



Centre for Labour Research and Action

Advancing the rights and entitlements of migrant
workers in India

**ANNUAL
REPORT
2024-25**

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INTRODUCTION

Centre for Labour Research and Action (CLRA) promotes workers' rights in the vast informal sector economy of India. It seeks to (i) organize workers into trade unions that can take up the struggle for decent wages and improved work conditions and (ii) undertake policy advocacy with the state so that workers receive their due entitlements. The organizational vision is to ensure decent work for unorganized workers. Its mission is to promote sustainable workers' organizations that can take forward the workers' struggle. CLRA has worked in three major migration streams since its inception two decades back - agriculture, brick kilns, and construction. Amongst the industrial sectors, it has worked in the initial stages of cotton supply chain in cotton ginning. In the long term, the organization envisages that its main work of facilitating organization building would be taken up by workers' organizations. CLRA will continue to play a supportive role.

Given that informal workers constituted up to 92 percent of the workforce in India in 2004-05 (NCEUS report 2004) making seasonal migration as the dominant mode of labor engagement in the informal sector in India. Workers, sometimes with their whole families, migrate from the relatively underdeveloped pockets to the developed areas for short term deployment, constituting what has been termed by a noted researcher as 'footloose labor' (Bremen 1996). This workforce is not amenable to traditional organizing activity that focuses exclusively on work place. The work places are dispersed, deployment of workers is on a seasonal basis and migrant workers are dependent on the employers in many ways – debt, residence at the workplace, and lack of support at destination.

This report seeks to highlight the efforts and outcomes of the various collaboration that CLRA undertook with their funding partners in 2024-2025. The projects teams working across Gujarat, Rajasthan, Maharashtra, and Madhya Pradesh have developed an alternative paradigm of organizing workers that has proved its effectiveness over the last two decades. The strategy factors in the constant movement of workers, the critical role of middlemen, the nature of production process, and the socio-economic profile of workers. This report discusses the progress of various ongoing projects for the given year.

CLRA's strategy consists of the following components:

1. **Research:** Field research is an integral component of CLRA's work. A principal reason is that there is no existing information about the informal workers that are the main target group. The very concept of informality arises from absence of record keeping. Data on the large masses of seasonal migrant and informal workers CLRA works with are not recorded anywhere. Therefore, one of the first task that needs to be undertaken is to develop a data base of the target group of workers. Field research undertaken by CLRA comprises of (i) mapping and creating of data bases for different segments of workers (ii) in depth inquiry into working and living conditions (iii) value chain studies to understand the profile of the industry and different processes.
2. **Migration Stream as the Unit of Intervention:** Seasonal migration is marked by constant movement that presents challenges to any organizational initiative. At any destination in a particular industrial cluster, workers come from a various of locations. Similarly, from any source cluster, workers may go to many dispersed destinations. The concept of migration stream makes it possible to bring focus to this bewildering jigsaw puzzle. Over a period of time, the migration corridors get established. CLRA has focused on these migration streams as units of organizational activity like factory or shop floor in the formal sector.

