

International Metalworkers' Federation

Status of Shipbreaking Workers in India - A Survey



A Survey on Working and Socio-Economic Conditions of Shipbreaking Workers in India

IMF-FNV project in India
2004-2007

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Foreword

One of the objectives highlighted in the IMF-FNV project on Organising Metalworkers in the Shipbreaking Industry in India, was the urgent need to gather information on the working conditions of the shipbreaking workers in Mumbai and Alang, regarding wages, working and living conditions, migration and the economic status of workers.

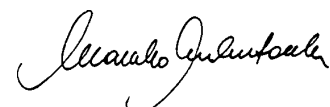
As you will find out by reading this survey, the shipbreaking workers have never had any organisation or voice to speak up for them and defend their most basic rights. There is no legislation directly covering the industry which means no protection whatsoever for the workers and very little information available about the working conditions.

What this survey now provides is an overview of the exploitative situation that over 60,000 workers confront, exposed to extremely dangerous and unhygienic working conditions, the majority of workers earning less than Rs 50 (1USD) per day. These workers are among the most vulnerable workers in our sectors, constantly migrating in search of seasonal jobs in the shipyards, subject to ruthless employers and totally ignored by the political authorities. Workplaces lack everything from drinking water to protective gear and medical aid, workers live in huts without sanitation or electricity, right beside the shipbreaking yards.

On the basis of this survey, it will be possible to evolve a model agreement on wages, working conditions and welfare measures for shipbreaking workers in India.

The IMF-FNV organising metalworkers in Shipbreaking industry project seeks to improve workers conditions by attending to their basic needs: fresh water, medical attention, ambulance services and sanitation at the workplaces. This goes hand in hand with training workers to understand their fundamental rights, organising them with the help of the IMF affiliates and making them visible to authorities, employers and society.

The fight for dignity and respect for these workers has begun and the IMF will not spare any effort to give them a voice.



Marcello Malentacchi
General Secretary, IMF

Preface

Recently four shipbreaking workers were killed after a fire occurred on board the ship 'China Sea Explorer' which was being dismantled at Alang in Gujarat. This unfortunate incident proves that the safety equipments are still not been provided at the work places and shows the callous attitude of the concerned authorities. This is not an isolated incident and such incidents are categorically under-reported. The entire workers community involved in this hazardous process is at risk of health and death. For decades this issue has been neglected by the government, media and even by the trade unions. For the first time in the contemporary history of shipbreaking, International Metalworkers' Federation jointly with MPTDGEU and SMEFI supported by FNV took the initiative to organise and is providing several welfare measures for the shipbreaking workers and is also contributing positively in creation of strong, representative and democratic trade unions in the ship-breaking industry and also pursuing the government authorities, employers, social organisations to address the problems faced by the shipbreaking workers specifically focuses on occupational, health and safety and safe working conditions.

India is the world's largest shipbreaking nation in terms of volume. According to the Basel convention report of 2003, it is estimated that 38 percent of shipbreaking activities are being conducted in India, followed by China 25 percent, Bangladesh, 19 percent, and Pakistan 7 percent. In India the migrant workers from Bihar, Uttar Pradesh, Orissa and few other states are involved in this process which is considered as the most hazardous in nature. It due to the abject poverty they migrate from their home in search of work.

This survey report contains preliminary information on demographics, the socio-economic conditions of the migrant shipbreaking workers in Mumbai and Alang and detailed analyses of their, income, present health and safety status, living condition etc. The study was conducted with the objective of gathering baseline information on the contemporary wages and working condition of the migrant ship-breaking workers. The report is to be utilised for the empowerment of ship breaking workers in their struggle for more dignified work.

On behalf of IMF, I sincerely appreciate the efforts of Bro. V V Rane, Project coordinator, IMF-FNV, Organising Metalworkers in Shipbreaking Industry in India and his team members in conducting this survey diligently. I acknowledge the visionary efforts of Bro. David Seligson, who was the then Director, Education, Projects and Shipbuilding, IMF in conceptualising and designing the project document and the problem tree which became the basis of this project. I express my gratitude to Bro. Jesper Nilsson, Director, Communications, IMF for his valuable suggestions. I acknowledge specially Bro. Arvind Koshal, Project Assistant, IMF-SAO for giving the present shape to this survey report. I am

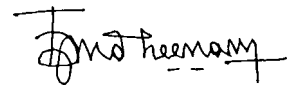
thankful to the entire IMF collective and especially our South-Asian counterparts with out their support this work would not had been possible at all. We are grateful to our project partners, FNV for their support and encouragement.

Hope this survey will be extensively used by the trade unionists, NGOs, academicians, journalists, the government, researchers and our dedicated organisers in Mumbai and Alang.

Finally, I dedicate this survey to all those shipbreaking workers who lost their lives in this contemporary history of shipbreaking and I also salute to all those shipbreaking workers who have reared this industry by their blood and toil.

Shipbreaking workers' struggle long live!

Workers unity long live!



T. Dyvadheenam,
Regional Representative
IMF South Asia Office
New Delhi

March 2006

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Chapter 1

Labour and trade unionism in India

India is the one of the world's most populous countries with 1.037 billion inhabitants. The working population is estimated to represent 38.86 % of the above-mentioned total, with each year around 8 to 9 million young people entering the labour force. According to the latest census of the year 2001, the current total work force is 403 million, out of which only 27.8 million workers belong to the formal/organized sector, (which represents all the establishments in the public sector and only the non-agricultural establishments in the private sector, employing 10 or more workers on a permanent basis). These 27.8 million workers in the organized sector represent some 6.9 % of total employment. According to the Statistical Outline of India 2003-04 only 17.8 percent of the women workers are working in the organised sector and the rest are involved with the unorganised sector. An ILO document of 2003 states, "the majority of women in both rural and urban areas of India are employed in the informal sector, which is characterized by low productivity, minimal incomes, and a lack of economic and social security. In rural areas, 87 per cent of working women are employed in agriculture as labourers and cultivators. In urban areas, about 80 per cent of the women workers are employed in household industries, small trade and services, and building and construction." As these figures indicate, the bulk of Indian labour force is employed in the unorganised sector with little or no protection of labour laws and trade unions and with miserable wages and living conditions.

