

Report on Training of Enumerators and Supervisors for BCC-CMID Migration Project

Bankura Christian College (BCC) organized a two-day training program on 12th and 13th December 2019 for the supervisors and the field investigators at Virtual Class room of BCC, Bankura, West Bengal. The key stages of the training include,

- Introductory briefing about the project
- Dos and Don'ts in the interview process
- Detail discussion of questionnaires
- Mock interviews



The main objectives of the training are,

- to train the field teams on administering the android based questionnaire
- to review and to make the investigators acquainted with different terminologies used in the questionnaire
- to orient them regarding their role and responsibilities during data collection in the field.

Mr. Amrita Pal and Dr. Atanu Ghosh facilitated the introduction part of the training session. The training was conducting using a mix of lectures, role-plays and group discussions. Dr. Ghosh, had discussed about various working definitions related to survey indicators and how to ask different tricky questions to the respondents. Detail discussion on the questionnaire was made by Mr. Amrita Pal. Mr. Vishunu Narendran from CMID was present in the meeting.

On the first day of the training majority of the issues were completed, on the second day each potential interviewer was asked to complete mock interviews. Mock interviews served two purposes, identification of good investigators and further familiarize the investigators with the flow of the questionnaire.

Pre-testing of the questionnaire on 9th December, 2019:

Pre-testing of hard copy of quantitative tool was done on Mandarboni village in Barjora Block of Bankura district. While doing pre-testing many issues related to the questionnaire had been arisen, they are as follows,

1. Few questions were added
2. Few questions were restructured
3. Some options added
4. Some skips were corrected

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Female workers Problems and prospects:

Wage: 300-350, work for 9 hours in a day and get one hour rest. (8 AM to 5 PM), women are basically engaged in light work in ply wood industry for “peeling work”

Societal issues: Community members in the origin badly treat these issues. According to them women should not go for work. Actually some of the women who are working in the road construction sites are more vulnerable for sexual exploitation. At industry site there is no such risk, but industrial safety measures are very minimum.

Elopement: Some women who had been working there have eloped with other men, leaving their husband and children at home. It is a cause of family dissolution. Some men also do the same thing but women are more likely do this compared to men.

Why women go for work: In most of the cases divorced/separated women from the Murshidab (muslim), Hooghly & Nadia (mostly Hindu) are going there either alone or with their children. As they will not get accommodation without their husband, they are contacting some single male to get one dummy husband. When a new woman is going she contacts other women/men working there, who fix a dummy husband for her so that she can get accommodation. For getting accommodation marriage certificate is not required, AADHAR card is sufficient (duplicate of which can be made).

To whom they are making relation: Generally Assamese boys work in peeling work in plywood industry, therefore most of the elopement/marriage is taking place between Bengali women and Assamese men.

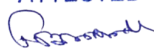
Migration with families: Assamese people mostly move with their family, but single male or female migration is more in case of West Bengal and Odisha.

Sex work: Kanandara in Prembabur is the place where paid sex is done. 5% is local and rests are migrants from Assam and West Bengal. Getting room for single women is easier only in this place.

Accommodation: Single women did not get rented room there. They should prove that they are married. Therefore in some cases they involve in living together with other male migrants (without marital relation). In many cases either the male or the female are cheated by their living partners, but they do not approach to the police or other authority as they think that they may be kept in jail.

Education of the children: Though state government schools have both malayam and hindi languages mode of teaching and books availability but Bengali students find difficulties to follow them. Children of some families, who have been studying there since childhood facing difficulties to read and write Bengali after coming back to west Bengal. Mothers wanted to educate their child in West Bengal only.

Child labour: Children accompanied with mothers only, are mostly working in road site hotels or as helpers in small shops. These children get Rs.6000/month and food.

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Child labour and other related issues:

Children aged as below as 11 years old are also going there and getting engaged in peeling, drying, working as helpers in different shops and cooking activities. Their wage rate varies between Rs. 300 and Rs. 350. As they grow with age they engaged in heavier works and get higher wages. When there is a raid to the plywood industry they escape through the back door. Their payment is made by the contractor and not by the company. Actually the contractor give money for peeling work as per the ton of wood peeled off. Payment of child labour is done in a rough ledger.

Wage for construction labour: 700 for labour, mason:900-1000; lowest age: 16-17 yrs.

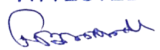
Mode of sending money: Though some of them have their bank accounts, still they prefer to send money through TT. The commission is Rs.50 per thousand. One of the important reasons for selecting TT is that TTs are locally known and sometimes they help the family member at the place of origin by lending money. Even if the boys are educated till class VII-VIII still they are unable to fill up forms to deposit money in the bank, another reason is that the mostly payment is made in the Saturday night. People don't get time to deposit their money in bank. Some of them who know depositing money in CDM (ex SBI green remit card) use it, but this system has also a problem, sometimes the machine jammed. In that case the person has to approach bank on the next day and inform the case in detail. In industries payment are generally made on weekly basis, whereas in construction, payment is made on daily basis.