3. **Undertake organizational activity over the whole cycle from source to destination:** The emergence of stable migration streams opens up the possibility of undertaking the organizational process in source areas. CLRA looks upon Labor Exchanges that would collectivize and institutionalize the supply of labor as the viable alternative to traditional trade unions in the formal sector. The project teams have tried this out successfully in some streams that offered favourable conditions. In other streams as well, it makes sense to continue organizational activity in source areas. It is not easy to engage with workers in the destination as both the work place and the living space may be controlled by the employer. It is also helpful in gaining confidence of workers.
4. **Engaging the labour contractors:** The deployment of migrant workers at work is mediated through a vast array of labor contractors, that recruit workers from their homes and transport them to work place providing the linkage between work place and remote source clusters. Even though traditionally, the middlemen are looked upon as exploiters who charge exorbitant commissions. However, CLRA has from the very beginning adopted a more nuanced stand. CLRA understand that the middlemen are not a homogenous category. The approach of the workers collective towards middlemen is dictated by their class and caste character. In majority of the instances, middlemen are former workers who have graduated to the status of middlemen. In fact, becoming a middleman is the only career advancement opportunity for majority of the workers in the informal sector. Therefore, there exists a natural affinity between the workers and the middlemen. In most instances, the middlemen provide the leadership to the workers' movement. It also becomes necessary to engage with the middlemen for tactical reasons. They are the gate keepers. It is not possible to interact with workers in many instances before establishing an equation with the middlemen. The lesson from organizational experience of close to two decades has been that middlemen are bound to figure prominently in any workers movement.
5. **Tackling bondage and trafficking:** Issues of workers in the informal sector are qualitatively different from those in the formal sector. The laws that regulate workers in the formal sector – Industrial Disputes Act and Industrial Employment Standing Order Act - are not applicable to informal workers. While there does exist minimal labor legislation for the informal sector – Minimum Wages Act, Payment of Wages Act, Workers' Compensation Act – the enforcement is non-existent. The issues that affect the migrant workers are bondage, trafficking, sexual harassment at work place, and non-payment of wages. These often fall in the realm of human rights. In fact, one of the most powerful legislations for workers is the Bonded Labor Act.
6. **Public Service Linkage:** The migrant workers lose out on the public services like education, health, and ICDS in destination areas. As there are no effective statutory procedures to register migrating workers at source or at destination, and the entitlements of source are not portable, most migrating families already among the more vulnerable, lose out on several entitlements both at source and at destination. Most significant of these relate to women and children. School age children migrating for 6-8 months and those not able to stay back inevitably drop-out and become child and adolescent labour. Little children, pregnant and lactating mothers as well as adolescent girls lose out on nutritional supplements, and sustained reproductive and child health coverage. The Government health facilities seem alien and migrant workers at the destination as most facilities do not do effective outreach, and workers seek private professional as well as non-professional health care. CLRA's approach has been to fill critical gaps, mainly related to lack of data on the extent and the work conditions of migrant workers; lack of specific orders by the Governments to the lower functionaries and

lack of even an implementation policy, plan, procedures and mechanisms and most of all no proper monitoring of services even when they are provided..

In 2024-25, 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 January 2025)

Operating through a network of 12 grassroots organisations across both source and destination areas, under the project, CLRA was engaged in organising and mobilising tribal agricultural workers migrating to the plains of Gujarat. The objective was to ensure that these workers receive their rightful wages and entitlements while working in safe and secure conditions. The project concluded in January 2024, however the network – *Pashchim Bharat Majur Adhikar Manch* is active and in touch with the CLRA team regarding collective strategies, cases, and advocacy efforts. Across Gujarat especially in the Saurashtra region, there is a large number of migrants, and if they became members of the union then the union would self-sustain and would not need any funding agency and could keep continuing the work. CLRA would keep supporting the partners in legal matters.

Key Activities and Achievements of 2024-25 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, **16,710 migrant workers** were reached, and the migration streams of workers were systematically documented.
- **Village and Naka Meetings:** To spread awareness on labour rights, **546 meetings** were organised in villages across Gujarat, Madhya Pradesh, and Rajasthan. These meetings engaged **12,278 workers**, strengthening awareness about rights and entitlements.
- **Capacity Building of Workers:** **14 training sessions** were held to build worker awareness on rights, labour laws, safe migration, access to public services, sexual harassment, atrocities, and updated statutory minimum wages for agricultural workers. A total of **626 workers** were trained.
- **Public Campaigns and Meetings:** **13 campaigns** were held across source and destination areas in Gujarat, Rajasthan, and Madhya Pradesh, covering issues of Adivasi migrants, security of women workers, demand for NREGA and FRA, implementation of agriculture minimum wages, by all network partners. These campaigns engaged **2,598 participants**.

