

MIGRATION, EMPLOYMENT AND WORKING CONDITION OF THE  
WORKERS IN BRICK INDUSTRY IN ASSAM: A STUDY OF BARPETA AND  
KAMRUP (RURAL) DISTRICTS

THESIS

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## **Summary of Findings, Conclusion and Recommendations**

### **8.1 Introduction:**

In India, brick making industry is one of the oldest industries which are mainly confined in rural and semi urban areas. Bricks are required in almost every type of construction activities such as construction of houses, buildings, infrastructure etc. Now-a-days, as the construction activities both in urban as well as in rural areas are increasing day by day, demand for bricks are also increasing day by day. Hence, brick industries are growing up in a rapid manner. Though brick industries are growing up rapidly, yet various problems and issues are associated with these industries. Some of the important problems are problem of getting adequate soil, scarcity of labour, problem of getting a well developed market for selling the products and so on. But in spite of having so many problems, brick industries are helping in solving the problem of unemployment to a large extent by providing employment opportunities to a large number of unemployed people (both local & migrant) and thus contributing in the development of an economy to a great extent.

### **8.2 Objective:**

The main objective of this chapter is to summarize the major findings obtained from the field survey regarding migration of workers, employment and income generation potential of the brick industries, working conditions of the workers, various problems associated with the selected brick industries etc.

### **8.3 Chapter I:**

This chapter gives an introduction of brick industry, explains about the brick industry in India as well as in Assam, gives justification for undertaking the study, highlights the main objectives and hypotheses of the study, gives a description about the study areas and organizes the study into eight chapters.

### **8.4 Chapter II:**

In this chapter, various literature reviews relating to brick industries are studied. Some of the important literature reviews studied in this chapter are review of literature relating to migration and employment in brick industries, review of literature relating to socio-economic condition of workers, literature review relating to health and other problems of workers in brick industries and literature review relating to problems and prospects of brick and small scale industries.

### **8.5 Chapter III:**

In this chapter, tools used for collecting the data, reference year of the study, methodology for analyzing the data are explained.

### **8.6 Chapter IV:**

In this chapter, various aspects relating to migration such as total number of migrant workers, places of migration of the workers, period of engagement of the workers in brick industries, push and pull factors affecting migration of workers etc. are studied. The results obtained from the survey are summarized below:

#### **8.6.1 Total number of migrant workers in both the districts:**

In Barpeta district, out of total 1300 workers, 550 (42.31%) are found to be migrant workers and in Kamrup(R) district, out of total 1700 workers, 1020 (60%) are found to be migrant workers. Thus, number of migrant workers in Kamrup(R) district is more than Barpeta district.

#### **8.6.2 Place of migration of workers in both the districts:**

In Barpeta district, out of total number of selected migrant workers, 43.6% workers migrate to the selected industries from nearby blocks of the same district, 30% workers migrate from different districts within the same state while 26.4% workers migrate from other states. Regarding the place of migration in Kamrup(R) district, the study reveals that 44.12% workers migrate from nearby blocks within the same district, 36.27% workers migrate from different districts within the same state while 19.61% workers migrate from other states.

Thus, in Kamrup(R) district, numbers of workers migrating from nearby blocks within the same district as well as from other districts are more than Barpeta district. But the numbers of workers migrating from other states are found to be more in Barpeta district than Kamrup(R) district.

### **8.6.3 Period of engagement of workers in brick industries in both the districts:**

The study in Barpeta district shows that majority of workers (40.91%) have been working in brick industries for 2 years (i.e. 2 conjugative seasons). After that 30% workers have been working in brick industries for more than 2 years (i.e. more than 2 seasons). Again, 29.09% workers have been working for 1 year (i.e. only 1 season). Again, the study in Kamrup(R) district shows that majority of workers (41.18%) have been working in brick industries for more than 2 years. After that 31.86% workers have been working in brick industries for 1 year. Again, 26.96% workers have been working for 2 years.

