

**REPORT  
ON  
SOCIO-ECONOMIC  
CONDITIONS OF SCHEDULED  
TRIBES WORKERS  
IN  
KBK BELT - ORISSA**

(2008-09)



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## Preface

Certain communities in India have historically remained disadvantaged. Isolated from the main stream, they have long suffered social and economic marginalization. These communities were notified as Scheduled Castes and Scheduled Tribes as per provisions contained in Clause 1 of Article 341 and 342 of the Constitution respectively. The Constitution lays down various provisions for protection and upliftment of these communities.

The Scheduled Tribes communities in India are characterized by economic and social marginalization, primitive existence, geographical isolation and educational backwardness. Availability of sound data base on various aspects related to these communities is crucial to framing of effective policies for their socio economic upliftment. Over the years, it has been recognized that there is a paucity of comprehensive data covering various aspects of these communities. As a step in this direction, the working group on Labour Statistics (Fourth Plan) in its interim report in the year 1964 recommended, inter-alia, collection of data on certain aspects of working and living conditions of Labour belonging to Scheduled Castes and Scheduled Tribes communities to assess the ways and means to be adopted for their welfare and for improving their working & living conditions.

In pursuance of these recommendations, Government of India decided, in-principle, to conduct such studies and entrusted this work to Labour Bureau under the Ministry of Labour and Employment.

So far eight ST surveys and nine SC surveys have been undertaken by the Bureau. The present one is the ninth in this series on ST surveys and has been conducted in the undivided districts of Kalahandi, Bolangir and Koraput (KBK) in the State of Orissa, a contiguous area known for its backwardness and object poverty. Vital information on working and living conditions of ST industrial workers employed in industrial units in the KBK belt have been collected under the survey. The survey also looks at enforcement of the provisions of various labour legislations in these industrial units.

I am thankful to all the departments of the State Government of Orissa for their cooperation in conducting the survey. I also take this opportunity to thank all the employers and workers of various industrial units for their cooperation in furnishing requisite information.

I also commend the efforts put in by the officers and staff members of the 'Socio Economic Surveys for Different Segments of Labour (SESDSL)' section of Labour Bureau in conducting the survey and bringing out this report.

I am confident; information presented in the report based on the survey results will provide useful inputs for the policy makers, implementation agencies both at center and states, academia, researchers and other stakeholders connected with tribal affairs and tribal development issues.

Chandigarh  
Dated : 16.03.2011

B.N Nanda  
Director General

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## **Executive Summary**

- The survey aims to collect information on the working and living conditions of Schedule Tribes industrial workers employed in the undivided KBK districts of Orissa State.
- Results of the survey are based on a sample of 102 units, which is more than 20 per cent of the total registered units located in the KBK belt.
- The majority of the units are privately owned (90 per cent), followed by public sector and joint sector (4.0 per cent each) and co-operatives (2.0 per cent).
- The establishment year of the sample units indicates the pace of industrial development in the region. About 56 per cent of the sample units have come into existence after the year 2000.
- In about 93 per cent of the sample units, the employment size is less than 50 workers.
- Most (95 per cent) of the sample units are found registered either under The Factories Act, 1948 or the Small Scale Industry Act.
- A vast majority (83 per cent) of the units is found working in single shift.
- About 36 per cent of the sample units are providing weekly off without wages to all of their workers.
- The survey result reveal that more than 32 per cent of the sample units paid bonus to its workers during the year 2008-09.
- It is observed that 52 per cent of the units are providing medical facilities and about 22 per cent are providing housing facility to their workers.
- More than 43 per cent units are providing EPF benefits and about 8 per cent units are providing gratuity to their workers.

- The survey results reveal that 57 per cent of the units are maintaining registers of different types.
- Out of 1802 workers employed in the sample units, 86 per cent are manual workers.
- At overall level 66 per cent of the manual workers are employed in unskilled occupations.
- The proportion of Schedule Tribes manual workers employed in unskilled occupations is more than 79 percent, which is higher than the proportion of other category workers (about 61 per cent) in this skill category. Also representation of ST workers in skilled category is as low as about 7 per cent as compared to other caste workers (about 23 per cent)
- The popular mode of recruitment in the sampled units is direct recruitment. In all the districts, more than 95 per cent of the manual workers are employed directly by the employer.
- Majority of the workers are paid on time rate basis. At overall level, 85 per cent of the workers are getting their wages on time rate basis.
- Per day average earnings of manual workers in the KBK belt is Rs 95 at overall level. Such earnings of ST workers is Rs.91.5 as against Rs.96.6 of other workers.
- Among ST Workers, a male worker is earning Rs. 96.9 per day whereas female Scheduled Tribes worker is getting Rs. 82.2 per day.
- A total of 422 workers were interviewed to collect information on their living conditions; of these, 231 workers belong to Scheduled Tribes and 191 workers belong to other caste categories.

- Majority of the sample Scheduled Tribes workers/families are staying as nuclear family (59 per cent), followed by joint family (34 per cent) and the rest 7 per cent workers are single.
- The proportion of migrant workers in the KBK belt is very low. Only 6 per cent of the sample workers are reported to have migrated from other states for want of job. In case of Scheduled Tribes workers, the proportion works out to be only 4 per cent.
- Only 26 per cent of the Scheduled Tribes as well as other workers have reported their employment status as permanent.
- About 52 per cent of the all sampled workers feel that their present earnings are sufficient to meet their household expenses.
- The average household size in all the districts is 4 members, except in Bolangir district where it is slightly higher. The data on age profile of the family members indicate that at overall level, 66 per cent of the members are below the age of 35. Only 2 per cent of the members are above the age of 60 years.
- Sixty nine per cent of the Scheduled Tribes family members are illiterate, whereas in respect of other categories of workers' families, the rate of illiteracy is 50 per cent.
- The survey results reveal that 58 per cent of the members of Scheduled Tribes families are non-earners. Among the other worker family members also, the non-earners proportion is more or less same at 57 per cent. The survey results reveal that in the Scheduled Tribes category, there are 1.4 dependents for each earner member.
- Majority of the households are using firewood for preparing food. About 90 per cent of the Scheduled Tribes workers households and 77 per cent of other workers households have reported use of firewood for cooking. Only 3 percent of the Scheduled Tribes households and 9 per

cent of other households are using LPG (Liquid Petroleum Gas) for cooking purpose.

- In most of the Scheduled Tribes households (91 per cent) latrine facility is not available. Also majority of the households have reported no drainage system. About 70 percent of the Scheduled Tribes and other households have reported no drainage system in their houses as well as in their locality.

# **CHAPTER- 1**

## **INTRODUCTION**

### *1.1 SC/ST Surveys*

1.1.1 The Government of India is under constitutional obligation to protect the interests of the Scheduled Castes and Scheduled Tribes communities and to uplift them socially and economically. In order to do so, the working group on Labour Statistics (fourth plan) in its interim report in the year 1964 recommended, inter-alia, collection of data on certain aspects of working and living conditions of Labour belonging to Scheduled Castes and Schedules Tribes communities to assess the ways and means to be adopted for their welfare and improving their working & living conditions. Planning Commission and National Commission on Labour (1966-69) while commenting upon the inadequacy of available information in this regard also emphasized the importance and need for such data base.

1.1.2 In pursuance of the above recommendations and in consultations with the Planning Commission and the Ministry of Home Affairs, Government of India decided, in-principle, to conduct such studies and entrusted this work to Labour Bureau under the Ministry of Labour and Employment.

1.1.3 In order to associate all prospective users of the data, the Ministry of Labour & Employment constituted an Inter-Departmental Direction Committee (IDDC) in April, 1973, consisting of the representatives of Central Statistical Organisation, Planning Commission, Registrar General of India, Indian Council of Social



Science Research, and the Director General, Labour Bureau being the Chairman of this committee to guide, examine and approve all technical details of the two studies i.e.

- I) Study on Scheduled Castes Labour
- II) Study on Scheduled Tribes Labour

1.1.4 The IDDC deliberated in detail on the scope and coverage of the two studies and ultimately decided that in view of distinctly different characteristics of the two communities, namely Scheduled Castes and Scheduled Tribes, the studies should be conducted as follows.

- I) Living and working conditions of Scheduled Castes workers employed in certain unclean occupations viz. sweeping & scavenging, tanning & flaying, shoe-making and bone-crushing in urban areas; and
- ii) Socio-economic conditions of Scheduled Tribes Labour in Industrial cities.

1.1.5 Under the former i.e. study on working & living conditions of scheduled castes workers; 9 surveys in the scheduled caste dominated centres have been conducted so far and reports thereon released. The first scheduled castes survey was conducted in Agra centre and the report was released in the year 1978. The other centers where scheduled castes surveys have been conducted so far are Sholapur, Madras, Patna, Indore, Ghaziabad, Asansol, Jalandhar and Jaipur.

1.1.6 Eight scheduled tribes surveys have since been conducted in Rourkela, Ranchi, Surat, Bailadila, Nagpur, Belgaum, Barbil

centres and in the industrial belt consisting of Vapi, Navsari and Sachin districts in Gujarat State. Field work in respect of the present survey, which is ninth in the series and conducted in the undivided district of Kalahandi, Bolangir and Koraput (KBK) in the State of Orissa was completed in September, 2009.

- 1.1.7 The first seven Scheduled Tribes surveys were industrial city /centre specific. However, subsequently the Inter Departmental Direction Committee (IDDC) in its last meeting held on August, 2007 at Shimla, decided that the scheduled tribes surveys be conducted in the industrial belt of a state in place of conducting at a particular center. Accordingly the eighth survey was conducted in Scheduled tribes belt of Gujarat and the present one in the KBK belt of Orissa.

## 2.1 *KBK at a glance:*

- 2.1.1 The undivided districts of Koraput (i.e., Koraput, Nawarangpur, Malkanagiri & Rayagada) , Bolangir (i.e.Subarnapur & Bolangir ) and Kalahandi (i.e. Kalahandi & Nuapada ) popularly known as KBK region of Orissa state is one of the poorest and backward regions in the country. As per the estimates of the 55<sup>th</sup> round of National Sample Survey conducted in the year 1999-2000, the incidence of rural poverty in KBK region was as high as 87.14 per cent. The tribal female literacy in the undivided Koraput and Kalahandi districts which form part of KBK region in 1981 was only 1.65 per cent and 2.14 per cent respectively and increased in the next 10 years to only 1.93 per cent and 4.48 per cent respectively in 1991. The region also suffers from acute economic, social and gender disparities, and adverse socio-economic and human development indicators.

- 2.1.2 The multifaceted deprivation and backwardness of this region are the results of deep-rooted factors or processes that have emanated

from a complex mix of geographical, economic and social factors. This region in general, and undivided Koraput and Kalahandi districts in particular are almost at the bottom of the list of 250 Backward Districts identified under Backward Regions Grant Fund (BRGF) of the Ministry of Panchayati Raj. Therefore, long-term and holistic development strategies are needed to be designed and implemented to bring this region closer to the other regions of the State and the Country.

2.1.3 KBK districts account for 19.8 per cent of the state population and 30.6 per cent of the geographical area of the State. Lower population density of 153 persons/Sq Km in this area, in comparison to 236 for Orissa State as a whole indicates its difficult living conditions and underdeveloped economy. Tribal communities have significant presence in this region. As per 2001 Census, 38.4 per cent people of these districts belong to Scheduled Tribes (ST) communities, including four primitive tribal groups namely; Bondas, Dadai, Langia Sauras and Dangaria Kandhas. In addition, 16.2 per cent population belongs to Scheduled Castes (SC) communities as per 2001 Census. Literacy rate in the area is far below the State as well as the National average. Female literacy rate is only 29.1 per cent in the KBK belt. The demographic particulars of the KBK region such as structure of the population and literacy rate in comparison with those of the Orissa State based on the 2001 Census results are given below.

**Table: Demographic and Literacy Indicators in the KBK Districts: 2001**

District	Population Density (Persons per sq, Km)	Population Indicators					Literacy Rate	
		Total (000)	Female (%)	Rural (%)	ST (%)	SC (%)	Total (%)	Female (%)
1	2	3	4	5	6	7	8	9
1. Koraput	134	1,181	49.96	83.19	49.62	13.04	35.72	24.30
2. Malkangiri	87	504	50.00	93.13	57.43	21.35	30.53	20.90
3. Nawrangpur	194	1,026	49.81	94.22	55.03	14.10	33.93	20.70
4. Rayagada	118	831	50.66	86.11	55.76	13.92	36.15	24.60
5. Bolangir	203	1,337	49.59	88.46	20.60	16.90	55.70	39.50
6. Sonepur	232	542	49.08	92.61	9.80	23.60	62.84	46.20
7. Kalahandi	169	1,336	50.00	92.50	28.65	17.67	45.94	29.30
8. Nuapada	138	530	50.19	94.34	34.71	13.62	42.00	25.80
KBK Districts	153	7,287	49.91	89.95	38.41	16.25	43.33	29.10
<b>Orissa</b>	<b>236</b>	<b>36,804</b>	<b>49.30</b>	<b>85.01</b>	<b>22.13</b>	<b>16.53</b>	<b>63.08</b>	<b>50.50</b>

2.1.4 The population of KBK suffers from high morbidity on account of under-nutrition as well as endemic malaria and other localized diseases. In terms of infrastructure, road connectivity is a major constraint in the region and missing links pose significant challenges to the people to access markets, educational institutions and health services. Ecologically, rainfall is generally erratic and irrigation facilities are unevenly distributed.