From 1991 onward with the policy of creating more market friendly environment and a greater integration with the world economy the demand for manual and non-manual workers increased manifold with the expansion of the industrial activity within India. The increased demand for workmen was met with inter and intra-state migration of persons. The vast majority of the migrants in India are workers. Labour migration is highly unregulated and replete with abuses and rights violation. Migrant workers find occupation in construction sector, in the manufacturing sector of small firms or of subcontracting companies, in services, in plantation, rice mills, fisheries and of late in shipbreaking industry. In the Shipbreaking industry in India, around 98% workers engaged are migrant workers. They are provided low salaries and little or no benefits and constitute the highly ill-abused sections of the workers.

Migrant women are not vicarious migrants, but migrant in their own need and as a part of their family. They are confined to the traditional role of economies as well as to manual works in various sectors. In those occupations, often inadequately addressed by labour legislation, migrant women have been rendered

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vulnerable in all respects. The female workers in the shipbreaking industry are almost negligible even as a part of the family.

Trade Unionism

There are about 65,000 unions registered in India under the Trade Union Act and the unionisation rate in India is around 8-9% of the working class. The average membership per union submitting returns is 740 (1997). Fifteen national centres are on the list and out of which five qualify for recognition. Besides the national federations, independent unions at enterprise level have experienced a notable growth in the past few years. These independent unions refuse to affiliate to national federations because of the political background of the federations, and the subsequent focus of union activity to the local level restrains the influence of unions in national policy matters and can lead to an even more fragmented trade union movement.

Almost all the national trade union centres have similar structures: i.e. national level body and state level bodies comprising of all sectors. However each national trade union centre has industry-wise federations such as metal and engineering workers federation, transport workers federation, mineworker's federation etc. Basically the national trade union centres comprise plant level unions. The big ones have thousands of members and the small ones have less than a hundred members. Union dues are collected at plant level unions, a major share is kept and only a little is transferred to national centres/federations, that is why some national centres are financially so weak and some plant level unions can be financially stronger than national centres. The political affiliation, personality cult, and ego morph have marred the relationship between state union and National Centres and Federation.

Trade unions have not entered into shipbreaking industry even though started in 1979. For the first time, SMEFI Maharashtra supported by IMF and FNV has taken the voice of shipbreaking workers to the main stream and some union activities seem viable. Since the beginning, union attention to informal sector was very poor and so their apathy towards this section of workers did not minister to problems of workers of the shipbreaking industries. However attitudinal changes are being noticed and unions are taking decisions to work in informal sector. Their tendency to remain focused in organised sector has been shaken by many recent developments in economic and employment situation in India. As a result, in Maharashtra "Joint Action Committee" has been formed in which majority of unions, National Federations, National Centres are coming together to fight against the anti-labour policies of the government and willing to extend solidarity action towards unorganised sectors. The work in shipbreaking areas is positive aspect of union decision to work in informal sector.

Chapter - 2

Shipbreaking Industry and workers at Mumbai and Alang/Sosiya

Shipbreaking Industry

Shipbreaking is a complex process and involves many environmental, labour, safety, and health issues. Shipbreaking is the process of dismantling an obsolete vessel's structure for scrapping or disposal. Conducted at a beach, pier, dry dock or dismantling slip, it includes a wide range of activities, from removing all gear and equipment to cutting down and recycling the ship's infrastructure. Being recognized as the most hazardous occupation it has come up tremendously in developing countries like India, Bangladesh, Pakistan, China etc. and has come to its low in the developed countries.

Shipbreaking is one of the most hazardous occupations falling in the category of hazardous waste management and is not always covered by normal labour and social protection laws as it does not have industry status and hence Indian factory act, 1948 is not applicable to it which provides certain benefits to employees. India, at present, has a large share in the shipbreaking industry¹ and the activity is mostly confined to Alang and Sosiya, the two villages situated in the coast of Arabian Sea in the district of Bhavnagar in Gujarat and to Mumbai in Maharashtra and there is further plan to extend it to Kakinada in Andhra Pradesh. Shipbreaking activity is a major source of re-rolling steel and melting scrap and was recognized as a manufacturing industry way back in 1979. Shipbreaking industry is highly labour intensive and competitiveness depends on supply of cheap labour.

The shipbreaking industry presents a dangerous work environment with high risk of injury and accidents with poor equipments and machinery and with inadequate safety devices. There is low level of education and training. The safety control measures are absent and there is lack of personal protective equipment (PPE) availability to the workers. A ship built 20-30 years ago was constructed using hazardous material, the use of which is banned or limited now. There is exposure to these hazardous substances such as heavy metals, potential carcinogenic (cancer-causing) chemicals like Poly-Chlorinated Biphenyl (PCB), toxic paints (TBT), asbestos, and the toxic biocide, Tri Butyl Tin etc. Cables and electrical and other control systems contain hazardous material and emit hazardous gases, if burned. The paint coat, contaminated air, soil and water when torched or scrapped, is hazardous for humans and the environment. The safety and health of workers handling the hazardous waste is at stake.

¹ According to OECD Report on Ship scrapping (2001) breaking by dwt is: India 9853, China 4701, Bangladesh 4046, Pakistan 1993, others 445

Situation of worker at Mumbai and Alang/Sosiya

The workers in the shipbreaking industries are mainly migrant workers and high concentrations of workers are found mainly in Alang and Sosiya in Gujarat and Mumbai in Maharashtra as well as in scrap-handling yards and re-rolling mills in Bhavnagar, Gujarat. There are some 55,000 workers directly employed in ship scrapping at Alang and Sosiya, about 6,000 workers in Mumbai shipbreaking industries and over 160,000 workers are employed in associated downstream activities. There are very few female workers in this industry group.

