



Centre for Labour Research and Action

Advancing the rights and entitlements of migrant
workers in India

**ANNUAL
REPORT
2023-24**

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INTRODUCTION

The Centre for Labour Research and Action (CLRA) has been working for nearly two decades to secure labour and human rights for informal and seasonal migrant workers across Gujarat, Rajasthan, Maharashtra, Madhya Pradesh, Telangana, and Odisha. Its focus is on some of the most marginalized groups, primarily Scheduled Castes, Scheduled Tribes, and marginalized OBC workers, engaged in agriculture, brick kilns, ginning factories, and construction. CLRA has developed an innovative paradigm of organizing seasonal migrants through a three-pillar approach

1. Mapping and documentation of migration streams
2. Securing access to entitlements
3. Enabling labour rights and collective negotiations.

By working at both source and destination areas, it addresses the systemic vulnerabilities of migrant labourers. In 2023-24, CLRA implemented several major programs.

- With support from the Azim Premji Foundation, it ensured decent work for seasonal migrant workers in agriculture and brick kilns by conducting mapping exercises, capacity building training, safe migration initiatives, campaigns, case interventions, and advocacy for entitlements.
- In partnership with terre des hommes Germany e.V. and HAQ, it implemented a child rights-based model of food sovereignty for children of migrant families.
- Through support from Rosa Luxemburg Stiftung South Asia, it documented the conditions of sugarcane-cutting workers in South Gujarat while promoting awareness and actions for social protection.
- Additionally, with backing from the Unitarian Universalist Association's Holdeen India Program, CLRA engaged with migrant settlements in Ahmedabad and Gandhinagar to secure civic rights, social security, and housing rights.

CLRA's strategy emphasizes that sustainable change is only possible through collective organization and pressure on systems by workers themselves. Migrants are often deprived of universal entitlements such as healthcare, education, ICDS, and PDS, and face exploitative wage practices, including seasonal withholding and denial of minimum wages. CLRA's long-term efforts thus combine research, advocacy, and grassroots mobilization to advance dignity, rights, and better working conditions for seasonal migrants.



PROJECT HIGHLIGHTS



I. **Azim Premji Foundation, India: Promoting Rights of Migrant Agriculture Workers (October 2021 to September 2024)**

Operating through a network of 12 grassroots organisations across both source and destination areas, under the project, CLRA has been engaged in organising and mobilising tribal agricultural workers migrating to the plains of Gujarat. The objective is to ensure that these workers receive their rightful wages and entitlements while working in safe and secure conditions. Key Activities and Achievements of 2023-24 have been mentioned below:

- **Mapping of Workers and Labour Contractors:** Worker mapping was carried out across multiple districts in Gujarat (Junagadh, Amreli, Rajkot, Morbi, Banaskantha, Kutch, Surendranagar, Chhota Udaipur and Dahod), Madhya Pradesh (Badwani and Alirajpur), and Rajasthan (Dungarpur). Through this process, **17,576 migrant workers** were reached, and the migration streams of workers were systematically documented.
- **Village and Naka Meetings:** To spread awareness on labour rights, **1,016 meetings** were organised across 13 districts in four states. These meetings engaged **26,333 workers**, strengthening awareness about rights and entitlements.
- **Capacity Building of Workers:** **15 training sessions** were held to build worker awareness on rights, labour laws, access to public services, sexual harassment, atrocities, and updated statutory minimum wages for agricultural workers. A total of **865 workers** were trained.

- **Public Campaigns and Meetings:** **25 campaigns** were held across source and destination areas, addressing issues such as statutory agricultural wages, land grabbing in Adivasi areas, and the role of the *Paschim Bharat Majur Adhikar Manch* forum. These campaigns engaged **10,044 participants**.
- **Advocacy with Labour Departments:** Partners submitted **62 memorandums** to state and district administrations on issues including: Implementation of revised agricultural minimum wages, Improved access to public services, Establishment of shelter homes at destination sites, Access to education for children of migrant workers, Compensation for animal attacks, natural calamities, and workplace accidents.
- **Legal Cases and Membership:** During the reporting period, **156 cases of non-payment of wages** involving 751 workers; **21 cases of sexual harassment** involving 22 women workers and girls; **77 cases of other labour rights violations** (workplace accidents, atrocities, bonded labour) involving 311 workers were handled.