2.1.5 All the present eight KBK districts are ecologically fragile and problems of soil erosion and land degradation are

common. Other socio-economic indicators such as population composition, net area irrigated, availability of hospital beds and connectivity to growth centres are far from satisfactory. According to the report of the “Committee on the constitution of Separate Development Board in Orissa”, 96 per cent of community development (CD) blocks in these districts are either “very backward” or “backward”. Severe droughts and floods visit some areas of this region in quick succession. Backwardness of this region is multifaceted;

- i) Tribal backwardness
- ii) Hill area backwardness and
- iii) Backwardness due to natural calamities.

2.1.6 High incidence of chronic poverty, backwardness and human misery forced the Government to intervene to bring about development of the region. It was felt that short term strategies were not appropriate to address this problem of the region. With a view to address this problem of the region, Long Term Action Plan ([LTAP](#)) for the KBK region was prepared in 1993 in consultation with the Government of India. The LTAP was initially conceptualized for a period of seven years from 1995-96 to 2001-02 with two objectives in view: (a) drought and distress proofing, and (b) poverty alleviation and development saturation. However, the LTAP could not take off, inter alia, for want of sufficient funds and due to slow pace of implementation. The State Government also launched a special scheme, called “Biju KBK Plan” initially on pilot basis for the year 2006-07 and subsequently for a period of five years from 2007-09 to 2011-12 with following objectives i) Creating opportunities for social, economic and human development for the people in the region, especially the socially and economically disadvantaged ii) Accelerating poverty reduction and achieving the millennium development goals, and iii) Improving the quality of life

of the local people and bringing the region at par with other developed regions.

2.1.7 In 1998, a Revised Long Term Action Plan (RLTAP) was put in place for a period of nine years up to 2006-07 with an outlay of Rs. 6251.06 crore. It was further extended for another five years up to the end of Eleventh FYP. The Plan aimed at poverty alleviation, drought and distress proofing, and improving quality of life for the local people. The plan has ensured inclusive growth by addressing the socio-economic problems of the KBK region by synergising the various development activities. The flow of Special Central Assistance (SCA) and its utilisation under RLTAP is as follows.

Year	SCA Received	SCA Utilised	Percentage of utilisation to allocation
1998-99	46.00	10.51	22.85
1999-00	57.60	55.91	97.07
2000-01 *	40.35	57.14	141.60
2001-02	100.00	61.37	61.37
2002-03	200.00	131.99	65.99
2003-04 *	250.00	318.54	127.42
2004-05 *	250.00	279.11	111.65
2005-06	250.00	245.59	98.24
2006-07 *	250.00	258.32	103.33
2007-08 *	130.00	134.48	103.44
2008-09 *	130.00	141.76	109.65
2009-10 *	130.00	133.47	102.67
TOTAL	1833.95	1828.18	99.69

(\*): includes unspent balance of previous years

Some achievements of RLTAP in the region are stated below;

- Building Rural Infrastructure: About 314 Micro-watersheds have been taken up and 141572 ha. area has been treated.

- 150 new Micro-watersheds have been taken up since 2008-09 and 20 watersheds in forest area have been taken up during 2009-10.
- Developing programmes for income generation activities on sustainable basis: Afforestation programmes on 1.56 lakh ha have been undertaken and employment of 208.61 lakh man days has been generated.
- Mobilizing and energizing the rural poor: About 3742 SHGs under watershed and 76 SHGs under the fisheries sector have been formed.
- Restructuring and energizing social security system: About 2 lakh old, infirm and indigent persons are being covered under the Emergency Feeding Programme, 9.42 lakh children have been covered annually under the special nutrition programme.

2.1.8 Efforts of both, Government of India and the State Government have somewhat positively impacted the region. While a lot more needs to be done, analysis of National Sample Survey data of 55<sup>th</sup> and 61<sup>st</sup> rounds indicates that poverty in this region has come down by 24.6 percentage points from 87.1 per cent in 1999-00 to 62.5 per cent in 2004-05 (61<sup>st</sup> NSS round) which is still very high. Enrolment rate in primary schools in KBK districts has gone up to 94.11 per cent in 2008-09 from 75.89 per cent in 1996-97. Similarly, the enrolment rate in upper primary schools in KBK districts has gone up to 95.29 per cent in 2008-09 from 56.39 per cent in 1996-97.

2.1.9 RLTAAP programme and other development programmes in the region have contributed to some development in the region by attempting to create socio-economic infrastructure, inclusive growth, people's participation, child and women development and resource mobilisation. However, despite fall in poverty in this region, the incidence of poverty is still very high (62.5 per

cent) as compared to other two NSS regions of Orissa (i.e. 18.4 per cent in coastal region and 43.7 per cent in northern region) and also as compared to the National average poverty incidence of 21.8 per cent in 2004-05.

### *3.1 Objective of the present survey*

3.1.1 Present survey aims to collect information on the working and living conditions of Scheduled Tribes industrial workers employed in the undivided KBK districts of Orissa State. Two schedules mentioned below have been designed to capture the information :

- i) Employer or working conditions schedule
- ii) Workers or living conditions schedule.

3.1.2 In the employer schedule, the information on nature of enterprises, maintenance of records/ registers, leave/holidays paid, implementation of various labour laws, social security benefits, medical facilities extended to workers, their per day earnings, etc have been collected. This information has been collected from the employer or the manager of the sample enterprise.

3.1.3 The workers schedule has been designed to assess the living conditions of worker has been assessed by collecting information on important parameters like, demographic particulars of sample workers and their family, family income, expenditure on important items, source of drinking water, employment status of family members etc. These information have been collected from selected Scheduled Tribes workers employed in sample units.

3.1.4 Results of the survey are presented for Kalahandi, Bolangir and Koraput undivided districts of Orissa. These undivided districts are comprised of the following districts at present Kalahandi contains



Kalahandi & Naupada; Bolangir contains Bolangir & Sonapur and Koraput contains Koraput, Rayagada, Malkangiri and Nawrangpur.

1.3.5 The field work was launched and completed in the month of September, 2009.

## **CHAPTER-2**

### **SAMPLING DESIGN**

- 2.1 The ST survey is inquisitive type of study to make an assessment of the conditions of Scheduled Tribes workers who have now settled in the mainland in order to improve their working and living conditions. To conduct the survey in the KBK belt of Orissa, all the eight districts authorities falling in the belt were approached and the lists of active industrial units were collected.
- 2.2 A two stage sampling procedure has been adopted in the survey. In the first stage of sampling; the number of employer level schedules has been fixed based on the suggestion given by the IDDC for a minimum sample size and also the manpower/ financial constraints. IDDC has suggested that while conducting a ST survey, a minimum of 20 per cent of the frame should be considered in the sample. Keeping in view the above recommendations of IDDC; 100 units are selected in the sample from a frame of about 500 industrial establishments from the KBK belt.
- 2.3 Overall sample size was allocated among the eight districts of KBK belt using proportional allocation criteria and on the basis of total number of units in a district. After deciding the number of units to be covered in the eight districts, the sample units are selected using circular systematic sampling technique. The advantage of the method lies in the fact that the smaller as well as bigger establishments get selected in the sample ensuring a uniform representation of units of all size class. However, the results of all the districts covered are clubbed and presented for the undivided district of KBK, as small sample size in some of the less

industrialized districts may not yield reliable results at district level.

2.4 In the second stage of sampling, to assess living conditions of the workers, the workers are selected from the units selected in the first stage of sampling. In the earlier surveys; only the ST workers were selected for canvassing the worker schedule. However, during the current survey, it was decided to take into account the non-ST workers also, so that a comparative study may be done. Considering this, in the present survey the worker level schedules are canvassed among ST as well as non-ST workers. The following scheme is adopted while selecting ST and non-ST workers from the sample unit.

No of ST workers employed in the unit	No. of ST workers selected	No. of non-ST workers selected
1 – 2	All	1
3 – 4	2	2
5 – 10	3	3
11 – 20	4	4
21 and above	5	5

2.5 Due case is accorded to assume representation of male and female members as well as the workers belonging to all skill categories available in sample units.

2.6 The district wise number of units in the frame and in the sample is given below in Table 2.1. It may be observed from the table that at overall level 20.4 per cent of the units are selected in the sample with maximum number of units falling in undivided district of Koraput (48) followed by Kalahandi (33) and Bolangir (21).

Table 2.1: District- wise no. of units in the frame and sample of undivided districts of KBK

Sl. No.	Districts of	No. of units in		% of units covered
		frame	sample	
1	2	3	4	5
1	Kalahandi	162	33	20.4
2	Bolangir	101	21	20.8
3	Koraput	238	48	20.2
KBK belt		501	102	20.4

- 2.7 Two types of schedules i) Employer Schedule ii) Worker Schedule are designed to collect information on the working and living conditions of ST workers employed in the industrial establishments of KBK belt. The two schedules are enclosed at Annexure-I and Annexure-II respectively.

## **CHAPTER-3**

### **WORKING CONDITIONS**

#### *3.1 Introduction*

3.1.1 The main objective of the survey is to ascertain the conditions of the Scheduled Tribes workers who have now settled in the mainland and earning their livelihood by working in the industrial establishments for better wages and working conditions. The Government of India from time to time has enacted various Labour legislations to improve the working conditions of the workers employed in the industrial establishments. The survey aims to collect information on these various labour enactments so as to ascertain the extent of the implementation of these laws. The information on important parameters like mode of employment, mode of payment, per day earnings, leave/holidays, welfare facilities, social security benefit, safety measure, medical facilities, housing facilities, trade union etc. are collected during the course of the study and is presented in the ensuing paragraphs.

#### *3.2 Substitution of Units*

3.2.1 The sample units are selected using circular systematic sampling technique. However, it is observed that the frame provided by the district authorities are not updated since long. Many of the units are either found closed or are non-traceable because of incorrect address etc. About 34 per cent of the sample units are substituted at overall level; with maximum replacement in the undivided district of Koraput (38 per cent). The district wise details of number of units substituted and reason thereof are presented below in Table 3.1.

Table 3.1: District- wise units substituted and reasons thereof

Sl. No	Districts	No. of units covered	% age of units substituted	Reasons of substitution in (%)			
				unit closed	address not traceable	Non-cooperation	no ST worker employed
1	2	3	4	5	6	7	8
1	Kalahandi	33	36.4	50.0	8.3	-	41.7
2	Bolangir	21	23.8	20.0	20.0	-	60.0
3	Koraput	48	37.5	83.3	0.0	11.1	5.6
KBK belt		102	34.3	62.9	5.7	5.7	25.7

3.2.2 The reason for substitution is also collected and a significant number of units are substituted due to closure. A majority (63 per cent) of the sample units are found closed, with maximum closure in the undivided district of Koraput (83 per cent). The other reason for substitution is the non-employment of ST workers in the selected sample units. In the earlier Scheduled Tribes workers surveys conducted by the Bureau; after collecting the frame from the state authorities; a listing operation was done in all the units in the frame to find out the number of Scheduled Tribes workers employed therein. Afterwards, the units not employing any Schedule Tribes worker were excluded from the purview of the survey. During the current survey, such listing operation was not undertaken due to the reason, that KBK belt is dominated by Scheduled Tribes population and in majority of the units, the Scheduled Tribes workers were presumed to be employed. Out of 102 samples units covered during the survey, except in 9 units, the Scheduled Tribes workers were found employed in all other units.

### 3.3 *Ownership Status of Sample Units*

3.3.1 An enterprise can be broadly divided into public entity, private firm, joint holding or a co-operative society. The information on the status of ownership of the sample unit collected during the survey is presented below in Table 3.2.

Table 3.2: District- wise distribution of sample units by ownership status

Sl. No.	Districts	No. of units covered	Distribution of sample units by type of ownership (in %)			
			Public	Private	Joint	Co-operative
1	2	3	4	5	6	7
1	Kalahandi	33	3.0	93.9	0	3.1
2	Bolangir	21	-	90.5	4.7	4.8
3	Koraput	48	6.2	87.5	6.3	-
KBK belt		102	3.9	90.2	3.9	2.0

3.3.2 It may be observed from the above table that majority of the units are privately owned (90 per cent), followed by public and joint holding (3.9 per cent each) and co-operative society (2.0 per cent).

### 3.4 *Nature of Working of Sample Units*

3.4.1 In the KBK belt of Orissa, many industrial units belong to cashew nut processing and rice shelling, which are seasonal activities and therefore these units don't provide employment opportunities throughout the year. With a view to assess the availability of employment opportunities during a year, the information on the nature of working of sample units namely perennial (working throughout the year), seasonal (working only in seasons) and ad-hoc is collected during the survey. The district wise details of the nature of the unit are given below in Table 3.3.

Table 3.3: District- wise distribution of sample units by nature of work/activity

Sl. No.	Districts	No. of units covered	Distribution of units by nature of work (in %)		
			perennial	seasonal	ad-hoc
1	2	3	4	5	6
1	Kalahandi	33	33.3	66.7	-
2	Bolangir	21	23.8	76.2	-
3	Koraput	48	29.2	68.7	2.1
KBK belt		102	29.4	69.6	1.0

3.4.2 It may be seen from the table that 70 per cent of the units surveyed are either seasonal or ad-hoc in nature. In other words, the employment in these 70 per cent of the establishments is not available throughout the year. In Bolangir, 76 per cent of the units are seasonal, followed by 69 per cent in Koraput and 67 per cent in Kalahandi District. Only about 2 per cent of the units are found working on ad-hoc basis, which are located in Koraput District.