- **Advocacy:** Partners submitted **37 memorandums** to state and district administrations on issues including: compensation to agricultural labourers in natural calamities affected areas, implementing agriculture minimum wages, public services, protection of land rights of tribals.
- **1 multi-stakeholder consultation** was held in Rajkot on the issue of sexual violence faced by female migrant workers in unorganized sectors in Gujarat. The consultation included participation from the government, NGOs, and political parties. Key efforts focused on reactive measures, forming local committees at the district level, and raising awareness about the POSH Act, 2013, among workers in the unorganized sector. A poster was also launched to support these awareness efforts.
- **Legal Cases and Membership:** During the reporting period, **153 cases of non-payment of wages** involving 800 workers; **5 cases of sexual harassment** involving 6 women workers and girls; **15 cases of other labour rights violations** (workplace accidents and atrocities) involving 44 workers were handled. **Rs. 39,79,281 back wages** were received by the workers.
- Between October 2024 and January 2025, **5,858 members** were added to the workers' collective. The collective earned Rs. **7,52,126** as contributions from case fees, donations, and membership fees.
- Public services: **260 children** at both source and the destination places were enrolled in schools and hostels.
- **300 children** below the age of 6 were enrolled in Anganwadi and received the benefits under ICDS
- **879 women and children** were linked to health services which include Ayushman Bharat card, Mamta card, delivery assistance and health camps organised by the union teams.
- **481 families** were linked with the Public Distribution System enabling access to ration



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 2024-25 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 9,700 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 **390 meetings** were held across Rajasthan, Gujarat, Maharashtra, and in source states (UP and Chhattisgarh).
- **Capacity Building and Safe Migration Training:** **10 training programmes** on labour rights, laws, and safe migration practices were conducted. **355 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. **8 campaigns** were organised reaching **more than 575 people** in Gujarat, Maharashtra, and Rajasthan. The campaigns strengthened awareness and leadership development at the grassroots level.
- **Source Visits and Coalition Building:** Source visits were made to Chhattisgarh, Uttar Pradesh and Gujarat.
 - A public meeting was organised in Bilaspur, Chhattisgarh on 29 September 2024, which led to a rally, after which a memorandum was submitted to the government, including the Labour Commissioner and Labour Secretary.
 - The meeting was also attended by labour contractors in the region. Issues such as lack of decent housing for the workers at the destination, no provision for education and health facilities for the worker families, non-payment of minimum wages, and bonded labour, were discussed.
 - The key demand in the memorandum was the registration of workers migrating from Chhattisgarh for work, along with formal contracts between the workers, contractors, and unions, and administration; and to ensure that they were able to access entitlements at the destination. Slowly this work is gaining momentum and will enable a stronger continuum across source and destination.
 - In June 2024, the team visited Dhanpur, Dahod, which is a source area for brick kiln workers in Gujarat. The team met with workers for membership to the workers' collective and met with some of the worker representatives.
 - The team has also been actively engaging in activating a group in Ajmer, which has been collectively discussing and advocating for workers' rights, including brick kilns workers. The team has devoted time to setting up this collective and engaging in its activities. Similarly, in Bhilwara six organisations have been contacted between July

and September 2024 which have agreed to work in a network mode regarding workers' rights.

- The team, specifically in Rajasthan, has also been working on advocating for the Common School System which will also benefit brick kiln workers amongst other workers. The team has been able to draw linkages with the broader Right to Education initiative in the state. Multiple meetings have been organised which has led to initiation of discussions around this critical matter.
- **Legal Cases and Membership:** Collectives handled **130 cases of non-payment of wages, 30 cases of bonded labour, and 33 cases of other labour rights violations** across three states.
 - To strengthen the movement, **5,639 workers** became members of collectives in 2024-25.
 - The collectives received **Rs. 13,72,250** 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: **766 children of migrant workers** enrolled in schools; **3,417 women and children** linked with RCH (Reproductive and Child Health) and Integrated Child Development services. **624 migrant families** from UP, Chhattisgarh, Bihar, and Jharkhand secured ration access while working in brick kilns across Bhilwara, Ajmer, Jaipur, Ahmedabad and Gandhinagar.