### **8.6.4 Various push factors affecting migration of workers in both the districts:**

Regarding the push factors which affect the migration of workers, it is found that in Barpeta district, 32.97% workers and in Kamrup(R) district, 26.25% workers migrate to the brick industries because of poor economic condition of the family. 19.78% workers in Barpeta district and 23.75% workers in Kamrup(R) district migrate because of unable to get other employment opportunities. In Barpeta district, 17.58% workers and in Kamrup(R) district, 20% workers migrate due to irregular availability of other works. Again, 10.99% workers in Barpeta district and 10% workers in Kamrup(R) district migrate to the brick industries to pay off debt taken by the families for various purposes. Some workers are forced to migrate to the selected brick industries by their families itself. In Barpeta district, 5.49% workers and in Kamrup(R) district, 6.25% workers migrate to the selected brick industries being forced by the decision of the whole family. Again, in Barpeta district, 13.19% workers migrate to the selected brick industries because of some other factors such as having quarrel with family, being forced by the contractor to migrate to the selected industry while in Kamrup(R) district, migration of 13.75%

workers are affected by some other factors such as quarrel with family, force of the contractor to migrate to the selected industry.

#### **8.6.5 Various pull factors affecting migration of workers in both the districts:**

Regarding the pull factors which affect the migration of workers, it is found that 57.89% workers in Barpeta district and 40.91% workers in Kamrup(R) district migrate to the brick industries being attracted by higher wages. Again, in Barpeta district, 42.11% workers and in Kamrup(R) district, 34.09% workers migrate to the brick industries being attracted by higher advances. However, the study in Kamrup(R) district reflects some others pull factors such as friends' motivation, to enjoy freedom etc. Migration of 25% workers in Kamrup(R) district is influenced by these factors.

### **8.7 Chapter V:**

In this chapter, various aspects like total number of workers, engagement of workers in different types of brick producing works, income of the workers, costs for preparing bricks, amount of profit (both gross and net) in the selected industries in both the districts are studied. Whatever results obtained by conducting the field survey are summarized below:

#### **8.7.1 Total number of workers (both local and migrant) engaged in both the districts:**

In Barpeta district, all together 1300 workers are getting employment opportunities in the selected brick industries out of which 750 (57.70%) are local and 550 (42.31%) are migrant. Hence, in Barpeta district, local workers are more than migrant workers. Again, in Kamrup(R) district, all together 1700 workers are getting employment opportunities in the selected brick industries out of which 680 (40%) are local and 1020 (60%) are migrant. Hence, in Kamrup(R) district, migrant workers are more than local workers.

### **8.7.2 Total number of male and female workers (both local and migrant) engaged in both the districts:**

The study in Barpeta district shows that out of total 1300 workers (both local & migrant), 853 (65.62%) are male and 447 (34.38%) are female. Again in Kamrup(R) district, out of total 1700 workers (both local & migrant), 1114 (65.53%) are male while 586 (34.47%) are female. Thus, in both the districts, male workers are found to be more than female workers.

### **8.7.3 Engagement of different types of workers in selected industries of both the districts:**

From the survey in Barpeta district, it is found that in all the selected industries of Mandia block, out of total 670 workers, 330 are patheri, 16 are water suppliers, 140 are kessareja, 37 are loadmistry, 34 are rabbishman, 16 are coalyaman, 31 are fireman and 66 are pakkareja.

In Chenga block, out of total 340 workers, 195 are patheri, 9 are water suppliers, 46 are kessareja, 18 are loadmistry, 12 are rabbishman, 14 are coalyaman, 19 are fireman and 27 are pakkareja.

Again, in Bajali block, it is found that total number of workers in all the selected industries is 290 out of which 170 are patheri, 5 are water suppliers, 26 are kessareja, 18 are loadmistry, 12 are rabbishman, 12 are coalyaman, 24 are fireman and 23 are pakkareja.