### 3.5 *Year of Establishment*

3.5.1 The establishment year of the sample units is collected to study the pace of industrial development in the region. The district wise details of the establishment year of the sample units are presented in Table 3.4.

Table 3.4: District- wise distribution of sample units by establishment year

Sl. No.	Districts	No. of units covered	No. of units established during the period (in %)			
			1950-70	1971-90	1991-00	2001-09
1	2	3	4	5	6	7
1	Kalahandi	33	3.0	24.2	9.1	63.6
2	Bolangir	21	-	23.8	19	57.1
3	Koraput	48	6.3	14.6	29.2	50.0
KBK belt		102	3.9	19.6	20.6	55.9



3.5.2 It may be observed from the above table, that about 56 per cent of the sample units have come into existence after the year 2000. In Kalahandi district, maximum number of units (63.6 per cent) are established during the period 2001-09, followed by 57.1 per cent in Bolangir and 50 per cent in Koraput during the same period. Only 4 per cent of the sample units are found established between the period 1950-70; indicating that industrialization was almost non-existent during this period. Pace of industrialization picked up during 1971-90, where in 19.6 per cent of units were established and it further accelerated during 1991-2000 when 20.6 per cent of units got established.

### 3.6 *Employment Size*

3.6.1 The size of a unit (the number of workers employed in it) indicates the applicability of various labour laws. Based on the employment size, the sample units are divided into three parts :

- i) Units employing less than 10 workers
- ii) Units employing 10-49 workers and
- iii) Units employing 50 and more workers.

3.6.2 The first category of employment size i.e. units employing less than 10 workers, fulfill the definition requirement of unorganized sector adopted by Dr. Arjun Sen Gupta committee. The district wise distribution of sample units among the three employment size categories stated above is presented below in Table 3.5.

Table 3.5: District- wise total number of workers employed in the sample units and employment size wise distribution of units

Sl. No .	Districts of	No. of units covered	Total no. of workers employed	Distribution of sample units by employment size (in %)		
				1-9 workers	10-49 workers	50 & above workers
1	2	3	4	5	6	7
1	Kalahandi	33	538	12.1	84.8	3.0
2	Bolangir	21	455	-	95.2	4.8
3	Koraput	48	809	29.2	60.4	10.4
KBK belt		102	1802	17.6	75.5	6.9

3.6.3 It may be seen from the above table that more than 93 per cent of the sample units are in the employment size classes of less than 50 workers. About 18 per cent of the units are in the employment size class of less than 10 workers. In Koraput district, a maximum 29 per cent of the units are having less than 10 workers. Only 7 per cent of the units are found employing 50 or more workers.

### 3.7 *Registration of Units*

3.7.1 The information collected on the registration of sample units under various labour Acts reveals that majority of the units are registered under the Factories Act, 1948. The district wise details of sample units registered under various Acts is presented below in Table 3.6.

Table 3.6: District- wise distribution of sample units by registration under various labour acts

Sl. No.	Districts	No. of units covered	Distribution of units registered under various labour Acts (in %)			
			Factories Act, 1948	Shops & Commercial Establishment Act	Small scale Industry Act	Other Acts
1	2	3	4	5	6	7
1	Kalahandi	33	78.8	-	21.2	-
2	Bolangir	21	90.5	-	9.5	-
3	Koraput	48	56.3	4.2	33.3	6.3
KBK belt		102	70.6	2.0	24.5	2.9

3.7.2 It may be perused from the table that majority ( 95 per cent) of the sample units are found registered under two Acts i) Factories Act, 1948 and ii) Small Scale Industry Act. Under the Factories Act, 1948, about 71 per cent of the units are found registered, followed by 25 per cent under the Small Scale Industry Act and 2 per cent of the units under the Shops & Commercial Establishment Act. Under the Small Scale Industry Act, a maximum of 33 per cent of the units are registered in Koraput district. Under the Shops and Commercial Establishment Act, only in Koraput District, 4 per cent of the unit are found registered.

### 3.8 *Working nature of the units*

3.8.1 It is generally believed that the smaller units work as ancillary units to the big units and cater to the needs of these enterprises according to their demand. During the current survey, the information on the ancillary or independent or both ancillary as well as independent nature of the unit has been collected during the survey. The district wise nature of the units by these categories is presented in table 3.7.

Table 3.7: District- wise distribution of sample units by their working nature

Sl. No.	Districts	No. of units covered	Distribution of sample units by their working nature (in %)		
			Independent	working on job basis	Both
1	2	3	4	5	6
1	Kalahandi	33	54.5	45.5	-
2	Bolangir	21	76.2	19.0	4.8
3	Koraput	48	91.7	6.2	2.1
KBK belt		102	76.5	21.6	2.0

3.8.2 The survey results reveal that majority of the units are working as independent entities. In Koraput district, 92 per cent of the units are found to be independent followed by 76 per cent in Bolangir and 55 per cent in Kalahandi district. On the other hand, the units working on job basis or ancillary units at overall level are 22 per cent with maximum (about 46 per cent) in Kalahandi and minimum (about 6 per cent) in Koraput district.

### 3.9 *Marketing Pattern of the units*

3.9.1 It is generally believed that lower the number of channels between the producer and the consumer, more the benefit to both of them and vice-versa. In the survey, information on the marketing pattern (i.e. direct, through Government department, private agency, etc.) of the unit or producer is also collected and compiled. The district wise details of the marketing pattern for the product of sample units are presented in Table 3.8.

Table 3.8: District- wise distribution of sample units by marketing pattern of their products

Sl. No.	Districts	No. of units covered	Distribution of units by marketing pattern (in %)			
			Direct	Govt. Dept.	Private agency	Others
1	2	3	4	5	6	7
1	Kalahandi	33	57.6	36.4	3.0	3.0
2	Bolangir	21	47.6	52.4	-	-
3	Koraput	48	91.7	6.3	-	2.1
	KBK belt	102	71.6	25.5	1.0	2.0

3.9.2 It may be seen from the table that majority of the units are selling their products directly. At overall level, 72 per cent of the units have indicated direct marketing of their products; with maximum of about 92 per cent units in Koraput District and minimum of about 48 per cent in Bolangir district. Through government department, 26 per cent of the units are selling their products at overall level; with maximum 52 per cent in Bolangir district and a minimum 6 per cent in Koraput District. Only 3 per cent of the sample units in Kalahandi District are reported by marketing of their products through private agency. Most of the units are selling their product in domestic market. It is also observed during the survey that only 1 per cent of the sample units at overall level are exporting their products.

### 3.10 *Growth of units business during last three years*

3.10.1 Employment opportunities are directly related to the growth in the sample units. The more the business expands, more jobs opportunities are created and the people of the nearby areas are benefited. Considering this, the information on the growth of the sample units during the last three years is also collected with the (purpose assessing) whether the business of these units is expanding, stagnant or contracting. The district wise details of the

growth of sample enterprises during last three years are presented in Table 3.9.

Table 3.9: District- wise distribution of sample units by status of their growth during last three years

Sl. No.	Districts	No. of units covered	Distribution of units by their status during last three years (in %)			
			Expanding	Stagnant	Contracting	worked less than three years
1	2	3	4	5	6	7
1	Kalahandi	33	72.7	21.2	6.1	-
2	Bolangir	21	42.9	47.6	-	9.5
3	Koraput	48	29.2	60.4	8.3	2.1
	KBK belt	102	46.1	45.1	5.9	2.9

3.10.2 It may be observed from the above table that 46 per cent of the units have reported expansion in their business during the last three years at overall level; with maximum 73 per cent of the units in Kalahandi district and minimum 29 per cent in Koraput district. More than 45 per cent of the units at overall level have reported no change in their business during the last three years, with maximum 60 per cent in Koraput district and minimum 21 per cent in Kalahandi district. Only 6 per cent of the units have reported contraction in their business during the last three years.

### 3.11 *Number of shifts, rest interval, hours of work*

3.11.1 The information about the number of shifts in a day, in which the sample unit is working, is also collected and compiled in table 3.10. The survey results reveal that a vast majority of the units are working in single shift. At overall level, 83 per cent of the units are working in single shift. In Kalahandi & Koraput districts, around 90 per cent of the units are having single shift of work. In case of two and three shifts working category, 12 per cent and 5

per cent of the units at overall level are respectively observed. In Bolangir district, maximum 10 per cent of the units are working in three shifts. The district wise details of the units by number of shifts and the units working in night shift are presented in Table 3.10 & 3.11 respectively.

Table 3.10: District- wise distribution of sample units working in number of shifts

Sl. No.	Districts	No. of units covered	Distribution of sample units by number of shifts (in %)		
			one	two	three
1	2	3	4	5	6
1	Kalahandi	33	90.9	6.1	3.0
2	Bolangir	21	57.1	33.3	9.5
3	Koraput	48	89.6	6.3	4.2
KBK belt		102	83.3	11.8	4.9

Table 3.11: District wise distribution of sample units working in night shift

Sl. No.	Districts	% age of units working in night shifts	Facilities provided by the units during night shifts (%)		
			free tea/ coffee	reduce hours of work	free transport - tation
1	2	3	4	5	6
1	Kalahandi	21.2	71.4	14.3	14.3
2	Bolangir	19.0	25.0	-	75.0
3	Koraput	4.2	50.0	-	50.0
KBK belt		12.7	53.8	7.7	38.5

3.11.2 About 13 per cent of the units at overall level are found working in night shift. Majority of the units are providing free tea/coffee during the night shift (54 per cent) and free transportation facility to the workers (39 per cent).

3.11.3 The information on the daily and weekly hours of work in the sample units is also collected separately and compiled. Table 3.12 presents the distribution of sample units by daily hours of work.

Table 3.12: District- wise sample units by weekly & daily hours of work

Sl. No.	Districts	No. of units covered	Distribution of units by weekly hours of work (in %)			Distribution of units by daily hours of work (in %)		
			less than 48 hr.	48-52 hr.	more than 52 hr.	less than 8 hr.	8 hr.	more than 8 hr.
1	2	3	4	5	6	7	8	9
1	Kalahandi	33	6.1	84.8	9.1	6.0	87.9	6.1
2	Bolangir	21	4.8	81.0	14.3	9.5	90.5	-
3	Koraput	48	25.0	47.9	27.1	25.0	75.0	-
	KBK belt	102	14.7	66.7	18.6	15.6	82.4	2.0

3.11.4 It may be observed from the above table that majority of the units are observing 8 hours daily work schedule. In 82 per cent of the units at overall level, the units are working for eight hours in a day. Only 6 per cent of sample units in Kalahandi district have reported working of more than 8 hours in a day. In case of weekly hours of work, about 67 per cent of units are working between 48 and 52 hours in a week followed by about 19 per cent working for more than 52 hours in a week.

3.11.5 The distribution of sample units by duration of rest interval provided to the workers is presented in Table 3.13. The survey results reveal that majority of the units (68 per cent) are providing half to one hour rest interval to their workers. About 10 per cent of the units are allowing rest interval of less than half an hour and



more than 22 per cent are allowing more than an hour rest interval.

Table: 3.13 District wise distribution of sample units by duration of rest interval

Sl. No.	Districts	No. of units covered	Distribution of sample units by duration of rest interval (in %)		
			less than half hr.	half to 1 hour	more than 1 hr.
1	2	3	4	5	6
1	Kalahandi	33	12.1	60.6	27.3
2	Bolangir	21	9.5	76.2	14.3
3	Koraput	48	8.3	68.8	22.9
	KBK belt	102	9.8	67.6	22.5

### 3.12 Leave and Holidays

3.12.1 The distribution of sample units providing weekly off and holidays to their workers is given in Table 3.14. It may be seen from the table that more than 85.3 per cent of sample units are providing weekly off to the workers employed in them.

Table 3.14: District- wise distribution of sample units providing weekly off and holidays

Sl. No.	Districts	Percentage of units providing weekly off	Percentage age of units providing weekly off with			Percentage of units providing holidays
			wages	w/o wages	mix	
1	2	3	4	5	6	7
1	Kalahandi	84.8	67.9	25.0	7.1	84.8
2	Bolangir	81.0	58.9	23.5	17.6	81.0
3	Koraput	87.5	38.1	47.6	14.3	93.8
	KBK belt	85.3	51.7	35.6	12.6	88.2

3.12.2 The information is also collected whether the weekly off is provided with wages or without wages. In about 52 per cent of sample units, weekly off is allowed with wages to the workers. However, 36 per cent of the sample units are providing weekly off without wages to the workers; with maximum 48 per cent of the units in Koraput district. In case of holidays, 88 per cent of the units at overall level are reported allowing the same. The information is also collected about the number of units providing annual leave, sick leave, national holidays, festival holidays to the workers with or without wages. The details of the findings are given in Annexure-III.

### 3.13 Bonus

3.13.1 During the survey, the information about the number of units paying bonus to its workers is also collected. The survey results reveal that 32 per cent of the sample units paid bonus to its workers during the year 2008-09. In Koraput district, a maximum 50 per cent of the units paid bonus where as in Bolangir district, a minimum 10 per cent of the units paid bonus during the year 2008-09. The district wise details of the number of units paying bonus, type of bonus paid, number of workers paid bonus, etc are presented below in Table 3.15.