Workplace safety: Safety measures in high rise building or in plywood industry is almost absent. There is no use of mask or gloves. Similarly a very few construction labours use belt while working in high rise buildings. Safety measures are not written in the display board in the plywood industry, it should be written in Bengali to reduce health hazards and to educate the workers about work safety.

Non payment of salary: In a ply wood industry the management did not pay one month of salary to its Bengali workers. The worker informed the same to the local club and the club informed the same to the industry, but no action was taken. Later the same has been informed by the club to the nearest police station, the police station took action against it, they ceased the log book of the company and took the owner to the police station and solved the matter and forced the owner to pay the pending salary of the workers.

Preference of work place: According to the migrants kerala is the best place to work, there are very less fraud cases by the keralians, where ever they have been cheated, they are cheated by the Bengalis who are working there.

Professional Currier: During the flood in the year 2018, food and other materials were sent by Karnataka government, but the currier has not delivered the same. People working in currier don't get much rest during their work. They started working 24 hours. 7-9AM they load/unload the shipment, one of them cooked food for all during that time, 9AM-7PM delivery and collection of shipment, 7-9 scan and entry of delivery/load/unload. A break at 10-11 PM. From 11PM-4 AM onward again load/unload of 4 vehicles, in between they slept or took rest. From 4-6 AM they get complete rest. Salary: 20000\ month. No bonus or PF.

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Correlation of child labour and under age marriage: Boys who employed at young age after coming back to origin they purchased bike to influence young girls and ultimately get married. Such marriage did not last for long and as a result vicious cycle is rolling over the time. They do Marriage registration with moulubi, they get it registered after 2/3 years when both boys and girls get appropriate age at marriage.

Family dissolution (death of either parents) is one of the main causes of plight of young boys to kerala.

Behaviour of local people at the place of destination: According to the migrants local people and government administration of kerala are very well-behaved and helpful, however, the shop owners are rude to some extent, particularly the garment shop owners. If someone approaches to a shop for purchasing a cloth and after looking 4/5 varieties he has not chose or buy any of them, then the shop owner sometimes scolds or even beats them or forcefully insists them to purchase.

Payment structure at place of origin: Labour: 300 ,Mason:450. Brick loading: 250 for per 1000 of brick load.

Migration of labour from this place to kerala has increased after the year 2006, when the illegal cross trade between the boarder reduced. But now -a -days people of this area are looking for other places, because Naka based labourers are not getting regular job, on an average they are getting 4 days jobs in a week. We interviewed Mr. X who was working in ply wood industry has left kerala and now he is self employed as a feriwala (door to door) sales clothes at Raigara, Odisha. According to him with this he can manage to earn Rs.20000/month.

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Basic education level: Maximum till class 10. Rarely 12

Salary system: Ranging from daily to monthly.

Basic salary structure: Ranging from INR 10000 to INR 48000 depending on the type of works they did.

Work type: Masons, casual labours, drivers, plywood factory workers

Problems faced:

1. Language Barrier: No common language grounds creating confusions and exploitations of the workers. Sometimes it is as extreme as labours getting expelled for not understanding the instructions given in local language.
2. Regional Hindrance: People from Assam, Orissa, Bangladesh including West Bengal are all considered as Bengalis. Regional stereotypes are applied on people and they are judged on basis of that. Sometimes the migrants are denied service because they do not speak the local language.
3. Absence of supervising authority: There exists an absence of an authority or help centre which would listen to and solve the problems of the migrant workers in case of problems.
4. Denial of basic human requirements: The workers are denied of proper eating breaks, they are not allowed to take a moment of rest while doing hard work. Sometimes they are verbally or physically abused if they get tired.
5. Lack of safety regulations: Safety regulations like use of safety gloves, proper training of using hazardous substances, amount of weight to be lifted and others are not strict resulting in accidents and health hazards.
6. Lack of basic benefits: Necessary benefits like health insurance, sick leaves are not present which puts the worker in trouble every now and then.
7. Unorganised salary distribution system: There is no definitive salary distribution system. Sometimes the agreed weekly salaries are kept due for more than few months. One major problem is that the local work bosses who doesn't speak other languages, only converse with the contractors or the middle man and give the salaries of the workers in the form of liquid cash in their hands. Sometimes, the contractors don't give the workers the salaries they actually earned saying that the boss hasn't given the salary yet or he has given less.
8. Social Hazards: Arising family problems since the migrants are not allowed to come back home for a very long time.
9. Miscellaneous problems: A certain number of workers have reported that doctors over there recommend surgical amputations frequently even if it can be avoided.
10. Lack of Compensations: In case of accidents or site hazards, the workers are provided with negligible compensations or no compensations at all.

