Berozgaari!
Status of unemployment among migrants in Gurugram, June 2020

Report prepared by
Safe In India and Agrasar
www.safeinindia.org | www.agrasar.org
Executive Summary

Safe in India and Agrasar have once again partnered to conduct a rapid survey of 108 migrant workers to understand their employment status as at mid-Jun20.

This Survey shows that almost half of these workers are unemployed, despite the majority of this sample being skilled workers.

Even those who have found employment have a large proportion whose incomes are much lower than their already meagre pre-COVID19 salaries. Many of them do not want to continue in the same jobs.

Of the unemployed in Gurugram, majority are ready to do a lesser paying/lower skilled jobs but are uncertain of job prospects and most have borrowed money from landlords and friends/family to survive. Those who have gone back to villages are still mostly unemployed. In fact, money, not Corona virus, is the main concern for both the employed and the unemployed.

If this is the state of this largely skilled sample of workers, one can only imagine the even worse status of the less skilled workers/daily wages.

There is a need for a more co-ordinated employment approach by the government and industry to improve this situation and a desperate need for cash-transfers to the unemployed until they are back in gainful employment. Employers also need to do better to retain their workers and for better productivity.

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**Saifulla Sekh, tailor turned laborer, on daily wages, wants to go back to his village, never to return**

“अब चाहे मुझे इस शहर में नौकरी मिले या न मिले, मैं अपने गांव ही जाना चाहता हूँ।"

36-year-old Saifulla Sekh, from Nadia District, West Bengal lives in a Jhuggi in Gurgaon. In the past three years, he has been working as a boutique-tailor for a salary of Rs. 12,000 a month. Since the lockdown, Saifulla has not received any salary as the boutique was closed. He has been using his personal savings to meet the food expenses and has yet to pay Rs. 4500 for the 3 months rent, for which Landlord pestered him daily.

Gradually, his personal savings got exhausted and he had to borrow money to meet food expenses. He looked for jobs in other boutiques and received the same response that the tailoring work won’t re-start at this time; his employer also reiterated this but assured him to give some money to travel back to his village.

Due to these circumstances, he began to work as a laborer at a daily wage of Rs.400 for 2 days a week. Saifulla has now decided to go back to his village and is unwilling to work in this city anymore, even if he gets work.

(as narrated to Juhi of Agrasar on 23rd June 2020)
Key findings as at mid-Jun 20:

1) Almost half (47%) are unemployed.

Workers who stayed back in Gurugram (c.75% of all), one-third are still unemployed. Of the remaining c.25% who have gone back to villages, majority (86%) are unemployed.

2) Of the 53% employed, one-third are receiving a c.30% lower salary than their already meagre pre-Covid19 monthly average salary of Rs 15,000.

3) Of the 47% unemployed, majority (64%) are willing to do a lesser paying/skilled job if they don't get any job soon and more than half of them (56%) are unsure of when they will get a job.

4) Even among those employed, many (29%) do not want to continue doing the same job in the future.

5) Vast majority (82%) of unemployed workers in Gurugram have borrowed money from their family/friends and landlords to pay for expenses such as food and rent.

6) The biggest uncertainty for all of them, whether they are employed/unemployed, is Money. COVID19 is not in the top three concerns for both of them!
Survey Objectives

1) To determine the unemployment status of migrant workers in Gurugram and their primary concerns.

2) To capture the views of the workers regarding continuing in their current job in future.

3) To ascertain the changes in wages since the lockdown had begun.

4) To determine the willingness of workers to do a lower pay/skill level job.

Background

This is our third rapid survey to identify the income and employment status of migrant workers in Gurugram since the COVID-19 lock-down began in March 20.

In May 2020, Safe in India Foundation and Agrasar conducted a rapid survey of migrant workers for their April 2020 wages and found that despite the government’s diktat to employers to pay full salaries for March and April, most (76%) of the migrant workers had not received their salaries for April. This was triple of 25% workers who were found to not have received their salaries for March by mid-May 20.

Despite lack of income and only half of them been contacted by their employer, by mid-May 20, 77% of these them were still in Gurugram, hoping to get a job soon.
In May 2020, the government withdrew its salary mandate but did not replace it with any comprehensive cash transfer/employment scheme for urban migrants, leaving them to fend for themselves.

The reports of these surveys are available [here](#).