Table 13.15 : District- wise sample units paying bonus to workers

Sl. No.	Districts	Percentage of units paying bonus	Type of bonus paid (%)			No. of workers paid bonus during 2008-09	Average bonus paid during 2008-2009 (In Rs)
			annual	festival	others		
1	2	3	4	5	6	7	8
1	Kalahandi	21.2	57.1	42.9	-	69	2766.2
2	Bolangir	9.5	50.0	-	50.0	20	861.5
3	Koraput	50.0	62.5	37.5	-	450	1375.1
KBK belt		32.4	60.6	36.4	3.0	539	1534.1

3.13.2 It may be observed from the above table that 32 per cent of the sample units have paid bonus during the year 2008-09. Among them, 61 per cent of the units have paid annual bonus to their workers, 36 per cent of the units have paid festival bonus and remaining units (3 per cent) paid other type of bonus. Further, during the year 2008-09, 539 workers have been paid bonus by the units and the average per person bonus paid is Rs. 1534 at overall level.

### 3.14 *Medical and Housing Facility*

3.14.1 The distribution of sample units providing medical facilities to their workers is presented in Table 3.16. The survey results reveal that 52 per cent of the units have reported having arrangements of medical facilities for their workers in case of need or emergency.

Table 3.16: District- wise distribution of sample units providing medical facility

Sl. No.	Districts	% of units providing medical facility	Distribution of units having arrangement for treatment with (in %)			% of units covered under ESI
			private practitioner	private clinic	others	
1	2	3	4	5	6	7
1	Kalahandi	57.6	21.0	31.6	47.4	-
2	Bolangir	33.3	14.3	14.3	71.4	14.3
3	Koraput	56.3	55.6	3.7	40.7	18.8
KBK belt		52.0	37.7	15.1	47.2	11.8

3.14.2 The sample units providing medical facilities have further been categorized into three categories namely, the units having arrangement of medical treatment; i) with private practitioner ii)

with private clinic and iii) the units having other arrangements. It may be seen from the above table that majority of the units (i.e. 53 per cent) have arrangement of treatment with private practitioner or private clinic. The results further show that 12 per cent of the units are covered under the Employees State Insurance (ESI) Act, with maximum 19 per cent of the units in the Koraput district. In Kalahandi district, no sample unit was found registered under The ESI Act.

3.14.3 The survey results reveal that 22 per cent of the units are providing housing facility to their workers. In Koraput district a maximum of 27 per cent units have reported housing facility provided to the workers. The district wise details of the housing facility are presented in Table 3.17.

Table 3.17 : District- wise distribution of sample units providing housing facility

Sl. No.	District	Percentage of units providing housing facility	Distribution of units providing housing facility (in %)		No. of ST workers availing housing facility
			Free of cost	At concessional rate	
1	2	3	4	5	6
1	Kalahandi	12.1	100.0	-	18
2	Bolangir	23.8	80.0	20.0	3
3	Koraput	27.1	92.0	8.0	2
KBK belt		21.6	91.0	9.0	23

3.14.4 Majority of the units are providing housing facility free of cost to the workers (91 per cent). Rest 9 per cent of the units provide this

facility on concessional rate with a maximum 20 per cent of such units being in the Bolangir district.

### 3.15 *Social Security Benefits*

3.15.1 One of the distinctions between organized and un-organized sector workers is that, in the organized sector various types of social security benefits are usually extended to workers as provided under various labour laws. On the other hand, the un-organized sector workers don't have adequate bargaining power with the result that in most of the cases the employers don't provide such benefits to them. The information on the social security benefits collected during the survey is presented below in Tables 3.18 and 3.19.

Table 3.18 : District- wise distribution of sample units providing various social security benefits

Sl. No.	District	Percentage of units providing EPF	Percentage of units providing gratuity	Percentage of units paying gratuity in case of	
				retirement	death
1	2	3	4	5	6
1	Kalahandi	45.5	-	-	-
2	Bolangir	66.7	-	-	-
3	Koraput	31.3	16.7	87.5	12.5
	KBK belt	43.1	7.8	87.5	12.5

3.15.2 From the above table it may be seen that at overall level 43 per cent of the units are providing "Employee's Provident Fund" to their workers, with maximum 67 per cent of the units being in the Bolangir district. In case of gratuity, only 17 per cent of the units in the Koraput district are providing this facility to the workers. In

88 per cent of the cases, the gratuity is paid on retirement and in rest 12 per cent cases , it is paid on death.

Table 3.19: District- wise distribution of sample units providing insurance benefit

Sl. No.	District	% of units providing insurance benefit	% of units providing insurance through		
			ESI Scheme	Group Insurance Scheme	Other Scheme
1	2	3	4	5	6
1	Kalahandi	12.1	25.0	-	75.0
2	Bolangir	14.3	-	100.0	-
3	Koraput	12.5	66.7	33.3	-
	KBK belt	12.7	38.5	38.5	23.1

3.15.3 Insurance benefit to their workers is provided by only about 13 per cent of the units as presented in Table 3.19. An equal number of units i.e. 39 per cent are providing insurance benefit under the ESI scheme and under the Group insurance scheme.

### 3.16 *Welfare facilities and environment in the enterprises*

3.16.1 The Factories Act, 1948 and various other labour legislations enacted from time to time have laid provision of various facilities at work place; which are supposed to be provided by the employer. During the previous surveys conducted by the Bureau in various industries/ sectors; it was found that in many cases even the basic facilities such as drinking water, latrine/ urinals etc. of a desired level were not available in the units. During the current survey, the information on various facilities available at work place have been

collected. These have been compiled and district wise details are presented in Table 3.20.

Table 3.20 : District- wise sample units providing welfare facilities

Sl. No.	District	No. of units covered	Distribution of units providing welfare facilities in the premises of unit (in %)						
			drinking water	urinal/ latrine	washing facilities	rest shelter	canteen	crèche	transport
1	2	3	4	5	6	7	8	9	10
1	Kalahandi	33	100.0	79.0	36.0	70.0	6.1	0.0	0.0
2	Bolangir	21	95.0	57.0	71.0	67.0	33	19.0	0.0
3	Koraput	48	100.0	90.0	90.0	29.0	4.2	4.2	10.0
KBK belt		102	99.0	79.0	69.0	50.0	11	5.9	4.9

3.16.2 It may be observed from the above table that majority of the units (99 per cent) are providing drinking water. Latrine/ urinal facility is provided by 79 per cent of the units, followed by washing facility by 69 per cent and rest shelter by 50 per cent of the units at the overall level.

3.16.3 A good work environment is conducive for better industrial relations and ensures optimum utilization of available manpower resources thus resulting in higher production. There are both quantitative and qualitative factors which influence the work environment and production. The information on the qualitative aspects of work environment like lighting arrangement, ventilation in the unit, cleanliness, relationship with workers etc. are also

collected on three scales i) Very good ii) Satisfactory iii) Unsatisfactory. The findings on these qualitative measures are based on the interaction with the employer, workers and on-spot assessment of the field staff of the Bureau. The district wise details of the qualitative measures are presented in Annexure-IV.

### 3.17 Maintenance of records/ Source of information

3.17.1 As provided under various labour laws, the units registered under various labour legislations are bound to maintain various types of information in the prescribed registers. The information on maintenance of some of the important registers like attendance register, wages, bonus/ ex-gratia, overtime, fines/ deductions and advance registers are collected during the survey. The survey results reveal that 57 per cent of the units are maintaining registers of different types. The district wise details of the various registers maintained by the units are presented in Table 3.21.

Table 3.21 : District- wise distribution of sample units maintaining registers

Sl. No.	District	% of units maintaining registers	% age of units maintaining registers of					
			attendance	wages	bonus/ ex-gratia	overtime	fines/ deductions	advance
1	2	3	4	5	6	7	8	9
1	Kalahandi	75.8	100.0	48.0	24.0	-	-	-
2	Bolangir	76.2	100.0	100.0	18.8	18.8	-	6.3
3	Koraput	35.4	94.1	88.2	17.6	5.9	5.9	11.8
	KBK belt	56.9	98.3	74.1	20.7	6.9	1.7	5.2

3.17.2 It may be observed from the above table that attendance register is maintained by 98 per cent of the units, followed by wages register



by 74 per cent of the unit and bonus/ ex-gratia register by 21 per cent of the units. The other three registers of overtime, fines/ deductions and advances are maintained by very few units.

3.17.3 It is always desirable to collect the information on various parameters from the records or registers maintained by the unit. The instructions to the field staff are also that the information collected should be record based. However, it is experienced that the establishments of small size either don't maintain many of the records or hesitate to make these available to field staff for collection of information. Based on the source of information during the current survey, the sample units have been categorized into three categories. The information collected from the unit is from i) the records only ii) the units have provided information orally and iii) a mix of i) and ii) above. The district wise details of the source of information are presented in Table 3.22.

Table 3.22 : District- wise distribution of sample units by source of information

Sl. No.	District	No. of units covered	Distribution of sample units by source of information (in %)		
			from records	orally	both record as well as orally
1	2	3	4	5	6
1	Kalahandi	33	3.0	27.3	69.7
2	Bolangir	21	4.8	33.3	61.9
3	Koraput	48	8.4	70.8	20.8
	KBK belt	102	5.9	49.0	45.1

3.17.4 The survey results reveal that maximum proportion of the units have provided information orally (49 per cent); with maximum 71 per cent of the units in Koraput district. Meaning thereby that these units couldn't produce records for collection of information. The record based information is provided by only 6 per cent of the units at overall level. On the other hand, 45 per cent of the units

at overall level have provided some information based on record and some orally, indicating that either all the records are not maintained by these units or some records were not shown to our field staff

### 3.18 *Caste wise/ Sex wise Average Earnings of workers*

3.18.1 The workers in a unit may be broadly categorized into two types i) Manual workers and ii) Non-manual workers. The Non-manual workers include managers, supervisors, clerical staff etc. The other category includes those workers whose work involves physical activity. The scope of the present survey is restricted to collection of information on the manual workers only. The information on district wise and gender wise manual workers employed in the sampled units is presented in Table 3.23.

Table 3.23: District- wise and gender wise distribution of manual workers employed in the sample units

Sl. No.	District	No. of units covered	Number of manual workers employed		
			M	F	Total
1	2	3	4	5	6
1	Kalahandi	33	370	71	441
2	Bolangir	21	290	71	361
3	Koraput	48	364	376	740
	KBK belt	102	1024	518	1542

3.18.2 It may be seen from the above table that majority of the workers employed in the units are manual workers. Out of 1802 workers employed in the sample units, 86 per cent are manual workers. Only in Koraput district, the proportions of male and female

manual workers are nearly same. In other two districts manual workers are predominantly male.

3.18.3 Distribution of manual workers employed in the districts of Kalahandi, Bolangir and Koraput by ST and other categories is presented in Table 3.24.

Table 3.24: District wise number of manual workers by 'ST' and 'others' category

Sl. No.	District	No. of units covered	No. of manual workers employed			% of ST manual workers
			ST	Others	Total	
1	2	3	4	5	6	7
1	Kalahandi	33	83	358	441	18.8
2	Bolangir	21	63	298	361	17.5
3	Koraput	48	271	469	740	36.6
	KBK belt	102	417	1125	1542	27.0

3.18.4 The survey result reveals that at overall level 27 per cent of the manual workers employed in the sampled units belong to Scheduled Tribes. In Koraput district, a maximum of 37 per cent of the total manual workers employed are Scheduled Tribe. The other category of workers include all other categories of workers except belonging to scheduled tribe.

3.18.5 The manual workers are further categorized into three broad categories based on their skills, namely, i) skilled ii) semi-skilled and iii) unskilled. The district wise distribution of sampled

workers, caste wise and skill category wise, is presented in Table 3.25.

Table3.25: District- wise distribution of manual workers by skill category

Sl. No.	District	No. of units covered	Distribution of manual workers by skill category (in %)								
			ST			Others			Total		
			Skilled	semi-skilled	un-skilled	Skilled	semi-skilled	un-skilled	Skilled	semi-skilled	un-skilled
1	2	3	4	5	6	7	8	9	10	11	12
1	Kalahandi	33	6.0	8.4	85.6	36.9	8.4	54.7	31.1	8.4	60.5
2	Bolangir	21	15.9	14.3	69.8	20.5	21.5	58.0	19.7	20.2	60.1
3	Koraput	48	4.8	15.9	79.3	13.2	19.8	67.0	10.1	18.4	71.5
	KBK belt	102	6.7	14.1	79.2	22.7	16.6	60.7	18.4	16.0	65.6

3.18.6 It may be observed from the above table that majority of the manual workers are employed in the unskilled jobs. At overall level, 66 per cent of the manual workers are employed in unskilled occupations. In the semi-skilled and skilled category of jobs only 16 per cent and 18 per cent of the manual workers are respectively employed. The skill wise information is also compiled separately for ST workers and other workers. It may be seen that the proportion of Schedule Tribes manual workers employed in un-skilled occupations is 79 per cent, which is higher than proportion of other category workers (61 per cent) in this skill category. Similarly, representation of ST workers in skilled category is also low at 6.7 per cent as compared to other caste workers, which is 22.7 per cent. In Kalahandi district, 31 per cent of the total manual workers are employed in skilled occupations which is maximum among the three districts covered

3.18.7 Generally, a worker may be employed in the unit directly by the employer or through the contractor. The former is called as “directly employed” and the latter as “employed through contractor” or “contract worker”. The distribution of manual workers by employer-employee relationship/employment category is presented in Table 3.26.