III. Rosa Luxemburg Stiftung, Germany: Researching informal and migrant workers conditions and facilitating awareness and actions with regards to workers social protection (2024 and 2025)

Transparency and Worker Empowerment: To ensure transparency in financial records, the collective introduced a diary system, maintained by both the mukadam and the koyta pair engaged in sugarcane harvesting work. In 2024, over 10,000 diaries were distributed to workers.

Sugarcane Harvesters: Persistent mobilization led to a wage increase of Rs. 21 per tonne, benefiting about 1 lakh households (2 lakh workers).

Training and Capacity Building (ULAS): The Unorganised Labour Action School (ULAS) in-person training at Saputara, Dang, Gujarat played a vital role in educating local cadres, especially since most sugarcane harvesters belong to this district. Women's participation in ULAS was significant, with women Self-Help Groups in Dang amplifying the collective's voice. 41 people participated in the training. 18 Gram Committees were formed after the Saputara ULAS training. Cadres expanded awareness campaigns, increased case reporting, and built membership in the workers' collective.

The online training also saw sustained participation over 6 weeks from 40 people from India and other South Asian nations.

Exposure visits: An exposure visit to Pune's SWaCH Cooperative and Kagaz Kaach Patra Kashtakari Panchayat introduced cadres to cooperative and contractor-based waste collection models in Pune and Pimpri Chinchwad, expanding organizational learnings. 17 people participated in the exposure visit.

Network Formation: Recognizing the need for collectivization, a network of activists, NGOs, and lawyers working on waste management and sanitation was formed in 2024 in Ahmedabad. In May 2024, a similar initiative was undertaken in Surat with the support of stakeholders, academics, and experts, including Canadian scholar Josie Wittmer. The network in Ahmedabad held regular meetings to discuss challenges, extend organizing efforts, and supported data collection for research.

Advocacy, Events, and Dissemination:

- A workers' convening held in Ahmedabad in July 2024, brought together large numbers of workers engaged in sanitation and door-to-door waste collection.
- Findings on door-to-door waste workers published in IndiaSpend, The Wire, and Newslandry, reaching a wider public.
- Dissemination workshop on sanitation and waste work research in Ahmedabad was attended by 40 participants.
- Dissemination workshop on the Seasonal Migration Atlas was attended by 35 participants.
- Dissemination of thermal power study in Vadodara was attended by 44 workers and activists.
- Online National-Level Consultation on the rights of sanitation workers was attended by organizers, workers, and activists from Mumbai, Pune, Bangalore, Chennai, and Gujarat. Participants spoke on challenges and best practices in organizing waste management and sanitation workers.
- A 500-member women's co-operative society convened on September 3rd, 2024, to discuss issues of sugarcane workers and mobilize for the upcoming Adivasi Convening.

Research and Studies: Seasonal Migration Atlas: 9,410 households mapped across 4 blocks in Madhya Pradesh, Gujarat, and Rajasthan.

Thermal Power Plant Study: Assessed the impact of decommissioning at Ukai and future of just transition from coal plants.

Waste Management Study: Research on workers engaged in the waste supply chain in Surat and Ahmedabad, followed by dissemination workshops..

Beneficiaries at Shelter for Urban Homeless - Sahara Darwaja: 160; Mora Bhagal: 240; Gorat: 320. On average, 750 beneficiaries accommodated monthly. Workers were linked to social security schemes (E-Shram, Aadhaar, PAN, ABHA Card). Children were enrolled in nearby schools and Anganwadis.

Case Work: Total cases: 15 (related to wage violations, employment disputes, housing) were handled by the team.



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 2024-25

Quality and diversity of food and Health and Nutritional Support: A survey conducted between January to June 2025 revealed that 235 (93%) families out of 252 families in Ajmer and in Bhilwara 198 (92%) families out of 215 families were regularly including at least 4 new foods in their diet.

A total of 6,704 families were informed of the importance of health and hygiene and the variety of locally available food. These include: 491 repeated families till first half of 2025.