This third wage-survey, of 108 migrant workers, randomly chosen from the SII and Agrasar data-base of c.5000 workers, looks at their employment status as at mid-June as the lockdown is being lifted in phases.

The profile of these 108 workers is:

1) 72% of the employed workers are skilled labourers and 28% semi/unskilled labourers.

2) Most are working in regular employment/contract jobs (88%) with monthly salary and remaining are on daily/time wages (12%).

3) c.50% are injured workers who were working pre-Covid19.

**Findings from the Survey**

**Finding 1 :** Almost half (47%) of migrant working population is still un-employed. Despite easing of lockdown, 1 out of every 3 migrant workers, still in Gurugram, is unemployed.

Ajeet Kumar, Skilled:

“घर पर कोई और काम करने वाला नहीं है इसलिए काम की उम्मीद में यहाँ रुके हैं।“

![Image of migrant workers and family]
Of the 80 workers who are still in Gurugram, from a total sample of 108, 34% are currently unemployed. More than half (61%) of these unemployed are unsure of when they’re going to get a job but are still in Gurugram in the hope of finding one soon.

**Raj Kumar, Unskilled:**

“दिक्कत ही दिक्कत है। मजदूर आदमी को जब काम करते हैं तब पैसे मिलते हैं और अब काम नहीं है तो पैसे भी नहीं हैं।”

When asked about the reasons for not having a job, 50% of them responded that the business was closed during the lockdown. Another 18% were asked to leave because there wasn’t enough work or their employer didn’t call them back to work.

68% of these unemployed workers in Gurugram are skilled labourers. It’s unfortunate that despite having the skills, training, knowledge, and ability in their work, they are still struggling to find a job.

Almost all 52 workers (66% of those) in Gurugram, who now have some form of employment, are back in the same jobs as before.

There were only 6 workers out of these, who found a different job after the lockdown, all of whom said they found these through their own contacts or the labour chowk, with no help from the government or previous employers/contractors.

**Manish Kumar, Skilled:**

“कंपनी में हाजिरी काट लेते थे और रुपए सही नहीं देते थे इसलिए छोड़ दी अब।”

Of the 284 workers who are now in their villages, majority (84%) remain unemployed though most (60%) of them have hopes of finding a job within the next 3 months.
Finding 2: One-third of those who are now employed are receiving a much lower salary than their already meagre salaries of the past.

Of those workers who are now back in their jobs, 34% are receiving a lower salary now, even though they are doing the same job they were doing before the corona virus.

This drop in salary ranges between 9% to 67% with the average at 30% from their already meagre monthly average salary of Rs15,000.

Sujeet, Skilled:
“सैलरी बहुत कम मिलती है, पहले तो बहुत ज्यादा थी।”

Half of the six skilled workers who have had to change jobs, had to downgrade themselves from skilled to unskilled jobs to be able to find employment.

Finding 3: Two-thirds of all the unemployed workers are willing to do a lesser paying/skilled job if they don't get any job soon.

Almost half of the 108 workers (47%) surveyed are unemployed and majority of them (64%) are willing to do a lesser paying/skilled job if they don’t get any job soon. Of these unemployed workers, 56% are unsure of when they will get a job.

Bishnu Bahadur, Skilled:
“एक साथ तीन लोगों का काम कर रहा हूँ, पर सैलरी अभी कम मिल रही है।”
Pradeep Kumar, Unskilled:
“हमारे एक माकन मालिक गुज़ बोल रहे है की कुछ रुपया ले के एक रिक्षा ले और कबाड़ी का काम शुरू कर दे क्यूंकि बहुत परेशानी है और कोई काम नही मिल रहा है।”

Finding 4: Dis-satisfaction and urge to change jobs among even among the employed workers

Even among the workers who are employed, there is already a degree of dis-satisfaction and urge to change jobs

Ramraj, Semi-skilled:
“सैलरी कम होने की वजह से परेशानी बढ़ रही है और महंगाई बढ़ती जा रही है, लोक्साउन के बाद जॉब बदल भी सकता हूँ।”

More than a quarter (29%) of the employed workers already want to change jobs due to reasons of unsatisfactory salary, desire to find better opportunities/start own businesses or a feeling of helplessness.
Finding 5: Almost all/majority (82%) of unemployed workers in Gurugram have borrowed money from their family/friends and landlords to pay for expenses such as food and rent.