The workers in this industry have the very basic problem of getting safe drinking water and other basic amenities like bathroom, toilet etc. Women workers are more affected by this and they are not provided maternity benefits and other required facilities. All the facilities, be it housing, sanitary, or medical are highly inadequate.

There are about 60,000 workers directly engaged in the Ship breaking activity (including Mumbai and Alang Ship breaking yard). The Shipbreaking workers in the shipbreaking yards are of the age group of 19-45 years, and are migrants, coming without their families. Most of them come from the states of Uttar Pradesh, Bihar, and Orissa. They live in hutment with weak tin roofing without any ventilation, or toilet facilities. Skin diseases, ringworm, dysentery, and anaemia are some of the common health problems found among the workers. High incidence of HIV infected cases has also been reported and alcoholism is rampant. According to the local Bhavnagar Blood Bank office at Alang, besides 38 confirmed cases of AIDS, about 50-55 new cases of sexually transmitted diseases are being reported every week among the labourers. (*Labour File, Mar-Apr 2004*)

The shipbreaking yard of Mumbai is very close to the city. Most problems in the ship-breaking yards of Mumbai arise due to the lack of space and congested dwellings, dirty roads, lack of infrastructure facilities and are all a fallout of government agencies' apathy, which keeps all the contractors to accomplish their motive of profit maximization.

Workers in both Mumbai and Alang live in shacks just outside the ship breaking plots. However, a noticeable difference was found in the way these shacks are built. In Mumbai, the shacks are quite congested and the number of workers in a shack is more than it can accommodate. For lack of space, these shacks are built very closely to each other, making the place congested with no facility of sanitation and concern of hygiene. The area across the shipbreaking yards of Mumbai (where the workers live) is extremely dirty and observed to have a persistent stench. The place is congested and quite unclean giving it looks of a slum area. The unhygienic conditions in Mumbai make life of workers more difficult. Being less clustered, the shacks at Alang are rather clean and hygienically safer.

As for food and drinking water, workers in Mumbai have to make their own arrangements. On the other hand, the workers of Alang get drinking water facilities from the Gujarat Maritime Board. The authorities provide a 5,000-litre tank per plot everyday, though this proves to be insufficient. Food is arranged by the workers themselves.

In Mumbai, there is a wide disparity among the wage levels of the workers as stated by the workers themselves. According to the shipbreakers, the wage rate ranges from Rs. 30

to Rs. 250 per day for an 8-hour shift or more. Unlike Mumbai, the minimum wage level prevailing in Alang is Rs.45 per day for an eight-hour shift or more. It has been observed that the nominal wages paid to the workers for the same kind of job, especially in the unskilled category is marginally higher in Alang than in Mumbai. Another noteworthy fact is that, though the wage rate is better in Alang as compared to Mumbai, the total income earned by the workers in Mumbai could be higher. The reason is that the ship breakers in Mumbai do not strictly follow the rules of working hours. But in most of the cases, as reported, shipbreakers try to give wages of one shift only even though they work from early morning and continue till late in night. In Mumbai, unlike Alang, there is no concept of rest even on Sundays. Thus, the workers end up doing a lot of overtime. The major fall out of these practices has been noticed on the output, productivity, quality of life of workers and increase in accidents due to fatigue and tiredness.

In Alang, some medical facilities like first aid are provided by port authority in case the worker gets injured while working, whereas no medical facility of permanent nature except first aid and ambulance services have been provided at Mumbai. In case of prolonged treatment, the workers have to bear the cost. Workers in Mumbai are also subjected to other health risks as they live in very unhygienic living conditions. Though the medical facilities in both the yards are below what is required but in Alang a few medical camps organised by the Gujarat Maritime Board has been a positive step towards improving the well being of the workers. A very important requirement for the workers is the provision of protective gear. In view of the nature of the job of these workers, which involves a lot of risk and other occupational hazards, protective covering like helmets, gloves, boots, goggles etc become essential. Provision of the same, and ensuring that the workers wear them while working, is one of the ways to safeguard the health of the workers. It has been observed that at Alang unlike Mumbai, workers wear the protective coverings, provided by the ship-breakers. As a result, workers at Mumbai compared to Alang are more prone to accidents and injury. It is due to IMF-FNV project that various medical, health and welfare services are being provided to the workers of Alang and Mumbai.

At both the places workers seem to be aware of the compensation that they are entitled to in case of fatal injuries, but the total amount that the family of the deceased/injured actually receives was found to be much lower than the amount stipulated by the law.

The infrastructure facilities in Alang are better developed than those in Mumbai, though the infrastructure facilities provided by the Gujarat Maritime Board are still highly inadequate. The shipbreaking yard of Alang/Sosiya is the largest in the world. The scale of operation in Alang/Sosiya is extremely large when compared to that in Mumbai. In each plot in Alang, there are around 300-350 workers.

Chapter - 3

Wages, working condition and welfare measures: Shipbreaking workers of Mumbai

In Mumbai, shipbreaking industry evolved much earlier unlike Alang which was developed in 1980s in a planned manner. The facility is available at the waterfront area known as Darukhana. There are 19 ship breaking plots in Darukhana. The land belongs to the Mumbai Port Trust, a Public Sector Undertaking, under the control of Ministry of Shipping, Government of India. The plots, which shipbreakers get in Mumbai, are rented out on a very short-term basis, maybe 3-4 months. Therefore the intention of investing money in something for which they will not be able to reap the benefits, reduces considerably. Secondly, getting maximum profit and practices of sub-contracting works have made the workers to bear the brunt. In Mumbai, the regulatory authority plays a relatively less active role and many times no role. This could be due to the fact that shipbreaking in Mumbai is not such a huge industry and therefore it does not get as much attention from the regulatory authorities as do the other important port activities. But it would not be right to say, Mumbai Port Trust (MPT) is ignorant of the state of affairs.