A total of 5,394 children enrolled in the CHNCs in 20 brickworks are receiving nutrition support and access to vaccination and growth monitoring. These include: 670 in the first half of 2025, 976 in 2024, 976 in 2023, 913 in 2022 and 1,859 in 2021.

A total of 66 children enrolled in the health and nutrition centres were connected with the ICDS in the first half of 2025. [Corresponding data for earlier years: 228 children (23.4%) in 2024, 206 (21%) in 2023, 679 (15%) in 2022, and 76 (4%) in 2021. A total of 160 children were immunized during the reporting period.

A total of 832 children (aged 6-14 years) were enrolled in the government schools and received benefits of mid-day meal programs till now. [Corresponding data for the earlier years: 30 in the first half of 2025, 269 in 2024, 99 in 2023, 102 in 2022 and 332 in 2021.

A total of 1,118 pregnant and lactating mothers were linked with ICDS and the National Health Mission till now. This includes: 20 in the first half of 2025, 190 in 2024, 277 in 2023, 423 in 2022 and 208 in 2021. Furthermore, a total of 1,244 adolescent girls were able to avail of health and nutrition benefits from government schemes till now. This includes: 168 in the first half of 2025, 487 in 2024, 392 in 2023, 197 in 2022 and none in 2021.

Elements of decent work: Clean drinking water is available in all 20 brick kilns in Ajmer and Bhilwara. Toilets are available in 50% (10 out of 20) of brick kilns. Sexual harassment committees have been constituted in all 20 brick kilns sites. And child protection policy governs all the 20 brick kilns.

Toilets: Ajmer (January to December 2024) - 4 brickworks with functional toilets; 28 Pakka (Permanent) Toilets in use;

- Bhilwara (January to December 2024) – 5 Functional Toilets in Brickworks; 13 Pakka (Permanent) Toilets in use; 5 new toilets built
- **Clean drinking water:** January to December 2024 - All 10 brickworks in both Ajmer and Bhilwara (100%) had access to clean drinking water.
- **Bathrooms:** January to June 2024 - All 10 brickworks (100%) in Ajmer have bathrooms. Out of a total of 118 bathrooms, 5 are pakka (permanent), and 113 are kaccha (temporary). This season, 60 new kaccha bathrooms were constructed.
- In Bhilwara, each of the 10 brickworks (100%) has bathrooms. There are 75 bathrooms in total, with 23 being pakka and 52 being kaccha.
- July to December 2024 - All 10 brickworks (100%) in Ajmer have bathrooms. Out of a total of 97 bathrooms, 8 are pakka (permanent) including 3 new Permanent Bathrooms, and 89 are kaccha (temporary). This season, 89 new kaccha bathrooms were constructed.

- In Bhilwara, each of the 10 brickworks (100%) has bathrooms. There are 56 bathrooms in total, with 23 being pakka and 33 being kaccha.

Anti-Sexual Harassment Committees: Each of the 20 brickworks in Ajmer and Bhilwara (100%) had anti-sexual harassment committees.

- Ajmer (January to December 2024) - 37 meetings held; 8 Domestic Violence Cases Handled; 1 safety issue handled
- Bhilwara (January to December 2024) - 40 meetings held; 4 safety issue cases handled

Child protection policy: January to December 2024 - All 20 brickworks in Ajmer and Bhilwara (100%) have a Child Protection Policy in place.

Wages for female workers – 52% of 1,500 females have started receiving their own sustenance allowance after the end of the 4th project year. These include 372 in the first half of 2025, 397 in 2024, 359 in 2023, 404 in 2022, and none in 2021.

Awareness sessions: January to December 2024 - In Ajmer, 416 brickworker families participated in key project activities. Of these families, 123 had also participated in the project in the previous year.

