy in which their wages are fixed and they receive daily employment. Several of them own farms. However, cultivation is also difficult today.

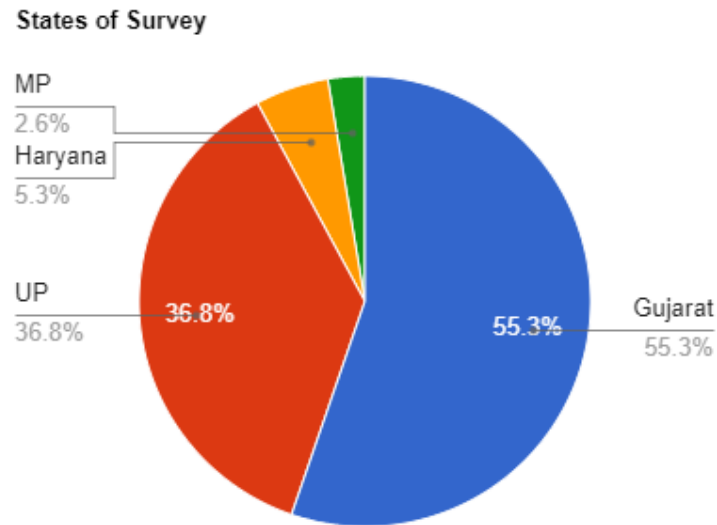
Haryana: They're not provided any medical services when injured.

Uttar Pradesh: In cases of medical emergencies no one takes the responsibility.

Madhya Pradesh: They have no knowledge of any government-provided services. Brokers provide complete medical assistance in case of injury.

Brokers

States of Survey:

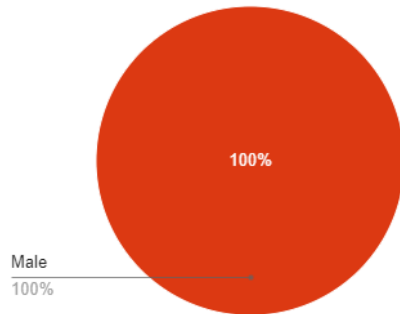


1) Age:

State	Minimum	Maximum	Average
Gujarat	24	65	42.34
Haryana	31	31	31
Uttar Pradesh	28	82	50.15

2) Gender:

States of Survey



All the brokers are male

3) Annual Income:

State	Minimum	Maximum	Average
Gujarat	50000	700000	500000
Uttar Pradesh	48000	500000	200000
Haryana	72000	200000	150000

4) Family size:

State	Minimum	Maximum	Average
Gujarat	2	14	5
Uttar Pradesh	3	14	6.16

Haryana	Not disclosed by the broker	-	-
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5) What kind of labor do they search for?

Gujarat: Workers for construction, plastering, RCC, flooring, coloring buildings and everything

Uttar Pradesh: Laborers who have done the same kinds of work and where he can earn the maximum profits.

Haryana: Laborers who have done the same kinds of work and with whom he had already worked.

6) Does the kind of work they brokerage for change over time?

Gujarat: Generally speaking, it does not. They are looking for construction workers. As the work progresses on these sites, the demand for specialized labor increases. Aside from that, it largely depends on the weather. In the end, the cycle repeats itself.

Uttar Pradesh: Generally it depends upon the market rates of labor, proportionally the brokerage varies.

Haryana: Depending on the work

7) How do they get to know where the work is for the day?

Gujarat: They build connections with a constructor. If the builder is satisfied with the completed work, he takes the worker to another site or introduces him to other builders.

Uttar Pradesh: They often get work orders directly from the owners.

Haryana: Does the fixed work and has contacts which let him know about the work.

8) How do they identify the right labor for the work?

Gujarat: They are looking for laborers who are moral and have no bad behavioral patterns. Occasionally, when making a decision is difficult, brokers use trial and error. Many of them also have permanent workers.

Uttar Pradesh: 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.

In a few cases they keep contact with good laborers and usually do many of his works, if in case of absence of those, he randomly finds them out in the market.

9) How do they negotiate wages for the laborers?

Gujarat: It's pre-decided.

Uttar Pradesh: Based on work requirements and the current market rate, the wages are being decided and negotiated, and their variation may come based on number of hours, type of work, and other working conditions

10) What happens if they don't find the right labor in a labor adda?

Gujarat: They go to another labor adda. If they don't find one, they try their best to find someone from somewhere.

Uttar Pradesh: Mostly they visit the other labor Adda whereas few broker won't face this issue.

11) What do labor brokers do when they don't have work?

Gujarat: They go home.

Uttar Pradesh: Return to home.

12) Do they have any alternate source of income apart from work?

Gujarat: No they don't.. A couple of people were into farming and share markets.

Uttar Pradesh: No, a few people own small shops where they sell tea and grocery items or farming.