II. **Azim Premji Foundation, India: Promoting labor Rights of Bricks Kiln and Agriculture Workers (October 2022 to September 2025)**

Since October 2022, APPI has been supporting CLRA in building strong workers' organisations and collective strength across three states: Gujarat (brick kilns), Rajasthan (brick kilns), and Maharashtra (sugarcane harvesting). The initiative focuses on organising workers, raising awareness about their rights, ensuring access to services, and building worker-led advocacy for systemic change. Key Activities and Achievements of 2023-24 are mentioned below:

- **Mapping of Workers and Labour Contractors:** Worker mapping was undertaken by *Intt. Bhatta Majdur Union* in Gujarat, *Rajasthan Pradesh Intt. Bhatta Majdur Union* in Rajasthan and by partners in Maharashtra. This exercise facilitated direct contact with **around 5,700 workers** during the year, strengthening their links with the collective.

- **Village and Naka Meetings:** Informal awareness meetings were organised and pamphlets distributed to educate workers about their rights and the work of the collective. A total of **759 meetings** were held across Rajasthan, Gujarat, Maharashtra, and in source states (UP and Chhattisgarh).
- **Capacity Building and Safe Migration Training:** **36 training programmes** on labour rights, laws, and safe migration practices were conducted. **1,329 workers** participated, equipping them with knowledge and strategies to ensure safer migration and better access to public services.
- **Public Campaigns and Conventions:** Public campaigns were organised to raise awareness about worker rights, minimum wages, and collective bargaining. **17 campaigns** were organised reaching **more than 3,600 people** in Maharashtra and Ahmedabad. The campaigns strengthened awareness and leadership development at the grassroots level.
- **Source Visits and Coalition Building:** Four source visits were made to Chhattisgarh (June, August, September 2023) and one to Uttar Pradesh (September 2023).
 - Visits were conducted in Shahjahanpur, Bareilly, Pilibhit, Chitrakoot, and Banda (UP) and Mahasamund, Balodabazar, Bilaigad, Sarangagad (Chhattisgarh).
 - In Bilaspur, a **coalition of nine organisations** was formed, agreeing to draft and submit a demand letter to the Chief Minister, Labour Minister, and Labour Secretary.
 - **‘Pravaasi Mazdur Sangathano ka Sanyukta Morcha’ / United Front of Migrant Labour Organisations**, a coalition of nine organisations, was formed, during the source visit in Chhattisgarh in August 2023, to collectively press for migrant worker rights.
 - In Maharashtra, **five new collectives** of sugarcane workers in four Marathwada districts (Latur, Nanded, Parbhani, Beed) partnered with CLRA, supported by eight newly recruited fellows. This expanded total partners to ten.
- **Legal Cases and Membership:** Collectives handled **168 cases of non-payment of wages, 47 cases of bonded labour, and 45 cases of labour rights violations** across three states.
 - To strengthen the movement, **5,340 workers** became members of collectives in 2023-24.
 - The collectives received **Rs. 11,13,750** through donations, case fees, and membership fees, ensuring financial sustainability.
- **Linkages to Services:** Advocacy with local administrations ensured improved access to education and health. Achievements included: **662 children of migrant workers** enrolled in schools; **2,692 women and children** linked with RCH (Reproductive and Child Health) and Integrated Child Development services. **689 migrant families** from UP, Chhattisgarh, Bihar, and Jharkhand secured ration access while working in brick kilns across Bhilwara, Ajmer, and Jaipur.



III. Rosa Luxemburg Stiftung, Germany: Researching informal and migrant workers conditions and facilitating awareness and actions with regards to workers social protection (2023 and 2024)

Since 2017, CLRA has been working with Rosa Luxemburg Stiftung (RLS) through its Surat-based project team to safeguard the rights of seasonal migrant workers in factories, construction, agriculture, and sugarcane harvesting. Efforts focus on documenting conditions and improving access to social protection.