- In Bhilwara, 317 brickworker families participated in key project activities. Of these families 83 had also participated in the project in the previous year.
- January to June 2024 - In Ajmer, CLRA conducted a survey of 196 families, and 136 of them reported that they have reduced their expenditures on medication from private clinics, alcohol, and other non-essential items. They have started utilizing government health services instead. The money saved is now being used to purchase nutritious foods such as green vegetables, fruits, and milk.
- In Bhilwara, we surveyed 255 families, of which 198 are maintaining health budgeting diaries. These families have reported that the diaries have helped them increase their spending on nutrition and health.
- July to December 2024 - The evaluation to measure this will be carried out in both the districts in the month of May 2025.
- January to June 2025 - In Ajmer, CLRA surveyed 252 families, of which 183 (73%) reported reducing expenses on private clinics, alcohol, and non-essential items.
- In Bhilwara, 172 out of 215 families (80%) reported maintaining health budgeting diaries. These families shared that the diaries have helped them increase their spending on nutrition and health by better managing their household finances.
- January to June 2024 - In Ajmer, 10 women have brought their problems and concerns to the RPIBMU, while in Bhilwara, 5 women have done the same.
- In Ajmer, we have created a WhatsApp group for women leaders from all 10 brick kilns.
- July to December 2024 - In this session, women leaders were been identified, and a plan was been made for January and February 2025 in both districts. The plan was for the women to collectively address their issues by submitting a letter as a group to the Block Office and to the District Collector.
- January to June 2025 - A total of 38 women workers shared their concerns in local and district-level meetings during the reporting period.

- On International Women's Day in Ajmer, nine women brick kiln workers met with government officials to highlight their long-standing exclusion from welfare schemes and submitted a memorandum demanding their implementation.
- In Bhilwara, 80 women participated in a district-level meeting, raising concerns about education, healthcare, sanitation, and transport. After the meeting, 29 women actively shared key discussion points with others and advocated for critical needs like train reservations, functional toilets, and electricity. These actions reflect increased awareness, leadership, and collective advocacy among women workers.

Enrolment in State Schools: 2024 Enrolment Data (Total) children (aged 6-14 years)

- Ajmer (January to December 2024) - 114 children
- Bhilwara (January to December 2024) - 68 children

Health checkups: January to June 2024 - 10 health camps were organised at 10 brick kilns in Bhilwara benefitting 990 individuals (449 male and 541 female)

July to December 2024: These health camps were organized by the government department. In Ajmer, one health camp was conducted with 60 females and 38 males. In Bhilwara, six health camps were held, with 48 males and 59 females.

Involvement of the media: January to June 2024: This year, we joined the Charkha network, where one participant from our organization took part. They received a 5-day training in Udaipur, which covered aspects related to Media.

July to December 2024: Four participants from our organization and one participant from the BMZ project attended the Charkha Training held in August.

Meeting of the multi-stakeholder platforms:

On August 22, 2024, CLRA organized a multistakeholder platform for a discussion on the Common School System (CSS) and Right to Education in Ajmer. 48 (Male 34, Female 14) stakeholders participated in the meeting, representing diverse labour rights organizations, educational bodies, and civil society groups.

On September 9, 2024, CLRA organized a multistakeholder platform for a discussion on the Common School System (CSS) in Bhilwara. 39 (Male 34, Female 5) stakeholders participated in the meeting, representing diverse labour rights organizations, educational bodies, and civil society groups.

On October 25, 2024, A one- Day Half yearly District level meeting was held in Dev Resort, Bhilwara. Focused on the Mission Vatsalya initiative, this meeting was attended by 40 participants(Male18, female 22), including District Officials, NGOs, and Union members.

November 22, 2024 – Mandal, Bhilwara - A one-day training session on the POSH (Prevention of Sexual Harassment) Act was conducted for women staff and women workers from brick kilns in Mandal, Bhilwara. The training was attended by 28 members (6 Male, 22 Female) and focused on raising awareness about legal provisions, workplace safety, and women's rights.

Efforts are being made to convince the brick kiln owners to take over the management of the CHNCs along with the workers and their collectives, and the Women and Child Development

Department. These efforts have not yielded positive results as the brick kiln owners are hesitant to take full responsibility of a regular and cost-intensive activity, particularly the salaries of Centre Facilitators. The approach for this program component may need to be adapted or reconsidered.