Primary reasons of migrations

1. Better job opportunities.
2. Better salary.
3. Family traditions.
4. Huge debts.
5. Earning money for dowry for getting the female in the house married.

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Observations:

1. If the wage differences were not huge and if there were enough jobs in West Bengal, people would not migrate.
2. In spite of being from a poor region, they are well aware about their basic rights, importance of education and family planning.
3. Once the basic purpose of the migration is fulfilled, the workers come back and settle in their own village even if that means staying unemployed.

Child labour

The problem of child labour still persists. Under age workers travel frequently to Kerala due to financial compulsions and work there. A separate and unofficial record is maintained for all the under age workers. The companies who employ children, mainly do so because of their low salary demand. Of course, safety standards are not maintained for them properly, which subjects them to frequent health hazards which sometimes leave life time impressions.

These companies also have scouts at places to inform about any upcoming raids. If a raid is imminent, the kids are trained to run from site on signal and then come back while the raid is over.

Though, there has been an increase in awareness against child labour, the problem still very much exists.

International Migration

Outside India, the only sought-after destination for migration is Saudi Arabia. The causes of Saudi Arabia being a popular destination are mainly conceived notion of better work opportunities and similar religion.

The migrants get their visas and passport done by agents who are mostly unofficial agents. This puts the workers luck on a noose sometimes. For example, they get duped or they are sent to work at abusive places.

While some of the workers were satisfied with their pays, the behaviour of the managers and the overall life in there, there were a quite a few who mentioned about getting physically abused, or denied of their salaries for many months for various reasons like the company going bankrupt, intentional delays and others.

Unlike in Kerala, there exists a well organised tribunal to look after the needs of the migrant workers or workers in general. "The tribunal is very effective and just. However, the authority against whom the complaint has been filed, generally gets violent on the person who complained", a previous worker has to say.

If the mentioned adversities are avoided, the overall life quality of the Indian migrants in Saudi Arabia is comparatively better than inside India.


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Table 1: Timeline of Completion of Key Activities and Primary Responsibility

Date of Completion	Activity	Primary Responsibility
27/11/2019	Preparation of the Specific Task Agreement	CMID
03/12/2019	Preparation of the interview schedule	CMID
05/12/2019	Pre-test of the interview schedule and other tools	BCC
06/12/2019	Finalisation of the interview schedule and other tools	CMID
06/12/2019	Recruitment of investigators	BCC
08/12/2019	Translation to Bengali	BCC
11/12/2019	Preparation testing and finalisation of the data entry software	BCC
14/12/2019	Training of Investigators	BCC & CMID
24/12/2019	Data Collection & Data Entry Murshidabad	BCC

Deliverables of BCC

1. Tools translated to Bengali
2. Data entry software
3. Report on the pre-test and training of investigators
4. Final SPSS data file from the quantitative study
5. Final documentation of the Key Informant Interviews, In-depth Interviews and Focus Group Discussions

Budget for the Study

No	Budget Head	Amount ₹
1	Salary Field Investigators (8)	89600
2	Salary of project supervisor	25000
3	Training cost	20000
4	Travel cost of Field Team	20000
5	Travel cost of BCC Researcher (Dr. Ghosh)	20000
6	Software development and translation	30000
7	Accommodation and per diem of BCC Researcher	12000
8	Reprography and stationeries	10000
9	Total	226600
10	Administrative Expenses	23400
	Grand Total	250000



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Payments/Fund Transfer: Approval Queue > Approve Complete Transaction

Approve Complete Transaction

i The transaction with reference ID is approved and processed successfully.
Reference ID: [13388976]

Transaction Details

Pay From Account: 510101001437517

Pay To Account: 11110245059

Originator Remarks:

Beneficiary Remarks: First instalment ILO Banku

Amount: INR 1,12,500.00

Beneficiary Type: Personal Payees

Transaction Type: Fund Transfer Other Bank
Account

Amount & Frequency Details:

Total Amount: INR 1,12,500.00

Service Charge: INR 0.00

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ILO/POLICY/BCC/40283602/0

February 05, 2020

Tax Deduction Statement

I hereby certify that tax has been deducted from the amount payable to Bankura Christian College as per the table below by Centre for Migration and Inclusive Development. This certificate is issued to BCC for the purpose of audit.


No	Particulars	Amount ₹
1	Consolidated amount payable to Bankura Christian college	125000
2	Payment of first installment on December 9, 2019	112500
3	Tax Deducted and Deposited (PAN: AAAJB1022B)	12500



Benoy Peter, PhD
Secretary and Executive Director



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