Table 3.26: District- wise distribution of manual workers by employment status

Sl. No.	District of	No. of units covered	Distribution of manual workers employed ( in %)					
			ST		Others		All workers	
			directly	Through contractor	directly	Through contractor	directly	Through contractor
1	2	3	4	5	6	7	8	9
1	Kalahandi	33	98.8	1.2	95.5	4.5	96.1	3.9
2	Bolangir	21	98.4	1.6	96.6	3.4	97.0	3.0
3	Koraput	48	99.6	0.4	98.7	1.3	99.1	0.9
	KBK belt	102	99.3	0.7	97.2	2.8	97.7	2.3

3.18.8 The survey results reveal that the popular mode of recruitment in these sampled units is direct recruitment. In all the three districts, more than 98 per cent of the manual workers are employed directly by the employer method. A negligible portion i.e. 2 per cent of the manual workers are found employed through contractor at overall level.

3.18.9 A employer may pay the remuneration to the workers for their services on a daily, weekly, fortnightly and monthly basis. The sampled units have been categorized into five broad categories of pay periods i.e. i) daily ii) weekly iii) fortnightly (iv) monthly and (v)

no fixed pay period. The results are compiled separately for ST workers and other worker. The district wise details of the units among different pay periods is presented in Annexure-V. At overall level, majority of units (58.3 per cent) observed weekly pay period followed by 36.7 per cent observing monthly pay period. No units observe fortnightly pay period.

3.18.10 The Minimum Wages Act, 1948 provides that the wages may be fixed by the appropriate Government either on time rate or piece rate basis. By employing workers on time rate basis it may be said that the employer is more concerned about the quality of the product whereas in case of piece rate system, the quantity matters more. To get an idea about the system of wage payment prevalent in KBK belt district, the information is also collected on this aspect. The district wise details of the mode of payment are presented in Table 3.27.

Table 3.27 : District- wise distribution of manual workers by system of payment

Sl. No.	District	No. of units covered	Distribution of manual workers by system of payment (in %)					
			ST		Others		All workers	
			Time rated	Piece rated	Time rated	Piece rated	Time rated	Piece rated
1	2	3	4	5	6	7	8	9
1	Kalahandi	21	89.2	10.8	79.3	20.7	81.2	18.8
2	Bolangir	48	63.5	36.5	87.2	12.8	83.1	16.9
3	Koraput	102	84.5	15.5	89.3	10.7	87.6	12.4
	KBK belt	171	82.3	17.7	85.6	14.4	84.7	15.3

3.18.11 It is observed that majority of the workers are paid on time rate basis. At overall level, 85 per cent of the workers are getting their wages on time rate basis. Similar trends are seen for Scheduled

Tribes workers also, where 82 per cent of them are paid on time rate basis.

3.18.12 For comparison purpose, caste wise and sex wise average per day earnings of the manual workers are compiled. In the earlier surveys under the Scheduled Tribes worker surveys, the wages and earnings of only Schedule Tribes workers were collected and compiled. The limitation of this was that the wages or earnings of ST workers couldn't be compared with other castes workers working in the same units. However, during the present survey in addition to collecting the information for Schedule Tribes workers, the information of other castes manual workers employed in the units has also been collected and compiled. The other major change in the present survey is in the categorization of manual workers. In the earlier surveys the wages and earnings data were collected occupation wise. Whereas, in the present survey such data have been collected at three broad categories level i.e. i) Skilled ii) Semi-skilled iii) Un-skilled after consultation with the employer and observing the work in the unit. The district wise details of the per day average earnings of manual workers separately for caste category is presented in table 3.28.

Table 3.28: District- wise average per day earnings of manual workers (In Rs)

Sl. No.	District of	No. of units covered	Average per day earnings of manual workers caste wise (in Rs)								
			ST			Others			All workers		
			M	F	Total	M	F	Total	M	F	Total
1	2	3	4	5	6	7	8	9	10	11	12
1	Kalahandi	33	102.9	85.6	98.1	99.9	80.5	97.7	100.4	82.3	97.7
2	Bolangir	21	94.8	76.2	90.1	99.1	84.7	97.1	98.4	82.5	95.9
3	Koraput	48	93.1	82.2	88.0	101.2	78.3	94.8	99.1	80.1	92.6
KBK belt		102	96.9	82.2	91.5	100.0	80.5	96.6	99.4	81.1	95.5

3.18.13 It may be seen from the table that per day average earnings of manual workers in the KBK belt is Rs 95 at overall level; with a

maximum Rs. 98 in Kalahandi and minimum Rs. 93 in Koraput District. Further for male workers, the per day average earnings at overall level is Rs. 99 and for female workers it is Rs. 81.

3.18.14 Comparing the overall per day earnings of Scheduled Tribes workers with other workers, it may be seen that the Scheduled Tribes workers earn Rs. 91.5 at overall level as against the earning of Rs. 96.6 in respect of other workers. Low proportion of ST workers in skilled jobs (which are better paid jobs) as compared to the proportion of other workers in skilled jobs explains the lower average per day earnings of ST workers. Among ST Workers, a male worker is earning Rs. 96.9 per day whereas female Scheduled Tribes worker is getting Rs. 82.2 at overall level., Maximum per day earning (Rs.98) of Scheduled Tribes workers is in Kalahandi district and minimum (Rs. 88) is in Koraput district.

3.18.15 The average per day earnings of the manual workers have been compiled separately for workers employed in i) Skilled occupations ii) Semi-skilled occupations and iii) Un-skilled occupations. The district wise and skill wise details of the manual workers average earnings per day are presented in Annexure-VI.



## **CHAPTER IV**

### **LIVING CONDITIONS**

#### *4.1 Introduction*

4.1.1 The Scheduled Tribes Workers' surveys conducted by Bureau under the "Socio-Economic conditions of different segments of Labour" aim to provide information on the working as well as living conditions of workers employed in a particular area. Both the working and living conditions schedules are inter-related. One of the factors affecting the living conditions of a worker is his/her working conditions. Better working conditions result in higher earnings which permit affordance of better living conditions.

4.1.2 The workers living conditions schedule is designed to collect information on different aspects of the living conditions of the sampled worker. As discussed earlier in the sampling design, the sample workers are selected from the units chosen in the first stage of sampling. While selecting the worker from the sample unit it is ensured that all types of workers like skilled, semi-skilled and unskilled categories of both genders are selected in the second stage of sampling. The living conditions schedule provides information on some important aspect of workers life such as demographic particulars, housing conditions, source of water, family income and expenditure, children's education, household indebtedness, etc. The findings of the survey in terms of living conditions of the workers employed in the industrial establishments of Kalahandi, Bolangir and Koraput (KBK) belt are presented in the ensuing paragraphs. As discussed earlier, the living conditions schedules are canvassed from non-schedule tribes workers also, so that a meaningful comparison

between the living conditions of Schedule Tribes and other workers is possible.

## 4.2 General characteristics

4.2.1 During the survey, 422 worker level/living conditions schedules has been canvassed from the units selected in the first stage, based on the criteria already explained in the sampling design chapter. The gender wise and caste wise distribution of worker level schedules canvassed in the three selected districts are given in Table 4.1.

Table 4.1: District wise distribution of worker level schedules

Sl. No.	District of	Number of workers selected					
		Schedule tribe		Others		Total	
		M	F	M	F	M	F
1	Kalahandi	50	11	41	8	91	19
2	Bolangir	34	8	33	1	67	9
3	Koraput	62	66	73	35	135	101
KBK Belt		146	85	147	44	293	129

4.2.2 Out of total 422 schedules canvassed during the survey, 129 schedules are canvassed for women workers. Caste wise details show that 55 per cent of the schedules canvassed are of Scheduled Tribes workers and remaining from other workers employed in the sample units.

4.2.3 The other important aspect on which the survey results throw light is number of generations since the schedule tribe worker or his/ her family members are settled in the main land and earning their livelihood by working in the industrial units. During the survey the information from the workers is collected regarding whether he/she belongs to the 1<sup>st</sup> generation, 2<sup>nd</sup> generation or 3<sup>rd</sup> generation of industrial worker. The district wise details of the sample tribe workers working in the industrial unit by number of generations are presented in Table 4.2.

Table 4.2 : District wise distribution of sample workers by number of Generations working in industrial units

Sl. No.	District of	Distribution of ST workers working for generations (in %)		
		First	Second	Third
1	Kalahandi	93.4	6.6	-
2	Bolangir	92.9	7.1	-
3	Koraput	92.2	7.8	-
KBK Belt		92.6	7.4	-

4.2.4 It may be seen from the above table that in majority of the cases the sampled worker is from the first generation which has come to the main land for earning their livelihood by working in the industrial units. Only around 7 per cent of the sampled Scheduled Tribes workers have reported belonging to second generation to work in industry. No workers reported to belong to third such generation.

4.2.5 The caste category-wise sampled workers have been categorized into three classes i) skilled ii) semi-skilled iii) un-skilled. Based on the survey results, the district wise distribution of workers into three broad categories is presented in table 4.3.

Table 4.3 : District and skill wise distribution of sample workers belonging to different categories

Sl. No.	District of	Distribution of workers by level of skill and category (in %)					
		ST			Others		
		Skilled	Semi-skilled	Un-skilled	Skilled	Semi-skilled	Un-skilled
1	Kalahandi	9.8	11.5	78.7	22.4	14.3	63.3
2	Bolangir	19.0	2.4	78.6	20.6	26.5	52.9
3	Koraput	9.4	12.5	78.1	23.1	16.7	60.2
KBK Belt		11.3	10.4	78.4	22.5	17.8	59.7

4.2.6 It may be observed from the table that majority of the Scheduled Tribes workers are working in the unskilled occupations. As

compared to other categories of workers; where 60 per cent of the workers are unskilled at overall level, in case of Scheduled Tribes workers, the figure is about 80 per cent. It indicates that the need for skill upgradation through training is higher for Scheduled Tribes workers as compared to other workers.

4.2.7 The information on the religion of the sample workers reveals that majority of the workers are Hindu (99 per cent). In Kalahandi district, all the workers reported belonging to Hindu religion.

4.2.8 The data on the type of family of the sampled workers like nuclear family, joint family or single is also collected during the course of survey. The district wise and caste category wise details are presented below in table 4.4.

Table 4.4 : District wise percentage distribution of sample workers by type of family

Sl. No.	District of	Distribution of workers by type of family (in %)					
		Nuclear		Joint		Single	
		ST	Others	ST	Others	ST	Others
1	Kalahandi	39.3	34.7	47.5	44.9	13.1	20.4
2	Bolangir	52.4	38.2	42.9	61.8	4.8	-
3	Koraput	71.1	61.1	25.0	35.2	3.9	3.7
	KBK Belt	59.3	50.3	34.2	42.4	6.5	7.3

4.2.9 The survey results reveal that majority of the sample Scheduled Tribes workers/families are staying as nuclear family (59 per cent), followed by joint family (34 per cent) and the rest 7 per cent are single. In Koraput district 71 per cent of the schedule tribe families are living as nuclear family. The joint family system is more prevalent in case of other workers as compared to Scheduled Tribes workers probably due to the reason that in case of the latter category only working couples have migrated to cities for work, leaving other family members at their place of origin.

4.2.10 The information on the migration characteristics of the sample worker is also collected during the survey. The survey results reveal that the proportion of migrant workers in the KBK belt is very low. Only 6 per cent of the sample workers are reported to have migrated from other states for want of job. In case of Scheduled Tribes workers, the proportion works out to only 4 per cent.

### 4.3 *Facilities at the work place*

4.3.1 As discussed earlier, the working conditions of workers impact their living condition. The employment status of the worker i.e. whether the worker is temporarily employed or permanently employed is one such condition. In the worker schedule, the information on temporary or permanent status of the worker is collected. The district wise distribution of sample workers by status of employment is presented below in Table 4.5.

Table 4.5 : District wise distribution of sampled workers by status of employment

Sl. No.	District of	Distribution of permanent workers (in %)		Distribution of temporary workers (in %)	
		ST	Others	ST	Others
1	Kalahandi	32.8	42.9	67.2	57.1
2	Bolangir	7.1	2.9	92.9	97.1
3	Koraput	28.1	25.0	71.9	75.0
	KBK Belt	25.5	25.7	74.5	74.3

4.3.2 It may be observed from the above table that only 26 per cent of the Scheduled Tribes as well as other workers have reported their employment status as permanent. In Bolangir district, the situation is abysmal as only 7 per cent of the Scheduled Tribes works and 3 per cent of other workers are employed on permanent basis. It is believed that the temporary workers are generally denied the benefits

of various social security schemes as they are employed to meet the temporary work requirement.

- 4.3.3 The information on written agreement between workers and employers in case entered into between both at the stages of workers appointment is also collected during the survey. The survey results reveal that majority of the workers are employed without any written agreement with their employer. Only 5 per cent of the sample Scheduled Tribes workers have reported signing of written contract/agreement at the time of their appointment. In respect of other workers, the situation is more or less same. Only 3 per cent of the other workers have reported signing any written contract.
- 4.3.4 The information collected on the pension contribution made by the employer reveals that 10 per cent of the Scheduled Tribes workers have reported this benefit at overall level. In Bolangir district, no sample workers has reported pension contribution made by the employer. In Koraput and Kalahandi districts, 14 per cent and 7 per cent of the Scheduled Tribes workers have respectively reported the pension contribution made by their employer. In case of other workers, only 9 per cent at overall level have reported this benefit with 12 per cent in Koraput and 8 per cent in Kalahandi district.
- 4.3.5 In case of annual paid leave, 14 per cent of the Scheduled Tribes workers have reported this facility at overall level; with maximum number of workers (20 per cent) in Koraput district and a minimum (5 per cent) in Bolangir district. In case of other workers, 12 per cent are allowed paid annual leave facility at overall level; with maximum number of workers in Koraput district (14 per cent) and a minimum 3 per cent in Bolangir district. In Kalahandi 10 per cent and 12 per cent of Scheduled Tribes and other category of workers have reported paid annual leave facility respectively.