- **Labour and Migration Mapping:** Detailed mapping conducted in Surat of labour nakas, sugar farms, factories, sanitation workers, and mukaddams. Data shared with government officials, leading to health check-ups and mobile clinics at multiple nakas.
- **Achievements in Wage Struggles:** Gujarat government issued a **draft notification in March 2023** doubling the minimum wage for sugarcane harvesters to **Rs 476/tonne, benefiting ~1 lakh households; total wage benefit ~Rs 2,142 million..** Factories initially deducted Rs 101/tonne as medical and transport costs, paying only Rs 375 to the workers. CLRA filed a case at Navsari Labour Court; sustained dialogue forced factory management to return **Rs 21/tonne** deducted as medical costs. Awareness campaigns held in Subir, Dang, and parts of Maharashtra.
- **Advances and Interest:** Collective negotiation capped advance amount for each koyta pair at **Rs 40,000**. Interest rates reduced to below 30% per season. Mukaddams and koyta pairs agreed to maintain diaries for better financial transparency.
- **Unorganised Labour Action School (ULAS):** Capacity-building training programme for activists working with informal workers. **2023–24 sessions:**
 - Online: April 12–May 17 (71 participants).
 - In-person: July 14–18, Subir, Dang (36 participants).

- Around **200 activists, worker leaders, union leaders, and students trained.**
- **Shelter for Migrant Construction Workers:** Collaboration with Surat Municipal Corporation since 2018 to manage shelters at Sahara Darwaza, Morabhagal, and Gorat. Beneficiaries:
 - Sahara Darwaza: Avg. 160–170 individuals.
 - Mora Bhagal: Capacity 240–280 individuals.
 - Gorat: 320 individuals.
 - Facilities include dormitories, kitchens, solar water-heated washing areas, and safe drinking water.
- **18 case interventions:** 13 resolved, 5 pending; economic benefits worth **Rs 1.72 crore.**
- **Research and Advocacy**
 - **Door-to-door Waste Collection Workers Study (Dec 2023, Surat):** Household surveys (196 families), FGDs, secondary research. Workshop with 50 participants including waste workers, unions, SMC, and NGOs. Outcome: Creation of a collective network for sanitation and waste workers.
 - **Migration Atlas Phase II – Gujarat State Profile:**
 - Inception workshop (2 Aug, Ahmedabad Management Association).
 - Pilot survey discussed for Chhota Udaipur, Jhabua, Dhangar Tali, Bansvada.
 - Migration flow to be tracked through taluka-level data sheets.
 - Follow-up meeting (14 Aug, Chhota Udepur) to train teams on fieldwork and methodology.
- **Other Engagements**
 - **Workshop on Labour Codes (Oct 11–12, 2023, Kochi, Kerala):**
 - 39 participants (worker organizations, activists, CLRA team).
 - Sessions covered history and implications of new Labour Codes.
 - Key demands: One labour law for all, recognition of informal workers, work-based OSH norms, calculation of floor wage.
 - **Exposure Visit (Kerala):**
 - Visits to Kudumbashree-run community kitchen and Chhottanikkera Panchayat.
 - Interactions with women workers engaged in waste management (Haritha Karma Sena).



IV. Terre des hommes (TdH), Germany: Building a child rights-based model of sustainable food sovereignty for children from seasonal migrant families

This project contributes to Sustainable Development Goal 2 (achieving food security, ending malnutrition, and eradicating hunger) by improving the nutritional situation of 5,250 children from migrant worker families in 30 kilns located in Ajmer, Bhilwara, and Mathura. The approach focuses on awareness and education interventions for women and children, linking workers with government programmes, creating alliances with employers, trade unions, media, and policymakers, and empowering migrant families to advocate for their rights. Following key activities were carried out in 2023-24

- **Access to Public Services:** 304 children (0-6 years) were enrolled in 10 Health and Nutrition Centers in Ajmer and 350 children (0-6 years) were enrolled in 10 CHNCs in Bhilwara between January and June 2023. Between July and December 2023, 334 children were enrolled in 9 CHNCs in Ajmer and 300 children were enrolled in 9 CHNCs in Bhilwara.
- 304 children (0-6 years) in Ajmer and 350 in Bhilwara had a health card used to monitor their growth and nutrition and immunization status each month.
- 334 children (0-6 years) (149 repeated, 84 males, 65 total) in Ajmer and 300 children (0-6 years) (75 total, 40 males, 35 female) enrolled at the CHNCs had a health card to monitor their growth, nutrition, and immunisation status each month.
- 10 health camps organised at 10 brick kilns in Bhilwara benefitting 729 individuals (337 male and 392 female)
- 729 people (337 male, 392 female) benefitted from free checkups, medicines, and dissemination of accurate information on seasonal diseases and precautions. 11 malnourished children from Ajmer and 1 from Bhilwara were referred to MTC centres.
- Between January and June 2023, 48 children in Ajmer and 23 in Bhilwara were connected to ICDS services.