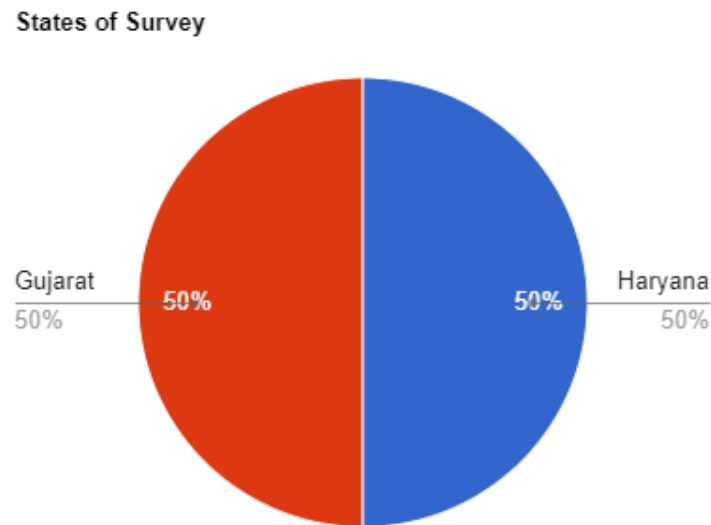
13)Any other questions based on the conversation, please specify and document the answers in additional rows. If any other than laborer/labor broker name their role and then follow up with similar questions and answers using additional roles

Gujarat: They pay for tea and coffee for laborers sometimes when the main builder is not on the site. Sometimes when there's a rush, if another broker pays extra ₹50 they lose workers.

Uttar Pradesh: In case of medical emergencies sometimes house owners and brokers pay the money but in some cases they have to face problems.

House Owners

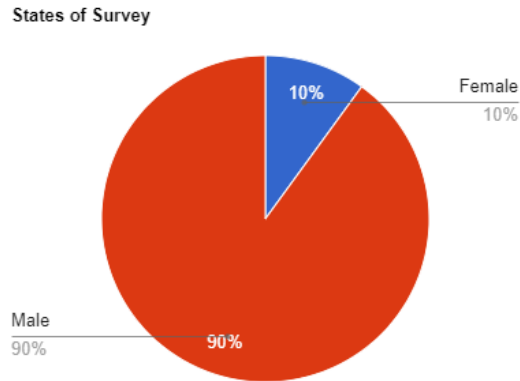
States of Survey:



1)Age:

State	Gender	Minimum	Maximum	Average	Total Average
Gujarat	Male	30	53	40.8	40.8
Haryana	Female	45	45	45	56.2
	Male	42	51	59	

2)Gender:



Gujarat	Female	0
	Male	5
Haryana	Female	1
	Male	4

3)Annual Income:

		Minimum	Maximum	Average	Total Average
Gujarat	Male	300000	600000	450000	450000
Haryana	Female	250000	250000	250000	607142.86
	Male	300000	1200000	472222.22	

4)Family size:

		Minimum	Maximum	Average	Total Average
Gujarat	Male	4	5	4.4	4.4
Haryana	Female	4	4	4	8.2
	Male	5	15	9.25	

5)What kind of labor do they search for?

Gujarat: Construction Workers

Haryana: For construction purpose,For house maintenance purpose,For small household purposes, or carpenter works.

6)What are the challenges in finding labor for work?

Gujarat: Sometimes they are not able to find the laborers

Haryana:No challenges faced.

7)Do you depend on labor brokers to find labor?

Gujarat: Occasionally, sometimes not.

Haryana: Majorly Not.

8)Does the kind of work they broker change over time?

Gujarat: Yes, it changes over time.

Haryana: No certain answer given.

9)How much do you pay the broker for the service? (Approximate per laborer)

Gujarat: 100 per laborer

Haryana: Not disclosed.

10)What happens if the laborer does not turn up or does not do the work well? Do you make labor or labor brokers accountable?

Gujarat: Labor broker is held accountable for those actions.

Haryana: Labor broker is held accountable.

11)Would you prefer to directly source labor if there is an option available to you?

Gujarat: Yes, it becomes easy

Haryana: Yes.

12)How do they get to know where the work is for the day?

Gujarat: Through the network and connections made

Haryana: The owner has to ask them on their own, or ask the labor broker.

13)How do they identify the right labor for the work?

Gujarat: Through trial and error.

Haryana: After looking at their work for some days, if they are doing well, then they continue, else they are fired from the work. Or sometimes it depends on work as well.

14)How do they negotiate wages for the laborers?

Gujarat: It's pre-decided.

Haryana: They have fixed rates, in few cases they have to bargain.

What happens if they don't find the right labor in a labor adda?

Gujarat: They go to another adda

Haryana: They wait for a few days to search for the right labor. Or tries to contact other people for labor.

15)What do labor brokers do when they don't have work?

Gujarat: They go home. A couple of them have farms. So they engage in agriculture.

Haryana: If one task is over they earn from different tasks. Others have not specified

16)Do they have any alternate source of income apart from work?

Gujarat: No, they don't. A couple of them have farms. So they engage in agriculture.

Haryana: Very few people have their farms

17)In case of any medical emergency at the working site, does the Broker/Owner take responsibility ?

Gujarat: In some cases they do. In some they don't

Haryana: Owner takes the responsibility. In very few cases they don't take responsibility.

18)Any other challenges or issues you face when interacting with laborers or labor brokers?

Gujarat: In a few instances, they agree to work but then they deny at the last minute.

Haryana: Yes, sometimes it happens that they first agree for the work, but later they deny.