4.3.6 In case of paid sick leave during the sickness period, 19 per cent of the workers are allowed this facility by their employer. In Kalahandi district, a maximum, 37 per cent of the sample workers are reportedly allowed paid sick leave. The district wise distribution of sample workers allowed the paid sick leave is presented below in Table 4.6.

Table 4.6 : District wise percentage of ST and other sample workers getting paid sick leave in case of illness

Sl. No.	District of	Distribution of workers getting paid sick leave (in %)		
		ST	Others	Total
1	Kalahandi	37.7	36.7	37.3
2	Bolangir	9.5	8.8	9.2
3	Koraput	17.2	11.1	14.4
	KBK Belt	21.2	17.3	19.4

4.3.7 It may be observed from the above table that 21 per cent of the sample Scheduled Tribes workers are allowed paid sick leave by their employer in case of illness. In Kalahandi district, 38 per cent of Scheduled Tribes workers, followed by 17 per cent in Koraput and 10 per cent in Bolangir district are reported allowed paid sick leave by their employer.

4.3.8 The information on the maternity benefit availed by the female worker in case of delivery, has revealed that none of the female workers was allowed this benefit in the KBK belt.

4.3.9 The other aspect on which the survey results throw light is the average number of months for which the sample worker was employed during the period August, 08- July, 09. The district wise details of the average number of months of employment of the sample workers are presented below in Table 4.7.

Table 4.7: District wise average number of months during which ST workers and other workers were employed during last one year (Aug, 2008- July, 2009)

Sl. No.	District of	Average number of months employed		
		ST	Others	All workers
1	Kalahandi	10.6	10.6	10.6
2	Bolangir	7.7	8.5	8.1
3	Koraput	10.1	10.2	10.2
KBK Belt		9.8	10.0	9.9

4.3.10 It may be seen from the above table, that on an average the sample workers were employed for about 10 months during the period Aug, 08 – July, 09. Average number of months of employment in respect of Scheduled Tribes workers and other workers during the period is observed to be more or less the same.

4.3.11 The district wise average per month earnings earned by the Scheduled Tribes and other sample workers is presented below in Table 4.8.

Table 4.8 : Average monthly earnings of selected workers district wise

Sl. No.	District	Average earning per month(₹)		
		ST	Others	All workers
1	Kalahandi	2284.5	2464.1	2364.5
2	Bolangir	2303.8	2417.6	2354.7
3	Koraput	2546.2	2461.9	2507.6
KBK Belt		2433.0	2454.6	2442.8

4.3.12 It may be observed from the above table that for all workers the average earnings work out to be ₹ 2443 per month. These vary from about ₹ 2355 in Bolangir to ₹ 2508 in Koraput. While average monthly earnings of ST workers in Kalahandi and Bolangir districts



are lower than their other counterparts, the reverse holds true in Koraput district.

4.3.13 The survey also attempt to collect information from workers about sufficiency or other wise of the present monthly earnings earned by them in meeting their household expenses. It may be observed that only 52 per cent of all the sampled workers feel that their present earnings are sufficient to meet their household expenses. The district wise details are presented below in Table 4.9.

Table 4.9 : District wise distribution of selected workers reporting their earnings as sufficient to meet their household expenses

Sl. No.	District of	Distribution of workers reporting monthly earnings sufficient to meet household expenses (in %)		
		ST	Others	All workers
1	Kalahandi	54.1	57.1	55.5
2	Bolangir	76.2	70.6	73.7
3	Koraput	39.1	48.1	43.2
KBK Belt		49.8	54.5	51.9

4.3.14 In case of Scheduled Tribes workers, 50 per cent of them feel that their earnings are sufficient to meet their household expenses; with the maximum of 76 per cent in Bolangir district and the minimum of 39 per cent in Koraput district. In respect of other workers; the results reveals that 55 per cent of them feel their current average earnings to be sufficient to meet their household expenditure.

#### 4.4 *Demographic Particulars*

4.4.1 In the demographic block of the workers schedule, the information pertaining to gender, age, marital status, education level, activity status of the sampled worker and his/ her family members is collected. The gender wise details of the data so collected are presented in Annexure-VII.

- 4.4.2 It may be seen from the Annexure-VII that the average household size in all the districts is 4 members; except in Bolangir district where it is slightly higher. The data on age profile of the family members indicate that for all workers, 66 per cent of the members are below the age of 35. Only 2 per cent of the members are above the age of 60 years.
- 4.4.3 The information on the education status of the members in the age group 5 years and above reveals that 69 per cent of the Scheduled Tribes family members are illiterate, whereas for other categories of workers' family; the rate of illiteracy is 50 per cent. The Scheduled Tribes members who have studied up to middle class are 24 per cent. Only a few 6 per cent of the Scheduled Tribes members are matriculate or above.
- 4.4.4 The family members of all the workers selected for the studies have been divided into two broad categories i) earner member ii) non-earner member. Earner members are those whose earnings are sufficient enough to meet their livelihood requirements. On the other hand, non-earner members are those who are dependant on other members and their earnings are either nil or in-sufficient to meet their requirements. The survey results reveal that 58 per cent of the Scheduled Tribes families' members are non-earners. Among the other worker family members also, the non-earners proportion is more or less same at 57 per cent. Based on the earner & non-earner proportion of family members, the economic dependency has been calculated. The economic dependency is defined as the ratio of non-earners to earners. The survey results reveal that in the Scheduled Tribes category, there are 1.4 dependents for each earner member.

#### 4.5 *Housing and drinking water conditions*

- 4.5.1 Housing is one of the important parameters which determine workers living conditions. The housing conditions describe the status of worker in the society. During the current survey, information on the

various aspects of housing like ownership status, type of dwelling, type of building, approach to the house, number of living rooms and other basic amenities available in the house are collected. The district wise results are presented in Annexure-VIII.

- 4.5.2 The sample workers have been divided into five categories based on the ownership status. These are the sample worker residing in i) self owned house ii) rented houses iii) house provided by employer on concessional rate iv) house provided by employer on rent and v) residing in the factory premises. The survey results reveal that majority of the sample workers are residing in self-owned houses. The information pertaining to the Scheduled Tribes workers shows that 88 per cent of them are residing in the self-owned houses (75 per cent in case of other workers), followed by 5 per cent in rented accommodation and factory premises each and rest in the accommodation provided by the employer.
- 4.5.3 The sampled workers dwelling have been divided into three main categories i.e. i) Chawl/ Basti ii) independent house and iii) flat. The survey results reveal that majority of the all workers are staying in independent houses (54 per cent). Proportion of the ST workers living in independent dwellings is lower than (49.8 per cent) as compared to other such workers (61.3 per cent).
- 4.5.4 The distribution of houses by type of construction, i.e. pucca, semi-pucca, kuchha and thatched houses reveals that majority of workers are residing in kuchha houses. While about, 61 per cent of the Scheduled Tribes workers have reported kuchha structure about 54 per cent of other workers have kuchha houses . Only 10 per cent of the Scheduled Tribes workers houses have pucca structure.
- 4.5.5 The information on the number of rooms built in the workers' houses reveals that majority of their houses have 2 rooms. While 44 per cent of the Scheduled Tribes workers house have 2 rooms, this percentage in case of other workers' house is 49.

- 4.5.6 The information collected on the source of drinking water, water treatment before use, supply of drinking water (independent/shared) and distance of the source of the drinking water for house is presented in Annexure-IX. Analysis of information indicates that in case of ST workers as well as other workers, maximum proportion of the households are using hand pump water. About 44 per cent of the Scheduled Tribes workers households and about 42 per cent of other workers' households are using hand pumps. Next important source of water is the tapped supply followed by wells. Very few households are using pond/ tank or river/ canal water for drinking purpose.
- 4.5.7 Only 10 per cent of the households treat water by boiling, using filter or cloth screen before use. The water treatment with cloth screen is used by most of the households. The supply of water in majority of the households is from outside the premises. In case of Scheduled Tribes workers' households, 83 per cent have reported the water supply from outside the premises. Only 2 per cent of the Scheduled Tribes household have reported independent water supply in their homes. Most of the households having water supply outside their premises, travel less than half a kilometer to fetch water.
- 4.5.8 The distribution of households by source of energy for lighting in their houses reveals that majority of them are using kerosene oil for this purpose. About 64 per cent of the Scheduled Tribes households and about 57 per cent of other households fall in this category. Remaining households use electricity for lighting. The district wise details of the source of lighting are presented in Table 4.9.

Table 4.9 : Distribution of sample households by source of energy for lighting purposes

Sl. No.	District	Distribution of households by source of energy for lighting purposes at home (in %)			
		Kerosene		Electricity	
		ST	Others	ST	Others
1	Kalahandi	57.4	51.0	42.6	49.0
2	Bolangir	54.8	50.0	45.2	50.0
3	Koraput	69.5	61.1	30.5	38.9
	KBK Belt	63.6	56.5	36.4	43.5

4.5.9 The information is also collected for the source of energy used for cooking purposes in the sampled households. The district wise details of the sources of energy for cooking purposes are presented below in Table 4.10.

Table 4.10 : Distribution of sample households by source of energy for cooking purposes

Sl. No	District	Distribution of households by source of energy for cooking purposes (In %)									
		Firewood		Kerosene		Electricity		LPG		Others	
		ST	Others	ST	Others	ST	Others	ST	Others	ST	Others
1	Kalahandi	83.6	73.5	6.6	14.3	0.0	2.0	1.6	2.0	8.2	8.2
2	Bolangir	90.5	100.0	0.0	0.0	0.0	0.0	4.8	0.0	4.8	0.0
3	Koraput	92.2	71.3	4.7	10.2	0.0	1.9	2.3	15.7	0.8	0.9
	KBK Belt	89.6	77.0	4.3	9.4	0.0	1.6	2.6	9.4	3.5	2.6

4.5.10 It may be observed from the above table that majority of the households are using firewood for preparing food. About 90 per cent of the Scheduled Tribes workers households and 77 per cent of other workers households have reported cooking by firewood. Only 3 per cent of the Scheduled Tribes households and 9 per cent of other households are using LPG (Liquid Petroleum Gas) for cooking purpose.

4.5.11 The collected information reveals that in majority of the Scheduled Tribes households (91 per cent) as well as in other households (79

per cent) latrine facility is not available. Also majority of the households have reported no drainage system. About 70 per cent of the Scheduled Tribes as well as other households have reported no drainage system in their houses as well as in their locality. Only 11 per cent of the Scheduled Tribes households and 16 per cent of other households have reported pucca drainage system in their locality. The district wise details of the drainage system are given in Annexure-X.

**Annexure I**

Government of India  
Ministry of Labour & Employment  
**Labour Bureau**  
**Chandigarh**

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**Socio-Economic Survey of Scheduled Tribe Workers in the Industrial Establishments of KBK Districts in Orissa State**

**Schedule - I (Employer)**

**Reference Month August, 2009**

**Block 1. Identification Particulars of the Establishment**

- 1.1 District (code)  
*Rayagda-1, Koraput-2, Nabrangpur-3, Malkangiri-4,  
Bolangir-5, Kalahandi-6, Nuapada-7, Sonepur-8*
- 1.2 Sl. no. in the sample list
- | Original             | Substitute           |
|----------------------|----------------------|
| <input type="text"/> | <input type="text"/> |
- 1.3 If substitute, mention reason for substitution  
(code)   
*Unit found closed-1, Address not traceable-2,  
Non-cooperation of the unit-3, No ST worker employed-4, others-5, NA-9*
- 1.4 Name and address of the unit
- 1.5 Name of the person contacted
- 1.6 Type of goods/manufactured/produced \_\_\_\_\_
- 1.7 Employment size in the reference month  
*1 to 9 - 1, 10 to 49 - 2, 50 & above - 3*
- 1.8 Total number of workers employed in the unit

## **Block II. Particulars of Operation and Background Information**

- 2.1 Type of ownership  
*Public-1, Private-2, Joint -3, Co-operative-4,  
Others (Specify) -5*
- 2.2 Year of Establishment
- 2.3 Nature of operation  
*Perennial - 1, Seasonal - 2, Ad-hoc - 3*
- 2.4 (a) whether registered under any Act.  
*Yes - 1, No - 2*
- (b) If yes,  
*Factories Act-1948= 1, Mines Act-2,  
Shop and Commercial Establishment Act-3,  
Small Scale Industry under (District Industries centre) -4,  
Any other Act (specify) -5, Not registered-6*
- 2.5 Working nature of the unit  
*Independent -1, Working on Job basis-2, Both-3*
- 2.6 Marketing pattern  
*Directly -1, Through Govt. Deptt.-2,  
Through Private Agency-3, other (specify)-4,  
N.A-9 (In case of working on job basis)*
- 2.7 Whether exporting unit  
*Yes-1, No-2*
- 2.8 Status of the enterprise over the last three years  
*Expanding-1, Stagnant-2, Contracting-3,  
Operated for less than 3 years-4*



### **Block-III Employment and Wages**

#### 3.1 Gender-wise Manual & Non-Manual Workers (Reference month)

Sl. No.	Status of workers	ST			Others			Total		
		M	F	T	M	F	T	M	F	T
1	Manual									
2	Non-Manual									
Total										