There is no agency to represent the workers of shipbreaking industry in any forum. The workers fear loss of jobs or physical assault in case there is any discussion on trade unions or workers organisations. The industry in Mumbai employs about 6,000 workers, on an average around 300 workers work in a plot. The workers move from plot to plot, depending upon the availability of the ship to be broken. The workers work under *mukadams* (team leader) and masters and they operate in mutually exclusive trades, for example, as gas cutters, oil removers, crane operators. Head loaders, helpers are specialised in their own trade.

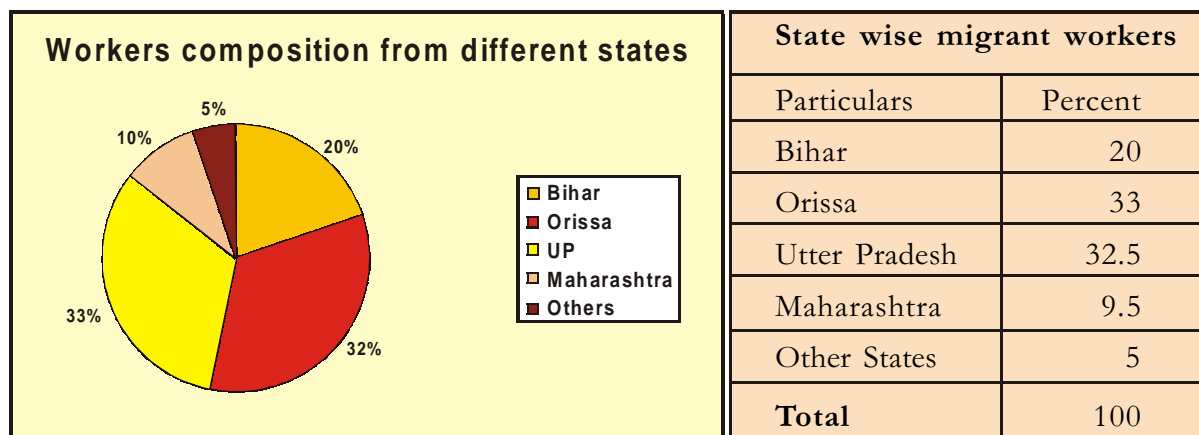
A survey was conducted at the shipbreaking site of Mumbai in the year 2004 to gather information on the wages, working conditions and welfare measures. Mumbai Port Trust, Dock and General Employees' Union (MPTDGEU), Mumbai, collected data from around 850 workers working in Daraukhana, the shipbreaking site of Mumbai, in a questionnaire, on the issues concerning wages, working conditions and welfare measures.

The number of directly employed skilled and unskilled workers in Mumbai ship-breaking site varies between 5,500 and 6,000 in 19 plots. The total number of directly and indirectly employed workers is around 20,000, which includes the downstream industries generated by the ship-breaking yard, such as re-rolling mills, foundries, oxygen plants, transportation companies, local goods stores and other small local businesses. Ship breakers/ contractors carry out no welfare activities like providing drinking water and workers have to arrange for them. The findings of the survey are summarized as below:

1. Migrant Population

The majority of Shipbreaking workers are migrant workers, mainly drawn from the three Indian states of Orissa, Uttar Pradesh (UP), and Bihar. Majority of them were agriculture workers before moving to Mumbai Shipbreaking yard. It is largely uneducated workforce, relatively young between 19 and 45, and mostly male. Women participation in the ship-breaking work is only 3% and they are unskilled workers. The common practice among the workers is to save money and send back to their families. Generally workers do not bring their family and send back their monthly savings to them. Their monthly savings varies from 50% to 80% of their total monthly earnings. Many workers go back to their home state, usually during monsoon season for agriculture. These migrant workers come from villages of different states basically from Bihar (20%), Orissa (33%), Uttar Pradesh (32.5%), Maharashtra (9.5%) and Other States (5%).

The migratory pattern of the workers in the Mumbai shipbreaking yard shows that they are mostly from the poor states of India. Migrant workers are the core workforce of the shipbreaking activities. Only 9.5 percent workers are from home state, Maharashtra and rest are from different states. Workers from Maharashtra are mainly in the skilled work or are supervisors.



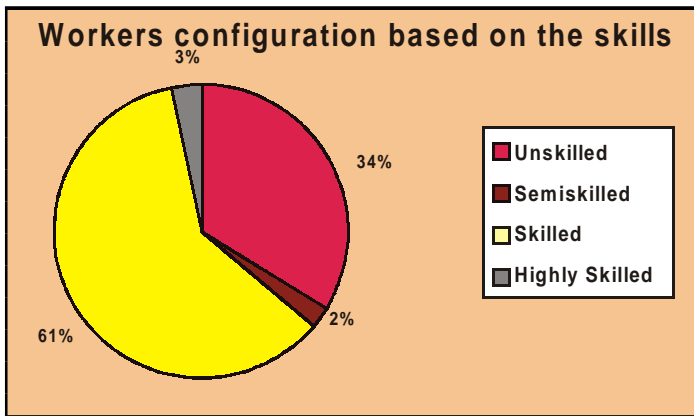
2. Nature of Employment and composition of work force