Similarly, in Kamrup(R) district, the survey reveals that in all the selected industries in Kamalpur block, total number of workers is 740 out of which 395 are pathei, 113 are kessareja, 42 are loadmistry or nikashi, 32 are rabbishman, 16 are coalyaman, 46 are fireman and 96 are pakkareja.

In Rangia block, out of total 570 workers, 340 are pathei, 110 are kessareja, 23 are loadmistry or nikashi, 16 are rabbishman, 7 are coalyaman, 23 are fireman and 51 are pakkareja.

Again, in the selected industries of Hajo block, total number of workers is 390 out of which 250 are patheri, 60 are kessareja, 12 are loadmistry or nikashi, 7 are rabbishman, 4 are coalyaman, 12 are fireman and 45 are pakkareja.

#### **8.7.4 Monthly Income of a worker in brick industries in both the districts:**

Regarding the monthly income of a worker in Barpeta district, the study shows that the average monthly income provided to a patheri is Rs. 4,710, Rs. 5,867 to a water supplier, Rs. 4,132 to a kessareja, Rs. 8,333 to a loadmistry, Rs. 7,944 to a rabbishman, Rs. 7,917 to a coalyaman, Rs. 8,861 to a fireman and Rs. 4,260 to a pakkareja.

Again, the study in Kamrup(R) district shows that the average monthly income provided to a patheri is Rs. 5,380, Rs. 3,647 to a kessareja, Rs. 10,000 to a loadmistry or nikashi, Rs. 9,417 to a rabbishman, Rs. 9333 to a coalyaman, Rs. 11,556 to a fireman and Rs. 4,398 to a pakkareja.

Thus, the study shows that the average monthly income received by different categories of workers except kessareja in Kamrup(R) district is higher than Barpeta district.

#### **8.7.5 Cost for preparing Bricks in both the districts:**

The study in Barpeta district shows that ABF industry of Mandia block incurs highest TC (Rs. 5,20,573) in 1 lakh brick production whereas BBI industry of Mandia block incurs lowest TC (Rs. 4,45,565) in 1 lakh brick production. However, the AC in 1 lakh brick production in Barpeta district is found to be Rs. 4,80,807 and AC in per unit brick production is Rs. 4.80.

Similarly, the study in Kamrup(R) district shows that ASB industry of Hajo block incurs highest TC (Rs. 5,40,349) in 1 lakh brick production whereas JBI industry of Kamalpur block incurs lowest TC (Rs. 4,78,448) in 1 lakh brick production. . Again, the AC in 1 lakh brick production in Kamrup(R) district is found to be Rs. 5,10,793 and AC in per unit brick production is Rs. 5.10.

However, between the 2 highest cost incurring industries of both the districts, amount of TC incurred by ASB industry of Hajo block is higher than ABF industry of Mandia block. Again, between the 2 lowest cost incurring industries of both the districts, amount of TC incurred by BBI industry of Mandia block is lower than JBI industry of Kamalpur block. Again, the AC both in 1 lakh as well as per unit of brick production in Kamrup(R) district is higher than Barpeta district.

#### **8.7.6 Amount of profits (net) of an industry from brick production in one complete season as well as in 1 lakh brick production in both the districts:**

The study in Barpeta district shows that in one complete season, maximum amount of profit (Rs. 33,97,381) is obtained by RBI industry of Chenga block whereas minimum amount of profit (Rs. 5,54,228) is obtained by MDI industry of Mandia block. Again, the average profit in one complete season in Barpeta district is Rs. 22,04,682.

Similarly, the study in Kamrup(R) district shows that in one complete season, the maximum amount of profit (Rs. 47,49,808) is obtained by ASB industry of Hajo block whereas minimum amount of profit (Rs. 13,13,249) is obtained by MBI industry of Kamalpur block. Again, the average profit in one complete season in Kamrup(R) district is Rs. 29,25,098.