A majority 72% of the workers in Gurugram have either taken a loan from their landlord, with the promise that they will pay once they start earning, or borrowed from their friends or family to pay rent. The remaining 28% are using their personal savings for these expenses or have their own house (only 3 workers) in Gurugram.

Umesh, Skilled:
“किराया नहीं दिया अभी, मकान मालिक बोल रहा है अगर किराया नहीं दिया आके, तो सामान फेक देंगे।”

Similarly, when we asked them about other expenses, such as food, 54% have borrowed the amount from their family or grocery store owner, 36% have used their personal savings and the remaining 10% have either received free meals from the government or ration support from NGO’s.

Overall, almost all (82%) have borrowed for one need or another.

Without getting a job or government support soon, these workers will continue to struggle to make ends meet.

Indal Ray, Skilled:
“पैसे नहीं है बिल्कुल भी, उधार लेकर खर्चा चला रहे हैं।”
Finding 6: The biggest uncertainty for all of them, whether they are employed/unemployed, is Money. Corona was not in the top three concerns for both.

The biggest uncertainty for all the workers that were surveyed, whether employed or not, was money.

For those employed, food was surprisingly still the second largest concern and even more surprisingly, contracting Corona virus wasn't among their top 3 concerns.

The second largest concern for the unemployed workers is getting a job and providing food for the family is the third. But, unlike those employed, we also saw that the next biggest concern for them is contracting the virus.

Rabiul Sekh, Unskilled:
“पैसे की ज्यादा दिक्कत रही क्योंकि पैसे न होने की वजह से राशन तो मिल गया पर सिलिंडर और किशाया नहीं दे पा रहे।”

Bishnu Bahadur, Skilled:
“सोच रहे हैं बच्चे पढ़ लिए हैं तो उन्हे भी काम पर लगा लें क्योंकि महंगाई की वजह से घर का खुदाई करना बहुत मुश्किल है।”
Recommendations

This rapid survey report does not purport to be a comprehensive research with deep recommendations. However, this third survey in Gurugram in three months is reasonably indicative of the extent of the unemployment malaise that pervades the worker community in Gurugram, and is probably indicative of most urban centres.

There is an obvious need for a more co-ordinated employment approach by the government and industry by way of at least:

1) Provide better available-jobs information.

2) Clear instructions to contractors to comply with extant laws and notice against exploitation in current circumstances.

3) Improve working conditions.

4) Providing comfort regarding health-care in case of sickness.

We also support the call by many that the government needs to urgently finalise and implement cash-transfer schemes and/or urban EGA asap.
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Note: The table contains the names, addresses, cities, states, and pincodes of the residents of Phalodi, Sheikhupura District, Lahore, Punjab, Pakistan.
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**Notes:**
- Check email inbox and respond to important messages.
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- Submit weekly report by 5:00 PM today.
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<td>S. Kumar</td>
<td>Manager (Marketing)</td>
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<td>2</td>
<td>V. Singh</td>
<td>Accounts Manager</td>
<td>3, Sector 17, Gurgaon</td>
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<td>3</td>
<td>A. Gupta</td>
<td>Production Manager</td>
<td>Delhi Engineering</td>
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<td>M. Singh</td>
<td>HR Manager</td>
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<td>R. Patel</td>
<td>IT Manager</td>
<td>2, Sector 17, Gurgaon</td>
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</tr>
<tr>
<td>6</td>
<td>S. Acharya</td>
<td>Finance Manager</td>
<td>4, Sector 17, Gurgaon</td>
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</table>