Workers are hired either on a daily or monthly basis, or on a contract basis, for a specific task on a vessel. Workers categorization is based on the different stages of shipbreaking. The *battiwala* (gas-cutters), especially the ones on the ship, are mostly highly skilled and consequently the best paid [apart from the *muqadam* (master)]. Their work is to cut down the steel plates; the helper accompanies the gas cutter, and helps in changing gas cylinders, for instance. The *malpani* dissects the various non-ferrous metals, while *jodiwala* lifts the plates from the ship and loads them into the trucks bound for the re-rolling mills. The *muqadam* is also the workers' day-to-day supervisor on the plot. He also mediates between the employer and the workers in cases of grievances, since the workers do not have direct access to the Employer. Each plot employs approx. 250 to 300 workers. Workers also move from one employer to another. Workers regularly change plots, depending on the arrival of ships and workload. Their mobility is also due to their disputes with a *muqadam* in their location and sometimes eagerness to work with their fellow villagers working at different site, or because of reportedly higher wages elsewhere. The absence of job security and the possibility of dismissal overnight are at the core of the vulnerability of the shipbreaking workers. There is no written contract of employment. The workers can be fired at any time with no prior notice

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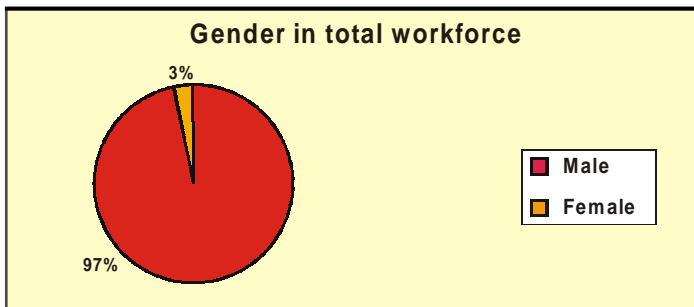
and with no reasonable grounds. The working hour is from 8 am to 5 pm but it continues till 7 pm i.e. with two hours compulsory overtime every day. Workers get one hour for lunch along with a 15-minute morning and afternoon tea break, at or around 10 am and 3 pm. The working hours and lunch/tea break are not standardized and vary often.

The unskilled workers constitute 34% and skilled workers 61 % of the total workforce. They combinedly come to 95% of the total workforce employed in the shipbreaking yard in Mumbai. Almost all the skilled workers in the shipbreaking industry do not have formal training on their working and health and safety. Their ignorance and attitude developed over time are their main inner constraints preventing them to look into the matters of their own health and work issues.



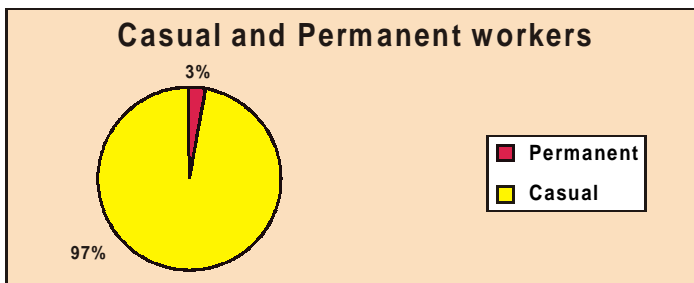
Skill wise break-up	
Particulars	Percent
Unskilled	34
Semiskilled	2
Skilled	61
Highly Skilled	3
Total	100

The gender in shipbreaking industry is not an issue at all in the view that workers as a whole are highly neglected in Mumbai shipbreaking site. The females constituting only 3% of the working population has not attracted the attention of the people.



Gender	
Particulars	Percent
Male	97
Female	3
Total	100

The shipbreaking workers in the Mumbai are mostly casual workers. The permanent workers are those who are close to the employers and they supervise major works of shipbreaking. The number of permanent workers is as less as 3% of the total workforce.

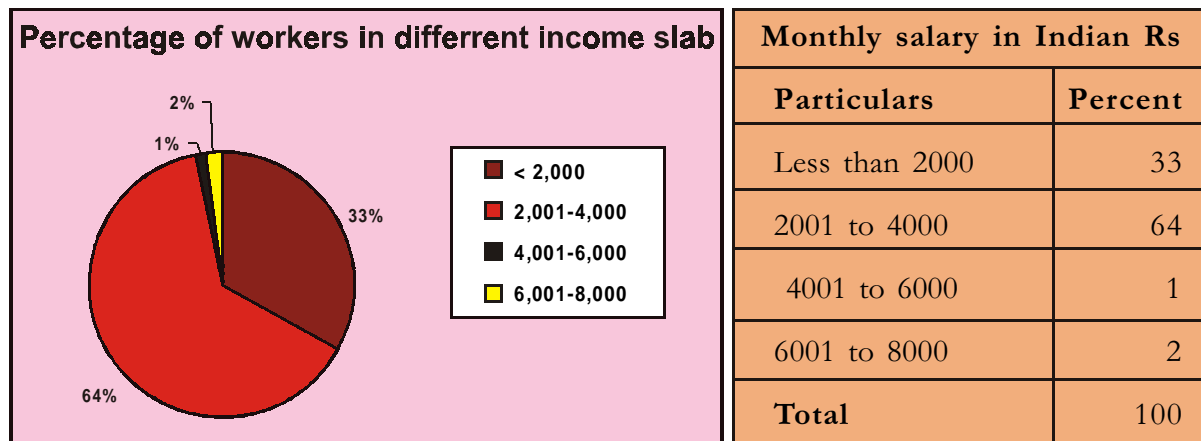


Casual & Permanent workers	
Particulars	Percent
Permanent	3
Temporary/Casual	97
Total	100

3. Wages

Workers are paid monthly, usually at the daily rate. Each worker is provided an attendance card at the start of each month. It is filled every day with hour of arrival and departure from the plot. There is a wide disparity between the wage levels of the workers as stated by the workers themselves. The wage rate ranges from Rs. 30 to Rs. 250 per day for an 8-hour shift or more. This large difference between the lower and the upper limit wages shows shipbreakers' arbitrariness in dealing with wages. The wage rate for a *battinala* (gas-cutter) ranges between Rs. 85 to Rs. 150 per day depending upon the season, availability of workforce and demand for steel in the market. The wage rates for unskilled workers (*jodimala* or helper) who may work as helper to the gas-cutters, loader/mover, or picking up material/steel plates from ground and carrying them to the destination varies from Rs. 30 to Rs. 45 per shift for 8 hours, which is less than 1 US \$ and the wages paid to the *Muqadam* is Rs. 120 per shift for 8 hours, which comes to 2.5 US \$. Their average income in different groups varies from Rs. 1500 to Rs. 3500 per month. Women workers job is mostly to pick up precious metals and they get the wages equal to that of an unskilled worker. The wages are not in accordance with the Minimum Wages Act. The actual payout in some cases is seen as low as Rs. 30 per day for an eight-hour shift or more.