However, between the 2 highest profits earning industries of both the districts in one complete season, amount of profit earned by ASB industry of Hajo block is more than RBI industry of Chenga block. Again, between the 2 lowest profit earning industries of both the districts, amount of profit earned by MDI industry of Mandia block is less than MBI industry of Kamalpur block.

Regarding the amount of profit in 1 lakh brick production, the study in Barpeta district shows that maximum amount of profit (Rs. 1,03,460) is obtained by the MBA industry of Mandia block whereas minimum amount of profit (Rs. 54,118) is obtained by the TANTAN industry of Chenga block. Again, the average profit in 1 lakh brick production in Barpeta district is Rs. 76,040.



Similarly, the study in Kamrup(R) district shows that in 1 lakh brick production, maximum amount of profit (Rs. 1,08,688) is obtained by the JBI industry of Kamalpur block whereas minimum amount of profit (Rs. 49,990) is obtained by GKK industry of Rangia block. Again, the average profit in 1 lakh brick production in Kamrup(R) district is Rs. 74,147.

However, between the 2 highest profits earning industries of both the districts in 1 lakh brick production, amount of profit earned by JBI industry of Kamalpur block is more than MBA industry of Mandia block. Again, between the 2 lowest profit earning industries of both the districts, amount of profit earned by GKK industry of Rangia block is less than TANTAN industry of Chenga block.

## **8.8 Chapter VI:**

In this chapter, socio-economic conditions of the workers are studied. In order to study the socio-economic conditions of workers, various aspects such as age, educational qualification, marital status, number of children, nature of the housing facilities, nature of sanitation facilities, saving habits of the workers etc. are undertaken. Whatever results obtained by conducting the field survey in both the districts are summarized below:

### **8.8.1 Age group of the workers in both the districts:**

In Barpeta district, the study reflects that majority of the workers (40.39%) belong to the age group 30-39. Again, 25% workers belong to the age group 20-29, 19.23% workers belong to the age group 40-49 while the remaining 15.38% workers belong to the age group 50 & above. Similarly, in Kamrup(R) district also, it is also found that majority of the workers (37.65%) belong to the age group 30-39. Again, 26.47% workers belong to the age group 20-29, 21.18% workers belong to the age group 40-49 and the remaining 14.71% workers belong to the age group 50 & above. Thus, in both the districts, majority of workers belong to the age group 30-39.

### **8.8.2 Educational qualification of the workers:**

The educational qualifications of the workers in both the districts are not at all satisfactory. Majority of them are illiterate (never attended school). In Barpeta

district, 65.38% workers are illiterate (never attended school), 16.54% workers have attended education between class I-IV, 9.62% workers have attended education between classes V-IX, 5.38% workers have attended education between classes X-XII and 3.08% workers have attended education above classes XII. Again, in Kamrup(R) district also, it is found that most of the workers are illiterate. The survey in Kamrup(R) district shows that 70.59% workers are illiterate (not attended school), 14.71% workers have attended education between class I-IV, 9.41% workers have attended education between classes V-IX, 3.53% workers have attended education between classes X-XII and 1.76% workers have attended education above classes XII. Thus, the educational status of the workers in Barpeta district is better than Kamrup(R) district.

### **8.8.3 Marital status of the workers:**

Regarding the marital status, after conducting the survey in both the districts, it is found that majority of the workers are married. In Barpeta district, 76.15% workers are married while 23.85% workers are unmarried. Again, in Kamrup(R) district, 72.06% workers are married while 27.94% workers are unmarried. Thus, the number of married workers in Barpeta district is more than Kamrup(R) district.