- Between October and December 2023, 85 children (36 male, 49 female) in Ajmer and 50 (26 male, 24 female) in Bhilwara were enrolled at local AWCs.
- 9 children (5 male, 4 female) in Ajmer and 45 (23 male, 22 female) received supplementary nutrition, while 33 (16 male, 17 female) in Ajmer and 36 (18 male, 18 female) accessed immunisation.
- 274 children (126 male, 148 female) in Ajmer and 315 (164 male, 151 female) in Bhilwara were administered polio drops. 261 children (131 male, 130 female) in Ajmer and 244 (120 male, 124 female) in Bhilwara were provided iron supplements.
- 153 children (70 male, 83 female) in Ajmer were provided calcium supplements while 45 (22 male, 45 female) were provided multivitamins.
- **Campaigns and Advocacy:** The team has actively engaged with various campaigns throughout the year. Two Centre Facilitators from Ajmer were invited to Jan Swasthya Abhiyan's residential workshop in Jaipur as resource persons from October 4-14, 2023, and shared their experiences working with the children of migrant brick workers on health, nutrition, and sanitation issues.
- In 2023, 41 and 60 individual meetings and visits with brickworks owners were conducted in Ajmer and Bhilwara respectively: 30 meetings in Ajmer and 30 in Bhilwara in the January-June 2023 period and 11 and 30 respectively in the July-December 2023 period.
- **Multi-stakeholder meetings:** On December 28-29, 2023, CLRA organised a two-day training for brickworks owners and managers, workers' collectives, government officials, and civil society organisations in Mandal (Bhilwara), attended by a total of 41 participants (24 male, 17 female), including 2 male workers and 4 adolescent girls from the project's brickworks in Bhilwara. Discussion was around issues faced by migrant worker families at kilns.
- On September 5, 2023, a meeting of 45 stakeholders (23 male, 22 female) was organised in Bhilwara, including representatives from government departments like Education, Health, WCD, Labour, Chairperson and Members of the district Child Welfare Committee, brickwork owners and managers, union members, as well as local CSOs like GSVS and Mahila Evam Bal Chetna Samita, to discuss child rights.
- 3 meetings were organised with a network of civil society organisations and labour unions on 20th May 2023 (15 participants), 16th June 2023 (22 participants), and 15th July 2023 (15 participants) in Ajmer. On 22nd June 2023, a district-level convergence meeting was held at District Collectorate, Ajmer in which 14 CSOs members and 6 government officials (Social Justice and Empowerment Department, Education Department, Health Department, Labour Department and Factories and Boilers Inspection Department) and 2 labour union members participated.
- **Training and food festivals:** 18 trainings with 1,658 participants in Bhilwara and Ajmer on health budgeting and the variety of locally available foods.
- 76 festivals in Ajmer and Bhilwara were organised, helping with rapport-building with the workers and raising awareness about health, nutrition, and education.



V. We Trust Hong Kong: Ensuring rights of Migrant Children at Brick Kiln Project in Rajasthan (2023-2024)

The CLRA team has been working intensively in Rajasthan (Ajmer and Bhilwara) to prevent child labour by integrating children employed at brick kilns into the mainstream education system. The project focuses on providing remedial education, ensuring continued enrolment and retention in schools, and creating enabling conditions for children of migrant workers to access their right to education. Key Activities and Achievements (2023–24)

- **Mapping of Children:** Special schedules were designed to map the total number of children and youth at 14 brick kilns, their educational status, access to ICDS facilities for children under 5, and health services for pregnant and lactating women. The mapping exercise covered: 1,000 children (0–14 years); 276 adolescents (15–18 years); 1,563 youth (above 18 years). Findings were shared with government departments to initiate interventions for education and health.
- **Baseline Test:** After conducting the survey at the brick kilns, a baseline test was organized to assess the current learning levels of children aged 6–14 years. Out of 336 children tested, 287 scored below 45% and 49 scored between 45 and 60%.
- **Education centers at Brick Kilns:** Education centers have been set up at 14 kilns – in open spaces or rooms, running for five hours daily. Math, Hindi, English are taught, along with library

and play time. The team regularly monitored the functioning of the centers, catering to 397 children (including 195 girls and 202 boys).