#### 3.2 Mode of Employment of Manual Workers

Sl. No.	Caste-category	Directly			Through Contractor			Total		
		M	F	T	M	F	T	M	F	T
1	ST									
2	Others									
Total										

#### 3.3 Employment status of Manual Workers

Sl. No.	Caste-category	Permanent	Temporary	Casual/Badli /Part Time	Others	Total
1	ST					
2	Others					
Total						

#### 3.4 Skill-wise and Gender-wise Manual Workers

Sl. No.	Caste-category	Number of manual workers								
		Skilled			Semi-skilled			Un-skilled		
		M	F	T	M	F	T	M	F	T
1	ST									
2	Others									
TOTAL										

### 3.5 Skill-wise number of man days worked in the reference month

Sl. No.	Caste-category	Number of man days worked								
		Skilled			Semi-skilled			Un-skilled		
		M	F	T	M	F	T	M	F	T
1	ST									
2	Others									
TOTAL										

### 3.6 Skill-wise number of man days paid for workers in the reference month

Sl. No.	Caste-category	Number of man days paid for								
		Skilled			Semi-skilled			Un-skilled		
		M	F	T	M	F	T	M	F	T
1	ST									
2	Others									
TOTAL										

### 3.7 Skill-wise total earnings of Manual Workers

Sl. No.	Caste-category	Total earnings in reference pay period (in Rs )								
		Skilled			Semi-skilled			Un-skilled		
		M	F	T	M	F	T	M	F	T
1	ST									
2	Others									
TOTAL										

## **Block IV- Shifts & Hours of Work**

- 4.1 Number of shifts the unit is working in a day  
*One=1, Two=2, Three=3*
- 4.2 Daily hours of work in a shift  
*Less than 8 hours-1, 8 hours-2, More than 8 hours-3*
- 4.3 Duration of rest interval  
*Less than half hour-1, Half hour to 1 hour-2, More than 1 hour-3*
- 4.4 Weekly hours of work  
*Less than 48 hours-1, 48 to 52 hours-2, More than 52 hours - 3*
- 4.5 (a) Do the workers work beyond the normal working hours  
*Yes-1, No-2*
- (b) If yes, mention the rate of payment for overtime work  
*Ordinary rate-1, Double rate-2, No extra payment-3, Others (specify) -4, N.A.-9*
- 4.6 (a) Does the unit work in the night shift  
*Yes-1, No-2*
- (b) If yes, mention the facility provided to workers in shift  
*Free tea/ coffee-1, Reduce hours of work-2, Free transportation-3, Others (specify) -4, N.A.-9*
- 4.7 Are the female workers required to work in the night shift  
*Yes-1, No-2, N.A.-9*
- 4.8 (a) Is there any system of changeover of shifts  
*Yes-1, No-2, N.A.-9*
- (b) If yes, periodicity of changeover  
*Daily-1, Weekly-2, Fortnightly-3, Monthly-4, Not fixed-5, Others (specify) -6, N.A.-9*

## **Block-V Leave & Holidays**

- 5.1 (a) whether weekly off given to the workers  
*Yes-1, No-2*
- (b) If yes,  
*With wages-1, without wages-2, with wages to some workers & without wages to others-3, N.A.-9*
- 5.2 (a) Are the workers allowed holidays/leave  
*Yes-1, No-2*

(b) If yes, type of holidays/leave allowed

Type of Leave/ Holidays	Provided (Yes-1, No-2)	with wages (Yes-1, No -2, N.A-9)	without wages (Yes-1, No-2, N.A-9)	<i>with wages to some workers &amp; without wages to others</i> (Yes-1, No-2, N.A-9)
Annual Leave				
Sick Leave				
National holidays				
Festival holidays				

### **Block-VI Bonus & Ex-gratia**

6.1(a) whether the unit pay Bonus to its workers

*Yes-1, No-2*

(b) If yes, i) type of bonus paid

*Annual Bonus-1, Festival Bonus-2, Production Bonus-3  
Others (Specify)-4, N.A.-9*

*ii) No. of workers paid Bonus on the year 2008-09*

*iii) Amount of Bonus paid in the year 2008-09*

6.2(a) whether the unit pay Ex-gratia to its workers

*Yes-1, No-2*

(b) If yes,

(i) Number of workers paid during the year 2008-09

(ii) *Amount of ex-gratia paid in the year 2008-09(in cash)*

(iii) *Amount of ex-gratia paid in the year 2008-09 (in kind)*

## **Block -VII Medical and Housing Facilities**

### **Medical Facilities**

- 7.1 Whether First Aid box is provided in the unit  
*Yes-1, No-2*
- 7.2 Is the unit covered under E.S.I. Act  
*Yes-1, No-2*
- 7.3 Other arrangement for treatment of the workers  
*Contract with private medical practitioner-1,*  
*Arrangement with private clinic-2, others (specify) -3,*  
*No provision-4*

### **Housing Accommodation**

- 7.4 (a) Does the unit provide housing accommodation to its workers  
*Yes-1, No-2*
- (b) If yes  
*Free of cost=1, on concessional rate=2, others (specify) =3*   
*N.A.=9*
- (c) Number of ST workers availing the housing facility  
Provided by employer

## **Block-VIII Industrial Relationship**

- 8.1(a) Was there any dispute in the unit during the year 2008-09  
*Yes-1, No-2*
- (b) Mention the cause of dispute  
*Wages & allowances-1, Dismissal-2, Layoff-3, Indiscipline/violence-*  
*4,*  
*Bonus/Ex-gratia-5, Non-availability of work-6, others -7, N.A.-9*
- (c) How the dispute was settled  
*Through negotiation between the worker & management-1,*  
*Voluntary acceptance of demand by management-2,*  
*Voluntary resumption by workers-3,*  
*Intervention by Govt. Authorities-4, others (specify) -6, N.A.-9*
- 8.2(a) Are the workers member of any Trade Union  
*Yes-1, No-2*
- (b) Is the unit member of any Employers Association  
*Yes-1, No-2*
- 8.3 Is there any machinery for settling the grievances of workers  
*Yes-1, No-2*

## **Block -IX Social Security Benefits**

9.1 Are the workers covered under EPF Scheme   
*Yes-1, No-2*

9.2 (a) Are the workers paid gratuity   
*Yes-1, No-2*

(b) If yes, eventualities in which gratuity is paid   
*On retirement-1, Death-2 Voluntary Retirement-3, Termination of services-4, others (specify)-5 n.a=9*

9.3 (a) Is there any Insurance scheme for workers in case of accident   
*Yes-1, No-2*

(b) If yes, name of scheme.   
*ESI-1, Group Insurance-2, others (specify)-3*

9.4 (a) Does the units pay maternity benefits to its women workers   
*Yes-1, No-2, No woman worker employed-9*

(b) If yes, the scheme under which the benefits are given   
*ESI Act-1, Maternity Benefit Act-2, Management own scheme-3, Others (specify)-4, NA-9*

(c) No. of days the maternity leave is allowed

(d) Whether medical claim reimbursed   
*Fully-1, partially-2, no-3*

## **Block-X- Welfare Facilities**

10.1 Welfare facilities provided to the workers at workplace

Sl. No.	Name of facility provided by employer	Provided with in the premises ( Yes-1, No-2)
(1)	(2)	(3)
1	Drinking Water	
2	Urinal/latrine	
3	Washing facilities	
4	Rest shelter/lunch room	
5	Canteen	
6	Crèche	
7	Transport facility	
8	Others (Specify)	

**Bock- XI General Working Environment in the unit**

11.1 Lightening   
*Very good-1, Satisfactory-2, Unsatisfactory-3*

11.2 Ventilation   
*Very good-1, Satisfactory-2, Unsatisfactory-3*

11.3 Overall cleanliness   
*Very good-1, Satisfactory-2, Unsatisfactory-3*

11.4 Overcrowded   
*Yes-1, No-2*

11.5 Relations between the workers & the employer   
*Very good-1, Satisfactory-2, Unsatisfactory-3*

11.6(a) whether account maintained by the employer/management   
*Yes-1, No-2*

(b)If yes, Name of the registers maintained

Sl.No.	Name of Register	Yes-1, No-2
1	Attendance	
2	Wages	
3	Bonus/Ex-gratia	
4	Overtime	
5	Fines/Deductions	
6	Advance	
7		

11.7 Source of information provided through   
*From records/registers-1, Information collected orally-2,  
 Collected from records as well as orally-3,  
 No useful records of account maintained-4*

**Block-XII Nature of problems faced by the unit in general (tick only)**

a. Power cut   
 (Yes-1, No-2)

b. Shortage of Capital   
 (Yes-1, No-2)

c. Non availability of raw material   
 (Yes-1, No-2)

d. The marketing of products

(Yes-1, No-2)

e. Non availability of skilled labour

(Yes-1, No-2)

f. Competition from larger units

(Yes-1, No-2)

g. Local problems/harassment

(Yes-1, No-2)

<b>Name of the field officer</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Remarks :</b>	

<b>Name of the supervising officer</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Remarks :</b>	

**Scrutiny at headquarter**

<b>Name of the officer</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Remarks :</b>	



**Appendix**

Details of Employment & Earnings of Manual workers in reference period

Sl. no.	Name of worker	Gender (Male- 1, Female-2)	Caste (ST-1, Others-2)	Skilled-1, semi-skilled-2, unskilled-3	Directly -1, Through contractor-2	Daily-1, weekly-2, Fortnightly-3, Monthly-4, Not fixed-5	Time Rated-1, Piece Rated-2	No. of days worked	No. of days paid for	Total Earnings (in Rs.)	Permanent-1, Temp-2, Casual-3,others-4
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	

**Annexure-II**

Government of India  
Ministry of Labour & Employment  
**Labour Bureau**  
**Chandigarh**  
\*\*\*

**Socio-Economic Survey of Scheduled Tribe Workers in the Industrial Establishments of KBK Districts in Orissa State**

**Schedule - II (Worker)**

**Block I. Identification Particulars**

1.1	District (code) Rayagada-1, Koraput-2, Nabrangpur-3, Malkangiri-4, Balangir-5, Kalahandi-6, Nuapada-7, Sonepur-8	<input type="text"/>				
1.2	Sample no. of the selected unit	<table border="1"><thead><tr><th>Original</th><th>Substitute</th></tr></thead><tbody><tr><td><input type="text"/></td><td><input type="text"/></td></tr></tbody></table>	Original	Substitute	<input type="text"/>	<input type="text"/>
Original	Substitute					
<input type="text"/>	<input type="text"/>					
1.3	Name of the worker	<input type="text"/>				
1.4	Generation (code) of the worker <i>1st generation-1, 2nd-2, 3rd-3</i>	<input type="text"/>				
1.4	Gender of worker <i>Male-1, Female-2</i>	<input type="text"/>				
1.5	Name of Tribe	<input type="text"/>				
1.6	Skill category of the worker <i>Skilled-1, Semi skilled-2, Unskilled-3</i>	<input type="text"/>				
1.7	Religion <i>Hindu-1, Muslim-2, Christian-3, Others (Specify)-4</i>	<input type="text"/>				
1.8	Type of family <i>Nuclear-1, Joint-2, Single-3</i>	<input type="text"/>				
1.9	Whether migrated from other state? <i>Yes-1, No-2</i>	<input type="text"/>				

## **Block II. General Characteristics**

- 2.1 Are you employed permanently or temporarily?
- Permanently=1  
Temporarily =2
- 2.2 Are you employed on the basis of a written contract or agreement?
- Yes=1  
No=2
- 2.3 Does your employer pay contributions towards your pension fund?
- Yes=1  
No=2  
Do not know=3
- 2.4 Are you paid annual leave or compensation instead of it?
- Yes=1  
No=2  
Do not know=3
- 2.5 In case of illness, are you allowed paid sick leave?
- Yes=1  
No=2  
Do not know=3
- 2.6 Are you allowed the benefit of maternity leave?
- Yes=1  
No=2  
Do not know=3  
NA=9
- 2.7 Do you get the full reimbursement of medical claim in case of maternity leave?
- Yes=1  
No=2  
Do not know=3  
NA=9
- 2.8 For how many months you were employed during the period (Aug, 2008-July, 2009)?
- 2.9 On an average, how much you are able to earn in a month?

2.10 Are your earnings sufficient to meet your household expenses?

Yes=1  
No=2

**Block-III. Demographic and other particulars**

Sl. No.	Name of member	Relation with head of family (Code)	Gender (Male-1, Female-2)	Age (Years)	Marital status (Code)	Education level (code)	Economic status Earner-1, Non-earner-2	Activity status (code)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

Codes for Block 3

col. (3): **relation to head:** self -1, spouse of head -2, married child -3, spouse of married child -4, unmarried child -5, grandchild -6, father/ mother/ father-in-law/ mother-in-law -7, brother/ sister/ brother-in-law/ sister-in-law/ other relatives -8, servants/ employees/ other non-relatives -9.

col. (6): **marital status:** never married -1, currently married -2, widowed -3, divorced/separated -4.

col. (7): **educational level:** not literate -1, literate: below primary -2, primary -3, middle -4, matric -5, senior secondary -6, diploma/certificate course -7, graduate -8, postgraduate and above -9.