It has been found during the survey and data compilation that majority (64%) of the total workers comes under the income slab of Rs. 2001 – 4000 and 33% of the workforce comes in the second category of income slab of below Rs. 2,000 and these two categories constitute 97% of total workforce in shipbreaking industry in Mumbai.

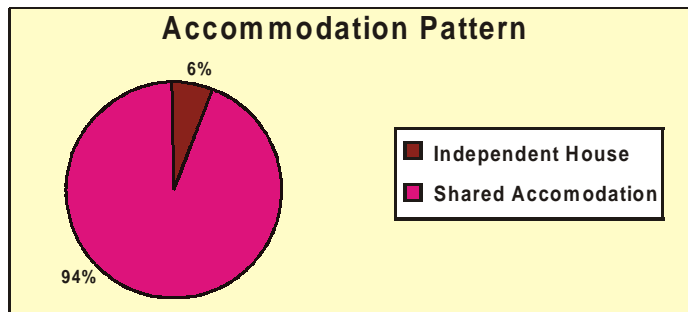


4. Medical expenses - social benefits

Medical expenses and social security are not considered as employers' responsibility and these practices are totally based on ship breakers' whim and ways. In cases of accidents, the employer provides transportation to the government hospital (hospital run by Municipal Corporation or a State Government Authorities). The more general rule appears that employers pay for only first treatment and immediate medical expenses. They do not pay for the expenses linked to chronic diseases caught during the work. Ship breaking workers generally do not receive any wages/benefits when absent on medical grounds. They are also not provided with protective gear such as helmets, safety shoes, goggles, mask, etc. Shipbreaking workers don't get basic minimum wages or any facility like PF, ESIS, Leave benefits etc.

5. Living condition and accommodation

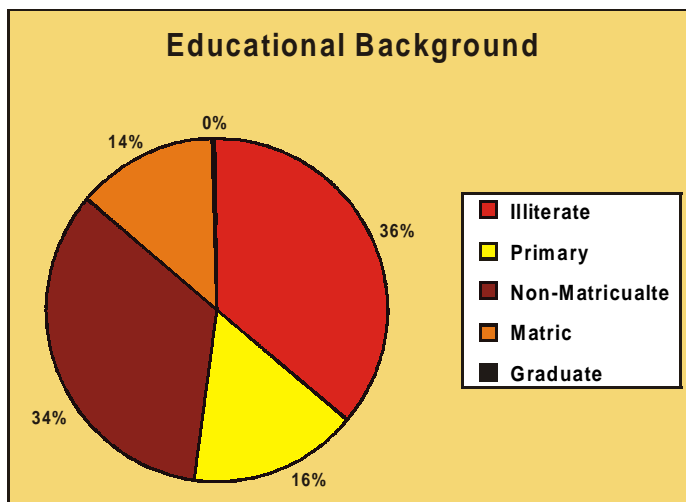
The living standard of the workers is very pathetic and most of them are living in small and clumsy rooms shared by the workers. Most of the shipbreaking workers are living in slums just outside the shipbreaking yards or godowns, which are made up of asbestos/plywood/metal sheets. For lack of space, these slums are built very close to each other making these congested and 5 – 6 workers share it. They are living in unhygienic condition. They are not getting basic facilities such drinking water, toilet, etc. Only 6% workers are living independently in the rented house and 95% are sharing their accommodation among them to cut down their living cost.



Place of living	
Particulars	Percent
Own rental House	6
Sharing with friends	94
Total	100

6. Education

The educational backgrounds of the shipbreaking workers are varied and are mostly illiterate (36%). Even workers completing Primary school level (16%) and non-matriculate [below 10th standard; (34%)] can hardly read and write. With the insurmountable workload and hard work they have hardly any time to study but 64% workers could be said literate.

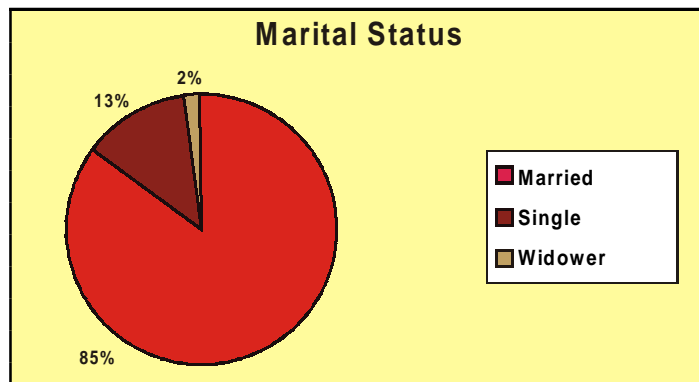


Educational Background	
Particulars	Percent
Illiterate	36.00
Primary	16.00
Non-Metric	34.00
Matric	13.75
Graduate	0.25
Total	100

Literacy	
Particulars	Percent
Literate	64
Illiterate	36
Total	100

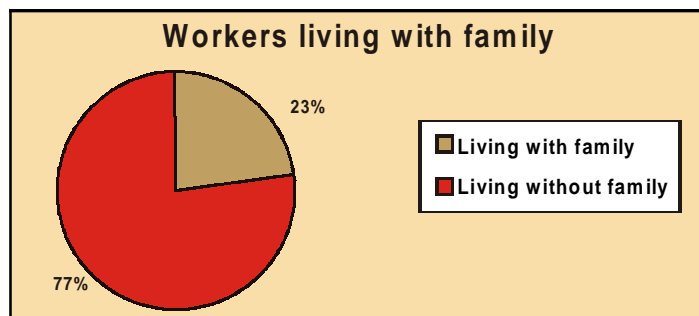
7. Marital status and workers living with their families

The marital status of the workers shows most of them are married and living without their families. Both married and unmarried sections of the workers are sexually active and so are prone to STD, HIV/AIDS etc.