### **8.8.4 Number of children each worker has:**

Regarding the number of children each worker has in both the districts, it is found that the majority of the workers have 3 or 4 children each. In Barpeta district, 25.25% workers have 4 children each, 21.21% workers have 3 children each, 16.67% workers have 2 children each, 14.14% workers have 5 & above children each, 10.10% workers have 1 child each and remaining 12.63% workers have no children. Again, in Kamrup(R) district, it is found that 27.35% workers have 4 children each while 20.41% workers have 3 children each. Again, 16.73% workers have 5 & above children each, 14.29% workers have 2 children each, 8.98% workers have 1 child each while 12.24% workers have no children.

### **8.8.5 Schooling profiles of the children of the workers in both the districts:**

Regarding the schooling profile of the children of the workers in Barpeta district, the survey shows that 59.54% workers do not send their children to school while remaining 40.46% workers send their children to school. Again, in Kamrup(R) district, 62.79% workers do not send their children to school while 37.21% workers send their children to school.

Thus, the number of workers not sending their children to school in Kamrup(R) district is more than Barpeta district.

### **8.8.6 Reasons for not sending the children to school:**

The most important reason for not sending the children to school in both the districts is migration. Because of migration, children do not go to school or they are not able to continue their schooling. In Barpeta district, 40.78% workers are not able to send their children to school because of migration whereas in Kamrup(R) district, it is 42.22%. Poor economic condition of the family is also a reason for not sending the children to school. In Barpeta district, 21.36% workers are not able to send their children to school due to poor economic condition of the family whereas in Kamrup(R) district, it is 17.04%. Again, some parents are also not interested in sending their children to school and in Barpeta district, 15.53% workers are not interested in sending their children to school whereas in Kamrup(R) district, it is 11.11%. Some children themselves are not interested in going to school. In Barpeta district; it is found that 11.65% workers do not send their children to school because of this reason whereas in Kamrup(R) district, it is 7.41%. In Barpeta district, 10.68% workers do not send their children to school due to some other factors such as children have to take care of the family in the absence of their parents. Again in Kamrup(R) district, it is found that 22.22% workers do not send their children to school due to some other factors such as the family is in debt, children have to take care of the family specially their elder brothers or sisters in the absence of their parents etc.

### **8.8.7 Number of family members of the workers in both the districts:**

The study shows that in Barpeta district, 30.38% workers have 6 & above family members, 28.08% workers have 4 family members, 21.16% workers have 5 family members and 20.38% workers have 3 family members. In Kamrup(R) district, the study shows that 32.94% workers have 4 family members, 30.29% workers have 6 & above family members, 18.53% workers have 5 family members and 18.24% workers have 3 family members.

### **8.8.8 Nature of the houses of the workers:**

In Barpeta district, 80.77% workers live in kutcha houses while only 5.38% workers live in pucca houses. Moreover, 13.85% workers live in the houses constructed with tin. Again, in Kamrup(R) district, it is found that 78.82% workers live in kutcha houses, 6.47% workers live in pucca houses while remaining 14.71% workers live in the houses constructed with tin.

### **8.8.9 Provision of electricity facilities:**

In Barpeta district, 78.85% workers do not have electricity facilities at their houses while 21.15% workers have. Again, In Kamrup(R) district, 75.88% workers do not have electricity facilities at their houses while 24.12% workers have.

### **8.8.10 Provision of sanitation facilities:**

The study reflects that in Barpeta district, 73.08% workers have sanitation facilities while 26.92% workers do not have. Again, in Kamrup(R) district, it is found that 76.47% workers have sanitation facilities while 23.53% workers do not have.

### **8.8.11 Nature of sanitation facilities:**

The survey shows that in Barpeta district, 65.38% workers have kutcha sanitation facilities while only 7.69% workers have pucca sanitation facilities. Moreover, 26.92% workers who do not have this facility go to the open space. Again, in Kamrup(R) district, 67.64% workers have kutcha sanitation facilities while 8.82% workers have pucca sanitation facilities. Moreover, 23.53% workers do not have this facility and they go to the open space.