Strengthening trade unions and workers' collectives: January to June 2024: 1618 new members joined RPIBMU and Rs. 69,900 were collected as membership fees. The team organized 22 meetings involving 646 members.

During this period, they successfully resolved 54 cases of wage payment involving 432 workers and 6 cases of bonded labor involving 54 workers.

July to December 2024: 1648 new members joined RPIBMU, and Rs. 164,800 were collected as membership fees. The team organized 31 meetings with the participation of 695 members.

January to June 2025 - 1,715 new members in the first half of 2025. The union organised 29 meetings in the reporting period and resolved 23 cases of wage payment involving 196 workers and 6 cases of bonded labour involving 70 workers.

Safe Migration Trainings: 8 meetings were held with 246 participants (July-Dec). During this period, 14 wage payment cases involving 86 workers were successfully resolved, along with 1 case of bonded labor involving 4 workers.



V. We Trust Hong Kong: Ensuring rights of Migrant Children at Brick Kiln Project in Rajasthan (2024-2025)

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 (2024–25)

- **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).
- In the Final Exam held in May 2024, there was a significant improvement, with 18 students scoring 90% or above, and 85 students scoring between 75% and 90%. A notable portion, 102 students, scored between 60% and 75%. In the Baseline Exam, the majority (287 students) scored below 45%, with only 49 students in the 45% to 60% range. There were no students scoring above 60%.
- **Transition to Source Area Schools:** In June to September 2024, 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 87 children were successfully integrated into source area schools. Six students were also enrolled in hostels in source areas.
- **Chhattisgarh source visit:** Undertaken to assess the living conditions, rights, health, education, and overall status of migrant workers and their families in Chhattisgarh. The team engaged with government departments, unions, and labourers to identify challenges and implement solutions, and strengthen the coordination between stakeholders to improve the quality of life for migrant labourers and their families.
- **Common School System:** CLRA organized five district-level meetings in 2024 in collaboration with various stakeholders, including teachers' unions, government officials, community organizations, and NGOs. These meetings aimed to discuss the importance of a unified education system that provides equal access to quality education for all children, irrespective of their socio-economic background.

VI. Unitarian Universalist Association, United States: Informal sector migrant workers in the urban settlements 2024 and 2025

Since October 2022, with the support of the Unitarian Universalist Association's Holdeen India Program, CLRA has been addressing the urgent housing and social security issues faced by migrant workers in Ahmedabad and Gandhinagar. The work has centred on three critical goals: securing civic identity, ensuring access to social protection, and advocating for housing rights. Between October 2022 and September 2024, the project achieved significant impact:

Community Mobilization:

- 192 basti meetings held to spread awareness of services and entitlements.
- 1,479 workers joined the workers' collective, strengthening the collective voice of the community.

Capacity Building:

- 2 cadre trainings conducted on the new labour codes and the spirit of collective organizing. 77 participants, including worker leaders, directly benefited.

Public Action & Awareness:

- 18 large-scale events organized on days of civic and national importance (Human Rights Day, Republic Day, Labour Day, etc.) to highlight worker rights and safety.
- A major public event in Gandhinagar placed housing issues at the center of public debate.

Policy Advocacy:

- 16 high-level advocacy actions undertaken, including a meeting with the Chief Minister, submission of representations, and Public Interest Litigations to stop evictions and secure housing.

Legal support:

- 62 cases taken up on wage denial, forced employment, and housing violations.
- 4 resolved in workers' favour; 7 ongoing with authorities; others under follow-up.

Identity & Social Security Access:

- 579 workers gained key identity and access documents, including Aadhaar, e-Nirman Card, e-Shram Card, ration cards, and bank accounts.

Education Initiatives:

- 2 education classes run in Ahmedabad bastis, reaching 45 children.
- 8 education centers operated in Dahod and Mahisagar for three months; 4 centers held in Rajkot, opening up learning opportunities for children of migrant workers.



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, September 2024, and January 2025, visits were conducted at patients homes. In October 2024, clinic visits were facilitated for the patients.