Col (9): **activity status :** Employer-1, worker-2, apprentice-3, self employed-4, unpaid family worker-5, unemployed and seeking employment for the first time-6, employed earlier but now unemployed and seeking employment-7, not seeking though available for employment-8, not in labour force; student-9, others-10

## **Block IV. Housing**

4.1 Type of ownership   
*Self-owned-1, rented-2, provided by the employer (a) on concessional rate-3  
(b) Rent free-4, residing in the factory premises=5, others (specify) -6*

4.2 Type of dwelling   
*Chawl/Basti-1, Independent house-2, Flat-3, others (specify)-4*

4.3 Type of building   
*Pucca – 1, semi-pucca – 2, Kutcha– 3, Thatched-4*

4.4 Approach to the house   
*Independent-1, not independent-2, NA-9*

4.5 Particulars of accommodation   
No. of living room  
*One-1, Two-2, Three-3, More than three-4*

4.6 *Other provisions in the house*

Sl.No.	Provision (separately)	Yes-1, No-2
1	Kitchen	
2	Store	
3	Bathroom	
4	Verandah	
5	Window	
6	Ventilation	
7	Cattle Shed	

4.7 **Drinking water**   
(a) Source  
*Tap water-1, Well-2, Handpump-3, Pond/Tank-4, River/Canal-5  
Other (specify)-6 N.A.-9*

4.8 Is water treated before drinking   
*Yes-1, No-2*

4.9 If yes, type of water treatment   
*Boiling – 1, filter – 2, cloth screen – 3,  
using disinfectant– 4, others – 5 , n.a.-9*

4.10 (b) Supply   
Independent-1, Shared inside premises-2, Shared outside premises-3

(c) If shared outside, distance   
Less than half Km-1, Half to less than 2 Km-2, More than 2 Kms-4,NA-9

4.11 **Source of energy**

(a) Lighting

*Kerosene-1, Electricity-2, Both-3, Other (Specify)-4 NA-9*

(b) Cooking

*Firewood -1, Kerosene-2, Coal-3, Electricity-4, LPG-5,*

*Other (Specify)-6*

*Not applicable as taking meals in hotel-9*

4.12 Type of latrine

*Pit-1, Septic tank/flush system-2, No latrine-3, others (Specify)-4*

4.13 Type of drainage

*Open kutchra-1, Open Pucca-2, Covered Pucca-3, Underground-4  
No Drainage-5*

**Block-V Family income and expenditure**

5.1 Details of income accrued to the family during reference month (Rs.)

Sl.No. as in Block-III	Income from paid employment		Income from self employment			Rent/Remittances	Pension	Total
	Industry under reference	other Industry	Other enterprises	Live stock	Agri-culture			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<b>Male</b>								
<b>Female</b>								
<b>Total</b>								

5.2 Details of expenditure incurred and savings by the family *during the reference month (Rs.)*

Sl.No.	Items	Expenditure
1	Food items	
2	Pan, Tobacco, Intoxicant etc.	
3	Fuel and light	
4	Housing	
5	Clothing , bedding, footwear etc	
6	Education	
7	Medical and personal care	
8	Transport and communication	
9	Recreation and amusement	
10	Religion and other ceremony	
11	Other Misc. items	
12	Remittance to family	
13	Repayment of debt	
14	Saving per month	
	Total	

**Block-VI Education**

Education status of age 5-16 years

Sl. no.	Current Educational attendance status (code)	distance to nearest school (code)	Tuition fees waived (fully-1, partly-2, no-3))	Received textbooks (code)
(1)	(2)	(3)	(4)	(5)

Col. (2): status of current educational attendance: never attended-1; ever attended but currently not

attending-2; currently attending -3

Col. (3) Less than 1 km-1, 1-2 km-2, 2-4 km-3, Above 4 km-4

Col. (4) all free-1, some free-2, all subsidised-3, some subsidised-4, some free and some subsidised

-5

## **BlockVII. Household Indebtness**

### Details of household indebtedness

Month & year of loan	nature of loan (code)	source (code)	purpose (code)	Rate of Interest	Type of security (code)	Total amount of loan taken (Rs)	Amount repaid including interest	Principal amount outstanding including interest as on the date of survey (Rs)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Total								

#### Codes for Block

col. (2): **nature of loan:** hereditary loan -1, loan contracted in cash -2, loan contracted in kind -3, loan contracted partly in cash and partly in kind -4.

col. (3): **source:** government -1, co-operative society -2, bank -3, employer/ landlord -4, agricultural/ professional money lender -5, shopkeeper/ trader -6, relatives/ friends -7, others -9.

col. (4): **purpose:** household consumption: medical expenses -1, educational expenses -2, legal expenses -3, other expenses -4; marriage and other ceremonial expenses -5, purchase of land/ construction of building -6, productive purpose -7, repayment of debt -8, others -9.

col. (6): **Type of security:** No Security-1, Land-2, House-3, Jewellery-4, Surety of co-operative-5, LIC policy-6, others-7, NA-9.

## **BlockVIII. Sickness and Treatment**

8.1 In case of illness, whom he/she consults  
*other household members-1, Friends-2, Medicine shop-3,*  
*Doctor-4*

8.2 (a) whether any member of the household fell ill during the last three month preceding the date of visit (June-August, 2009).

Yes-1, No-1



(b) whether he/she has taken any treatment  
 Yes-1, No-2, NA-9

(c) If yes, details

Sl.No.	Name of sick member	Gender (male-1, female-2)	Ailment (Minor-1, Major-2) **	Source of treatment (code)	Type of treatment (code)	Total amount spent on medical expenses (Rs)
(1)	(2)	(3)	(4)	(5)	(6)	(7)

\*\*: Minor ailment: malaria, diarrhea, cough, cold, fever etc.

Major ailment: This requires hospitalization or prolonged recovery

Col (5) *Source of treatment: public hospital - 1, public dispensary-2, private hospital - 3, private doctor - 4, no treatment-5*

Col (6) *Type of treatment: Ayurvedic-1, Allopathic-2, Homeopathic-3, others-4*

(c) If not taking any treatment reasons there for

*no medical facility available in the neighbourhood - 1, facilities available but no treatment sought owing to: lack of faith - 2, long waiting - 3, financial reasons - 4, ailment not considered serious -5, others - 6, NA-9*

8.3 Household members who died during last 365 days

Sl.No.	Name of deceased member	Gender (male-1, female-2)	Age at death	Medical Attention received before death (yes-1, no-2)	Whether hospitalized (yes-1, no-2)	If 1 in col. 6, no. of times hospitalized	If 2 in col. 3,	
							Whether pregnant (yes-1, no-2)	If 1 in col. 8, cause of death (code)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

Codes for block 8

Col. 9- cause of death: for deaths relating to pregnancy/delivery/abortion: during pregnancy-1, during delivery-2, during abortion-3, within 6 weeks of delivery/abortion-4, other deaths-9

## **Block-IX Impressionistic Observations**

How do you compare the current situation with the situation in the year 2007 in terms of

Sl.No.	Description	Mention d
1	Income	
2	Availability of work	
3	Social security benefits at work place	
4	Benefits from Central/State Govt. schemes	
5	Availability of loan from Banks/ Co-operative society	
6	Expenditure on non-food items	
7	Water supply	
8	Sewerage	
9	Educational facilities	
10	Medical facilities	

Codes: (Improved-1, Stagnant-2, Deteriorated-3, can't say-4)

<b>Name of the field officer</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Remarks :</b>	

<b>Name of the supervising officer</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Remarks :</b>	

**Scrutiny at headquarter**

<b>Name of the officer</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Remarks :</b>	

**Annexure-III**

## District- wise sample units providing annual leave

Sl. No.	Districts of	% of units providing annual leave	Distribution of units providing annual leave with (in %)		
			wages	w/o wages	mix
1	2	3	4	5	6
1	Kalahandi	9.1	66.7	-	33.3
2	Bolangir	14.3	100.0	-	-
3	Koraput	33.3	43.8	43.8	12.6
	KBK belt	21.6	54.5	31.8	13.7

## District- wise sample units providing sick leave

Sl. No.	Districts of	% of units providing sick leave	Distribution of units providing sick leave with (in %)		
			wages	w/o wages	mix
1	2	3	4	5	6
1	Kalahandi	30.3	90.0	-	10.0
2	Bolangir	33.3	100.0	-	-
3	Koraput	25.0	33.4	58.3	8.3
	KBK belt	28.4	69.0	24.1	6.9

## District- wise sample units providing national holidays

Sl. No.	Districts of	% of units providing national holidays	Distribution of units providing national holidays with (in %)		
			wages	w/o wages	mix
1	2	3	4	5	6
1	Kalahandi	84.8	92.9	-	7.14
2	Bolangir	100.0	76.2	9.5	14.3
3	Koraput	93.8	55.6	26.7	17.7
	KBK belt	92.2	71.3	14.9	13.8

## District- wise sample units providing festival holidays

Sl. No.	Districts of	% of units providing festival holidays	Distribution of units providing festival holidays with (in %)		
			wages	w/o wages	mix
1	2	3	4	5	6
1	Kalahandi	93.9	90.3	-	9.7
2	Bolangir	100.0	76.2	9.5	14.3
3	Koraput	93.8	55.6	15.6	28.8
	TKBK belt	95.1	71.1	9.3	19.6

**Annexure-IV**

District- wise sample units having lighting and ventilation arrangement

Sl. No.	Districts of	No. of units covered	% age of units having lighting arrangement			% age of units having ventilation arrangement		
			very good	satisfactory	unsatisfactory	very good	satisfactory	unsatisfactory
1	2	3	4	5	6	7	8	9
1	Kalahandi	33	27.3	72.7	-	24.2	69.7	6.1
2	Bolangir	21	4.8	57.1	38.1	-	66.7	33.3
3	Koraput	48	18.8	70.8	10.4	16.7	70.8	12.5
	KBK belt	102	18.6	68.6	12.8	15.7	69.6	14.7

District- wise sample units having cleanliness arrangement & relations with workers

Sl. No.	Districts of	No. of units covered	% age of units having cleanliness arrangement			% age of units having relations with workers		
			very good	satisfactory	unsatisfactory	very good	satisfactory	unsatisfactory
1	2	3	4	5	6	7	8	9
1	Kalahandi	33	12.1	78.8	9.1	6.1	93.9	-
2	Bolangir	21	-	38.1	61.9	4.8	95.2	-
3	Koraput	48	10.4	75.0	14.6	25.0	66.7	8.3
	KBK belt	102	8.8	68.6	22.5	14.7	81.4	3.9

**Annexure-V**

District- wise distribution of manual workers by pay period (Scheduled Tribe)

Sl. No.	District	No. of units covered	% age of ST manual workers by pay-period				
			daily	weekly	fortnightly	monthly	not fixed
1	2	3	4	5	6	7	8
1	Kalahandi	33	14.5	53.0	-	28.9	3.6
2	Bolangir	21	1.6	58.7	-	39.7	-
3	Koraput	48	1.8	59.8	-	38.4	-
	KBK belt	102	4.3	58.3	-	36.7	0.7

District- wise % age of manual workers by pay period (Others)

Sl. No.	District	No. of units covered	% age of other manual workers by pay-period				
			daily	weekly	fortnightly	monthly	not fixed
1	2	3	4	5	6	7	8
1	Kalahandi	33	17.3	33.8	0	48.6	0.3
2	Bolangir	21	5.0	48.7	0	46.3	0
3	Koraput	48	1.9	30.9	0	67.2	0
	KBK belt	102	7.7	36.5	0	55.7	0.1

**Annexure-VI**

## District- wise average per day earnings of manual workers (Skilled)

Sl. No.	District of	No. of units covered	Average per day earnings of manual workers (in Rs)								
			ST			Others			All workers		
			M	F	Total	M	F	Total	M	F	Total
1	2	3	4	5	6	7	8	9	10	11	12
1	Kalahandi	33	123.8	80.0	118.1	99.0	86.0	98.7	99.8	84.8	99.4
2	Bolangir	21	110.0	-	110.0	117.3	-	117.3	116.2	-	116.2
3	Koraput	48	115.4	101.1	112.1	110.4	108.0	110.3	111.1	104.6	110.6
KBK belt		102	114.4	97.4	112.3	106.4	97.7	106.2	107.1	97.6	106.8

## District- wise average per day earnings of manual workers (semi-skilled)

Sl. No.	District of	No. of units covered	Average per day earnings of manual workers (in Rs)								
			ST			Others			All workers		
			M	F	Total	M	F	Total	M	F	Total
1	2	3	4	5	6	7	8	9	10	11	12
1	Kalahandi	33	125.9		125.9	94.0	70.0	91.8	100.4	70.0	98.1
2	Bolangir	21	93.1		93.1	95.6	129.0	96.7	95.2	129.0	96.2
3	Koraput	48	103	80.6	95.2	102	81.5	95	102	81.3	95.1
KBK belt		102	104	80.6	99.5	97	84.8	95.2	98.4	83.8	96.1

## District- wise average per day earnings of manual workers (un-skilled)

Sl. No.	District of	No. of units covered	Average per day earnings of manual workers (in Rs)								
			ST			Others			All workers		
			M	F	Total	M	F	Total	M	F	Total
1	2	3	4	5	6	7	8	9	10	11	12
1	Kalahandi	0	97.7	85.8	93.9	101.7	80.9	97.8	100.8	82.7	96.8
2	Bolangir	0	84.9	76.2	80.9	89.2	81.9	87.4	88.6	80.4	86.2
3	Koraput	0	84.6	81.3	82.8	94.6	75.4	87.6	91.4	78.3	85.7
KBK belt		0	90.4	81.6	86.5	96.2	78.9	91.7	94.9	80.0	90.2