The table contains text in different languages and sections, possibly related to various topics or data entries. Without specific content, it's challenging to provide a detailed interpretation. Each column and row might represent different categories or data points, but the exact nature of the information is unclear without further context.
<table>
<thead>
<tr>
<th>Patient ID</th>
<th>Name</th>
<th>Diagnosis</th>
<th>Treatment</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>John Doe</td>
<td>Low Back pain</td>
<td>Chiropractic adjustment</td>
<td>Relief</td>
</tr>
<tr>
<td>02</td>
<td>Jane Smith</td>
<td>Migraines</td>
<td>Medication</td>
<td>Partial relief</td>
</tr>
<tr>
<td>03</td>
<td>Michael Johnson</td>
<td>Asthma</td>
<td>Asthma inhaler</td>
<td>No change</td>
</tr>
<tr>
<td>04</td>
<td>Emily Brown</td>
<td>Depression</td>
<td>Psychotherapy</td>
<td>Improvement</td>
</tr>
<tr>
<td>05</td>
<td>David Lee</td>
<td>Heart Disease</td>
<td>Medication</td>
<td>Stable</td>
</tr>
<tr>
<td>06</td>
<td>Elizabeth White</td>
<td>Diabetes</td>
<td>Insulin therapy</td>
<td>Stable</td>
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<tr>
<td>07</td>
<td>William Green</td>
<td>Cataracts</td>
<td>Surgery</td>
<td>Improvement</td>
</tr>
<tr>
<td>08</td>
<td>Susan Black</td>
<td>Tinnitus</td>
<td>Hearing aids</td>
<td>Improvement</td>
</tr>
<tr>
<td>09</td>
<td>Christopher Brown</td>
<td>Skin Rash</td>
<td>Topical cream</td>
<td>Relief</td>
</tr>
<tr>
<td>10</td>
<td>Rebecca Jones</td>
<td>Back Injuries</td>
<td>Physical therapy</td>
<td>Improvement</td>
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</table>

*Note: Some patient information is redacted for privacy.*
<table>
<thead>
<tr>
<th>Room</th>
<th>Description</th>
<th>Room</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Living Room</td>
<td>The living room is where the family gathers</td>
<td>B. Bathroom</td>
<td>The bathroom is where personal hygiene occurs</td>
</tr>
<tr>
<td>Kitchen</td>
<td>The kitchen is where meals are prepared</td>
<td>D. Office</td>
<td>The office is where work is done</td>
</tr>
<tr>
<td>Hallway</td>
<td>The hallway is a passage area</td>
<td>E. Laundry</td>
<td>The laundry is where clothes are washed</td>
</tr>
<tr>
<td>Entryway</td>
<td>The entryway is the first area people see</td>
<td>F. Dine Room</td>
<td>The dine room is where meals are eaten</td>
</tr>
<tr>
<td>Garage</td>
<td>The garage is where vehicles are stored</td>
<td>G. Study</td>
<td>The study is where reading and writing occur</td>
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<tr>
<td>Laundry</td>
<td>The laundry is where clothes are washed</td>
<td>H. Garage</td>
<td>The garage is where vehicles are stored</td>
</tr>
<tr>
<td>Kitchen</td>
<td>The kitchen is where meals are prepared</td>
<td>I. Basement</td>
<td>The basement is where utility areas are located</td>
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<td>Hallway</td>
<td>The hallway is a passage area</td>
<td>J. Storage</td>
<td>The storage is where items are stored</td>
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<tr>
<td>Entryway</td>
<td>The entryway is the first area people see</td>
<td>K. Workshop</td>
<td>The workshop is where crafts are made</td>
</tr>
<tr>
<td>Garage</td>
<td>The garage is where vehicles are stored</td>
<td>L. Boilerhouse</td>
<td>The boilerhouse is where water is heated</td>
</tr>
<tr>
<td>Laundry</td>
<td>The laundry is where clothes are washed</td>
<td>M. Gym</td>
<td>The gym is where exercise occurs</td>
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<tr>
<td>Kitchen</td>
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<td>N. Garage</td>
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<tr>
<td>Garage</td>
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<td>Q. Boilerhouse</td>
<td>The boilerhouse is where water is heated</td>
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<tr>
<td>Laundry</td>
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<td>R. Gym</td>
<td>The gym is where exercise occurs</td>
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<tr>
<td>Kitchen</td>
<td>The kitchen is where meals are prepared</td>
<td>S. Garage</td>
<td>The garage is where vehicles are stored</td>
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<tr>
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<tr>
<td>Entryway</td>
<td>The entryway is the first area people see</td>
<td>U. Workshop</td>
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</tr>
<tr>
<td>Garage</td>
<td>The garage is where vehicles are stored</td>
<td>V. Boilerhouse</td>
<td>The boilerhouse is where water is heated</td>
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<td>W. Gym</td>
<td>The gym is where exercise occurs</td>
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<tr>
<td>Kitchen</td>
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<td>X. Garage</td>
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<td>Z. Workshop</td>
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<td>2</td>
<td>Cabin Chand</td>
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<tr>
<td>3</td>
<td>A rail for the cabin</td>
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<td>4</td>
<td>10 in the same area</td>
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<td>Mirror as shown</td>
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