CLRA continues to engage with the five patients and provides updates on each patient's status, including photos of their current living conditions and well-being. CLRA also captures the patients' life aspirations and the narratives of their journeys with their prostheses. The patients' challenges and struggles were also discussed, and active support was provided by the CLRA and Jaipur clinic team.

As of 2024-25, one of the patients' businesses is flourishing, the other one is in his final year of pursuing a bachelor's degree, and the three more patients have opened a grocery shop.

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. The Cost of Power: A Study on the Condition of Thermal Power Plant Workers at the Ukai Thermal Power Plant and the Need for a Just Transition; with Rosa Luxemburg Stiftung – South Asia

The report highlights the working conditions of contractual workers at the Ukai thermal power plant, a coal-based power plant in Gujarat. It emphasizes the challenges faced by the contractual workers such as job insecurity, lack of social security, and inadequate labor protections. It provides an account of the precarious employment status these workers endure within the power sector, underscoring the need for better labor rights enforcement and improved welfare measures for contractual employees in India's energy industry – especially in the context of transition to cleaner sources of energy and the ongoing conversations around a just transition for workers.

II. One Nation, Unequal Access: Assessing Ration Portability and Food Security for Seasonal Migrant Brick Workers in Rajasthan and Gujarat; with Rosa Luxemburg Stiftung – South Asia

The report assesses the impacts of ration portability and food security for seasonal migrant brick workers in Rajasthan and Gujarat. It highlights how, despite the government's ONORC (One Nation One Ration Card) scheme intended to improve nationwide access to subsidized food, migrant workers continue to face significant barriers in accessing rations due to administrative hurdles, lack of awareness, and systemic exclusion. The report documents the resulting food insecurity and vulnerability of these workers, emphasizing the need for better implementation, targeted outreach, and stronger policy interventions to ensure food accessibility and portability for seasonal migrants within India.

III. Swept Aside: Understanding the Multilayered Burden of Contractualization & Caste in Urban Sanitation Work – A Qualitative Study in Ahmedabad and Surat; with Rosa Luxemburg Stiftung – South Asia

The report investigated the intertwined burdens of contractualization and caste discrimination in urban sanitation work in Ahmedabad and Surat. Through qualitative research involving 93 workers,

predominantly from marginalized Scheduled Caste communities, the study reveals how the shift from permanent municipal employment to precarious, contract-based jobs has led to widespread job insecurity, declining wages, lack of social security, inadequate access to health and safety measures, and systemic invisibility of informal workers and waste pickers. The report highlights rampant caste-based exclusion, with *Valmiki* and other Dalit sub-castes continuing to be confined to the most stigmatized and hazardous sanitation tasks, facing discrimination, denial of promotion, and unsafe working conditions, while unions remain largely inaccessible to contract and informal workers. Key recommendations from the workers call for recognition, fair wages, regularization, strong legal enforcement, improvement in living conditions, unionization, and targeted actions to break the enduring link between caste and sanitation work in India's cities.

IV. Caste in Stone: Employment and working conditions in the Rajasthan sandstone and marble supply chains – a caste perspective; with Arisa, The Netherlands

Examined the employment and working conditions in Rajasthan's sandstone and marble supply chains using a caste perspective, focusing on the Budhpura sandstone and Makrana marble sectors. It revealed that around 90-95% of workers are from oppressed caste-affected communities, such as Scheduled Castes, Scheduled Tribes, and marginalized Other Backward Classes, who predominantly fill hazardous, informal, low-paid roles and face systemic discrimination and limited social mobility. Issues documented include widespread informal employment without contracts, wage rates below legal minimums (especially for women) prevalent debt bondage, insufficient access to social security, pervasive child labor, and life-threatening health risks like silicosis, all perpetuated by intergenerational cycles of poverty and exclusion. The report recommends comprehensive action for companies, governments, and global institutions, such as, embedding caste awareness in policies, ensuring due diligence, supporting workplace equality, and enforcing labor rights, to address and mitigate caste-based discrimination in supply chains.



FUNDERS AND COLLABORATORS



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