- **Teacher Selection and Training:** The process of selecting teachers in Rajasthan was conducted in collaboration with colleagues from the Children Nutrition Project, implemented by our organization. The selection emphasized gender inclusivity, prior experience, and educational qualifications, with a focus on ensuring that teachers could contribute both locally and in their source areas.
- A five-day residential training program was conducted at the beginning, focussing on planning the activities for the first two to three months. 14 teachers were trained in December 2023. Two teachers from Chhattisgarh and one from Bihar were also appointed.
- **Advocacy with Education Departments for enrolment of children in government schools:** Extensive engagement with officials at the district, block, and gram panchayat levels resulted in the enrolment of 56 children from brick kilns into government schools.
- Several departmental meetings pushed forward the agenda of opening on-site schools and extending supplementary nutrition to children of migrant workers.
- **Parental Engagement and Capacity Building:** Meetings were organized at source locations with parents to highlight the importance of education despite migratory labour patterns. Discussions included strategies for ensuring continuity of education, carrying essential school documents and materials, and preparing children for the transition between source and kiln locations.
- A monthly parent meeting is conducted for families of children aged 6–14 years who are attending school while living at the brick kilns. Attendance monitoring, academic progress, health and hygiene, and completion of documents are the topics discussed.
- On August 27, 2023, a cadre workshop was held in Dhanseer village, Chhattisgarh, with 30 workers, focusing on mobilizing families to safeguard children's education even during migration.
- **Transition to Source Area Schools:** In July 2023, children enrolled at CLRA education centres in Rajasthan were transitioned to schools in Chhattisgarh. With the help of local schools, registration numbers were secured to ensure official enrolment. A total of 129 children (68 boys and 61 girls) were successfully integrated into source area schools.
- **Health, Hygiene, and Welfare Activities for Women and Children:**
 - Vaccination for Pregnant Women: 20 in Ajmer and 10 in Bhilwara
 - Vaccination for Children (0-6 years): 38 in Ajmer
 - Vaccination for Adolescents: 13 in Ajmer
 - Distribution of Sanitary Napkins to Adolescent Girls: 42 in Ajmer
 - Distribution of Sanitary Napkins to Women: 20 in Ajmer
 - Opening of Bank Accounts: 7 in Ajmer and 3 in Bhilwara (Total 10)
 - Sonography Services: 2 in Ajmer
 - Sterilizations Conducted: 5 in Ajmer
 - Issuance of New Mamta Cards: 9 in Ajmer and 5 in Bhilwara (Total 14)
 - Establishment of New Nutrition Gardens: 35 in Ajmer
 - Ration Registration: 19 in Ajmer and 25 in Bhilwara (Total 44)
 - Institutional Deliveries: 5 in Ajmer and 4 in Bhilwara (Total 9)
 - Ayushman Cards Issued: 38 in Ajmer



VI. Unitarian Universalist Association, United States: Informal sector migrant workers in the urban settlements 2023 and 2024

Since October 2022, CLRA has been working towards the aforesaid housing and habitat related issues plaguing migrant workers in Ahmedabad and Gandhinagar with the support of Unitarian Universalist Association's Holdeen India Program. The project goals can be stated along a three-point grid comprising of

- Strengthening civic rights through creation of local Identity papers
- Ensuring social security
- Ensuring secure housing rights through advocacy

CLRA's effort has been to enumerate the families residing in these settlements through household surveys, and using the data to advocate for decent housing conditions from local authorities. The organization has also worked on supporting the *basti* residents in procuring local identity papers in order to strengthen their rights to the city.

CLRA also advocates for provision of basic services such as water, toilet and sanitation, electricity, education, childcare, and health.

Through the grant, CLRA continued its engagement with settlements of migrant workers in Ahmedabad. It also added around nine *bastis* during the year in Gandhinagar and Ahmedabad.