#### **8.8.12 Nature of cooking facilities:**

The study in both the districts shows that majority of workers use firewood for cooking. In Barpeta district, 53.85% workers use firewood, 9.62% workers use kerosene while remaining 36.54% workers use both firewood and kerosene. Again, in Kamrup(R) district, 52.94% workers use firewood, 13.24% workers use kerosene while 33.82% workers use both.

#### **8.8.13 Sources of livelihood of workers during off-season:**

The study shows that in Barpeta district, 38.46% workers earn their livelihoods by means of agriculture, 30.77% workers work as casual labour, 11.54% workers earn their livelihoods by means of animal husbandry and the remaining 19.23% workers earn their livelihoods by fishing or any other activities during off season. Again, in Kamrup(R) district, 38.24% workers work as casual labour, 25% workers earn their livelihoods by means of agriculture, 16.18% workers earn their livelihoods by means of animal husbandry and the remaining 20.58% workers earn by fishing or any other activities during off season.

#### **8.8.14 Habit of Saving:**

The study shows that majority of the workers do not have saving. In Barpeta district, only 9.62% workers save a little while 90.38% workers do not save. Similarly, in Kamrup(R) district, only 11.76% workers have a little bit of saving while 88.24% workers do not have.

#### **8.8.15 Bank account:**

In Barpeta district, 92.31% workers do not have a bank account while only 7.69% workers have. Similarly, in Kamrup(R) district, 90.59% workers do not have a bank account while 9.41% workers have.

#### **8.8.16 Food habits and health conditions of the workers:**

Owners in brick industries do not provide any ration facilities. Workers have to purchase everything from the market with their own income. With their little income, they purchase only normal foods like rice, dal, vegetables etc.

Again, as the workers work in the field for long hours such as 10-12 hours in a day, they suffer from various types of pain and health problems like back pain, headache, skin problem, eye irritation, fever, respiratory disorders etc. In Barpeta district, 84.62% workers suffer from various health problems while 15.38% workers do not. Again, in Kamrup(R) district, 80.88% workers suffer from various health problems while 19.12% workers do not.

### **8.9 Chapter VII:**

This chapter highlights various problems associated with brick industries. Some of the important problems faced by almost all the brick industries in the study areas are- problem of getting soil, high cost of coal, problem of getting labour, problem of marketing of finished products and so many other problems such as problem of environmental pollution, problem of child labour, health problem of the workers, problem of uncertainty in getting wages, problem of low and combined wages etc.

### **8.10 Chapter VIII:**

This chapter summarizes all the other chapters and highlights the main findings obtained by conducting field surveys. In this chapter, various suggestions for removing the problems associated with brick industry are forwarded.

### **8.11 Conclusion and recommendations:**

Brick industry plays a very important role in the development of an economy. The industry is highly a labour intensive industry. It provides employment opportunities to a large number of unemployed persons. Not only the local people, but also the migrant people get the employment opportunities in brick industries. But employment potential in brick industry is highly seasonal. Migrant workers come to work from different blocks within the same district, from different districts within the same state as well as from other states also. These migrant workers live in the industry site in the small huts prepared by the owners for 6-7 months in a year. However they have to leave the industry site during off season when production stops due to rain. Thus, by providing employment opportunities to the unemployed persons, these industries are helping them in earning some income. With the help of

those incomes received from the industry, workers are maintaining their families. They are trying to fulfill the needs and requirements of their families. Apart from the workers, brick industries are also helping the owners in generating income. Owners are also earning considerable amount of profit by establishing brick industries and making brick production. Though the industry is providing employment opportunities and helping in generating some income, yet the industry is still lagging behind in some areas like providing better working and living conditions to the workers, better health facilities, proper wages, proper education to their children etc. No doubt the brick industries can be considered as an important labour oriented industry under secondary sector. But in the name of providing employment opportunities and generating some income to the workers, the industry is deteriorating the health condition of the workers. There is no fixed time period of working. Working hours are very long. Workers work from early morning to till evening. In between, they hardly take rest. Too much physical labour is required in brick industry and it is because of this reason, workers suffer from various health problems from time to time. Again, they work in a very unhealthy environment. Very often, workers are surrounded by dust, smoke etc. So, they often suffer from various types of diseases. Though the owners provide medical facilities to some extent, no dispensaries are there in the industry sites. During emergency, workers have no other options but to rush to the nearest hospitals. Again, workers are not able to have proper food having good quality as the owners do not provide them any ration facilities. With the little money they receive from the industry, they purchase everything from the market and generally they purchase those goods which they get at cheaper price. These workers lack proper drinking water facilities, proper housing facilities, proper sanitation facilities etc. In a nutshell, it can be said that workers in brick industries live in a very deplorable conditions. Therefore immediate attention from Government is required to protect the interest of this working class from exploitation. Government need to pay attention on several things such as unsafe working condition, low wages, long working time, engagement of children on work, poor living condition etc. Government should undertake each and every possible step for the wellbeing of the labour class. Though the Government has undertaken different labour laws to brick industries such as Inter-State Migrant Workmen

(Regulation of Employment and Conditions of Service Act) 1979, Employment Provident Fund and Miscellaneous Provisions Act, Employees State Insurance Act, 1948 etc (Ghosal, 2008), these acts are not implemented properly.

Keeping in view all the problems associated with brick industries, following suggestions can be put forward for the development of the brick industries as well as for the wellbeing of the labour class:

1. As soil is the main raw material used for brick production and very often a stiff competition takes place regarding the collection of soil among the industries concentrated in a particular industry, Government should ensure the adequate supply of soil to the brick manufacturers as brick industry is considered to be an important industry under secondary sector to solve the problem of unemployment to some extent.
2. As huge amount of money is required to be invested in purchasing coal. So, firewood can also be used in same proportion as coal is used to generate heat. For this, proper afforestation programme should be undertaken.
3. Shortage of labour supply, particularly skilled labour is the common problem faced by almost every industry. Skilled labours are required particularly for the work of firing of bricks. These labours migrate from other states like Bihar, West Bengal. In order to remove the problem of getting skilled labour, training should be provided to the local labours so that they can also be used in firing of bricks. Again, there is also the problem of shortage of unskilled labour because labours do not want to work in brick industry. In order to attract them towards working in the industry, the owners may give bonus, incentives etc from time to time during festivals.
4. The owners of the industry have to take risk of production being damaged by heavy rainfall or fire accident. So, in order to avert this risk, compulsory insurance policy for the industry must be implemented by the government.
5. The huge amount of smoke generated from the industry pollutes the environment. To reduce the pollution, environment friendly technique of production should be used which generates less smoke.



6. In brick industries, children are also found to be engaged in brick production along with their parents. In order to remove child labour from the society, the government should strictly enforce the work load and work age regulation. If someone is found to engage the children in any kind of works whether in domestic or in industry, he should be immediately punished. Sudden visit by different government officials can help in reducing the problem of child labour from the society.

7. Workers working in brick industries suffer from various health related problems from time to time. So, proper medical facilities with first aid treatment should be provided to the workers. Again, proper sanitation and water facilities should be provided to the workers.

8. Regular medical checkup should be provided to the workers from time to time.

9. Wages provided to the workers should be fixed according to the minimum wages act.

10. Provision of separate wages should be provided to the women workers so that they can become independent to fulfill their day to day needs.

11. Workers in brick industries work because of poverty. They are not aware of the different poverty alleviation programme undertaken by the government. The government as well as different N.G.Os should organize different awareness camp specially in the remote areas regarding the poverty alleviation programmes so that these workers become aware of these programmes and can take the benefits of these programmes.

### **8.12 Reference:**

Ghoshal, P.K. (2008) *Prospects and problems of brick industry*, New Delhi: Mittal publication