Between October 2022 and September 2024

- 192 basti meetings were conducted to disseminate services related awareness amongst the workers residing in the bastis and aid in receiving the benefits. 1,479 workers became members of the collective
- 2 Cadre trainings were conducted for workers regarding the impact of new labour codes and the ideology of the workers' collective. Worker members from the bastis participated along with members of the executive committee of the workers' collective. A total of 77 people benefited from the trainings.
- 18 public events were organised with basti residents on Human Rights Day, Republic Day, Ambedkar Jayanti, Labour Day, Independence Day, and a bike rally to raise awareness about worker safety. A major public event was held in Gandhinagar regarding the housing issues.
- 16 advocacy attempts were made during the year, including a meeting with the Chief Minister of Gujarat, Public Interest Litigations, and representations to stop evictions and provide housing to the migrant workers
- 62 cases pertaining to payment of wages, forced employment, and housing. Seven cases are pending with the workers' collective or the concerned authority, and four have been resolved in favour of the workers
- 579 workers were linked to documents such as Aadhar Card, e-Nirman Card, e-Shram Card, ration card, and Bank Account registration
- 2 education classes were operationalized with the support of two teachers – reaching around 45 students at the bastis in Ahmedabad
- 8 education centers ran successfully in Dahod and Mahisagar for three months, and four centers in Rajkot.

VII. The Abolish Foundation, Canada: Rehabilitation Support to Industrial Accident survivors

The Abolish Foundation (TAF) developed The Healing Project (THP) to provide prostheses and ongoing support to amputees from extremely underprivileged backgrounds. THP is a four-year program, launched in June 2023 after a successful pilot with the first recipient. In July 2023, prosthetic fittings and installation was carried out for five patients, along with follow-up and consultation for two existing patients. In January 2024, visits were conducted at patients homes. The goal of the program is to help survivors of life-changing accidents become “self-sufficient” and develop into contributing members of their community and family.



I. Towards A Seasonal Migration Atlas of Gujarat, Migration from tribal areas of Gujarat, Madhya Pradesh and Rajasthan; with Rosa Luxemburg Stiftung – South Asia

Provides an in-depth empirical study of seasonal migration patterns from tribal areas in Gujarat, Madhya Pradesh, and Rajasthan. Focusing on blocks with high Scheduled Tribe populations such as Alirajpur (MP), Sajjangarh (Rajasthan), Garbada (Dahod, Gujarat), and Chhota Udepur (Gujarat), the research analyses why and how tribal communities migrate, for wage work in urban and rural Gujarat. Using household surveys at the Gram Panchayat level, the study tracks migration incidence, destinations, work types, family migration patterns, and durations, aiming to create a gender-segregated migration database, identify major migration streams, and generate recommendations to improve conditions for these marginalized migrant workers.

II. Navigating Through Waste, A Study on the Condition of Migrant Tribal Families Engaged in Door-to-Door Waste Collection Work; with Rosa Luxemburg Stiftung – South Asia

Examines the lives and working conditions of Adivasi migrant tribal families, especially women, engaged in door-to-door waste collection in Ahmedabad, Gandhinagar, and Surat, Gujarat. These workers, primarily originating from tribal districts in Gujarat and Madhya Pradesh, operate under informal, precarious, and often verbal contracts with private companies due to increasing privatization in urban waste management. The study highlights intersecting vulnerabilities of caste, gender, migration, and informality: workers face hazardous working conditions with no social security, rights, or formal recognition, and women undertake a double burden of waste collection and domestic work. The report calls for urgent organization, collective bargaining, and stronger legal protections to support the dignity, health, and livelihoods of these workers.

III. Deprived Childhood, Assessing the Access to Schooling for Children from Migrant Agricultural Families in Gujarat

Examines the schooling situation of children from tribal migrant agricultural worker families, primarily from Gujarat's Bhil tribal belt and Madhya Pradesh, who migrate seasonally to Saurashtra and Kutch as sharecroppers or *bhaagiya*. Surveying 1,476 migrant households (with 2,844 children), the study found that 94% of children under 6 did not attend Anganwadis and 63% of children aged 6-14 did not attend schools at their migration destinations. Key barriers to education include the distance of schools from farms, language differences, household responsibilities (especially for girls), and lack of documentation; many children end up working in agriculture or domestic chores instead. The report highlights persistent implementation gaps in government schemes like RTE and the Samagra Shiksha Abhiyan and calls for increased funding, targeted interventions, and collaboration with civil society to uphold migrant children's right to education.



FUNDERS AND COLLABORATORS



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