Marital Status	
Particulars	Percent
Married	85
Single	13
Widower	2
Total	100

According to the survey, out of 85% married workers only 23% workers are living with their families. The females living with them are also reported to be engaged in the shipbreaking activities but percentage of these female workers is small. They are mostly involved in the picking up the precious metal from the shipbreaking plots. Many of them are also engaged in supplying food etc. to earn little more money or sitting idle to look after the children or working as maid servants in the adjoining areas.



Family Status	
Particulars	Percent
Living with family	23
Living without family	77
Total	100

The migrant workers coming to Mumbai have no direct contact with any person living in Mumbai. Some workers come with the reference of some other workers working at Mumbai shipbreaking site from their own village/town. There is hardly any person/organization/union for shipbreaking workers in Mumbai to give any kind of support or guidance. The highly unregulated shipbreaking workforce is exposed to ill-treatment and economic and social abuses. Their being uneducated and panic stricken has made them to go by popular sentiments and gossips in their groups and is also one of the causes apart from caste, religion and region for disunity. The lack of knowledge and disunity is also a reason for their poor living and occupational health and safety condition. Employers and government have not provided any kind of safety equipments and training for their safe work. The rate of minor accidents in a month is 15-18 where as many minor accidents are not reported. The reported cases of major accidents are 12-15 in a year. Many major cases are also not reported and settled down with the workers secretly. The workers get hardly any compensation for any major or minor accidents.

Chapter - 4

Wages, working condition and welfare measures: Shipbreaking workers of Alang/Sosiya

The industry in Alang and Sosiya employs over 55,000 workers. A number of other economic activities including rolling mills depend on this industry. Gujarat Maritime Board (GMB) is the regulatory authority of the shipbreaking yards of Alang/Sosiya. The GMB has in the recent years played a very active role in regulating the activities of the shipbreaking industry in Alang/Sosiya. The GMB has over the past few years increased the number of plots manifold. The GMB leases out a shipbreaking plot to the shipbreakers on a 10-year lease basis. The GMB has accumulated funds by doing so, and is hence in a position to improve the workers' living and working conditions. It aims to do this by means of implementing the statutory provisions and by facilitating the improvements in infrastructure development. Despite these good intentions shipbreaking workforce remains highly unregulated and exploited. However slow development process may be, the regulatory authority in Gujarat has been able to provide with certain infrastructure facilities for the benefit of the workers.

The number of plots registered under the factories Act 1948 is 180 at present, whereas they were 162 during 1998. The Port Officer, Gujarat Maritime Board (GMB), is looking after the Shipbreaking activity. At present about 168 plots are active at Alang and Sosiya and many new plots are being developed. The average daily wages are of scale Rs.30 (0.7 US\$) – Rs.50 (1.2 US\$)–Rs80 (1.9 US\$). Unskilled workers get Rs.30–Rs.50 and Gas cutter Rs 80. Average working time is about 10 hrs and no training facility is available to inexperienced worker. Average life expectancy of Alang workers is 40-50 years as per local newspaper information. No compensation is paid to injured workers. Whenever a worker is injured, he is forced to leave his job. In case of death of any worker, his relatives get Rs.15, 000 to Rs. 100,000 depending on the strength of representation

A survey on the socio-economic, educational, service and other working conditions of Shipbreaking workers employed at Alang/Sosiya shipbreaking yards of Gujarat was conducted to understand the magnitude of the problem being faced by them. It was due to this survey that we understood the day-to-day problems of these Shipbreaking Workers, the working conditions in Shipbreaking Industry and it is due to this survey that we are able to find out solutions concerning the shipbreaking workers as well as the shipbreaking industry. Steel, Metal & Engineering Workers Federation of India (SMEFI), conducted the survey which is informative, educative and would assist the activists in their campaign efficiently and effectively.

A team of 15 activists was constituted which undertook the survey on the basis of a sample of questionnaire which was prepared covering almost all the aspects of the Shipbreaking industry and shipbreaking workers with the inputs from veteran trade union leader Dr. Shanti Patel and

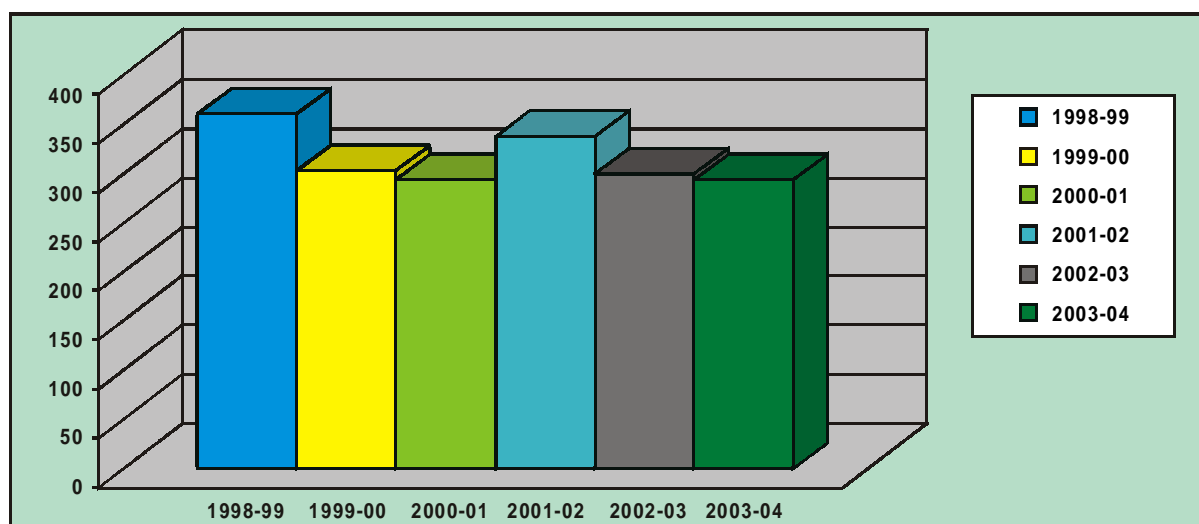
Bro. T Dyvadheenam, Regional Representative, IMF-SAO. The survey team worked under the supervision of Bro. V. V. Rane, Vice President, SMEFI. The team visited the work places, interviewed workers and their employers, observed the conditions, and gathered maximum possible information. Around 1650 questionnaire were filled during the interviews with workers. The team used all the skills and knowledge to unfold and collect the information with maximum participation of Shipbreaking Workers in this process. The information collected by the survey team and its report can be summarized as under:

1. Volume of Work and Manpower

If we analyse the data given below we can see that there is a reduction in the volume of work. In the year 1998-99, 361 vessels came for breaking and in the year 2003-04, it reduced to 294. There is a reducing trend in the proceeding year too. The year wise volume of shipbreaking work at Alang/Sosiya was as follows:

Year	No of Vessels	Tonnage MT	Average Size(tonne)
1998-99	361	3,037,882	8415
1999-00	303	2,706,493	8932
2000-01	293	1,984,057	6771
2001-02	338	2,679,952	7928
2002-03	300	2,421,670	8072
2003-04	294	1,996,071	6789
2004-05	196	938,975	—
Till Sept 2005	59	308,885	—

Volume of Work



Nearly 60,000 shipbreaking workers were employed in the year 1998-99 when volume of work was at its peak. Due to reduction in the volume of work, the shipbreaking industry could not accommodate the work force which led to under-employment and unemploy-

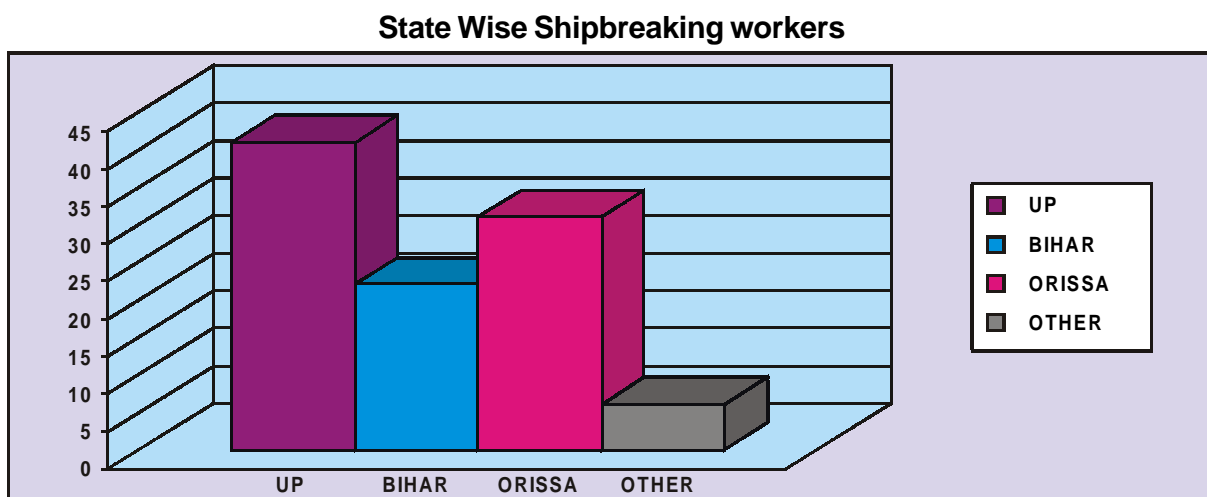
ment of workers on large scale. The situation also gave rise to the exploitation of labour and other social evils. The employers misused the situation and Safety, Health and Welfare measures for the shipbreaking workers were neglected. The workforce is unorganized and has no bargaining power at all.

2. Migrant Population and mother tongue

Most of the shipbreaking workers at Alang/Sosiya have migrated from different states of India, UP-41%, Bihar- 22%, Orissa –31%, Other States (Jharkhand, Maharashtra, Gujarat, Rajasthan, Punjab, West Bengal) – 6%. The migrated workers are from backward areas of neighbouring states. The reason behind higher level of migration from UP, Bihar and Orissa is due to low industrialization, higher population, illiteracy, poverty and lack of sources of livelihood in these states. The Shipbreaking industry, which involves laborious and strenuous nature of manual work, employs these migrant workers. There is also a kind of division of labour based on their region. The Shipbreaking workers coming from the State of UP are mainly engaged in gas cutting work i.e. cutting the metal by use of gas cylinder, and supervisory work. The Shipbreaking workers migrated from Bihar and Orissa are involved in handling and sorting the materials. The Shipbreaking workers migrated from Maharashtra are involved in removing machines from scrapped ships, dismantling and making it useable by reassembling the parts of the machines. The Shipbreaking workers from Punjab and West Bengal mainly attend the skilled work. Other shipbreaking workers are occupied in manual and unskilled work. The shipbreaking work comprises mainly highly skilled, skilled, semi-skilled and unskilled work. The proportion of the work is shown as under:

State	Percentage
Uttar Pradesh	41 %
Bihar	22 %
Orissa	31 %
Others *	6 %
Total	100 %

* Maharashtra, Gujarat, Rajasthan, Punjab, West Bengal

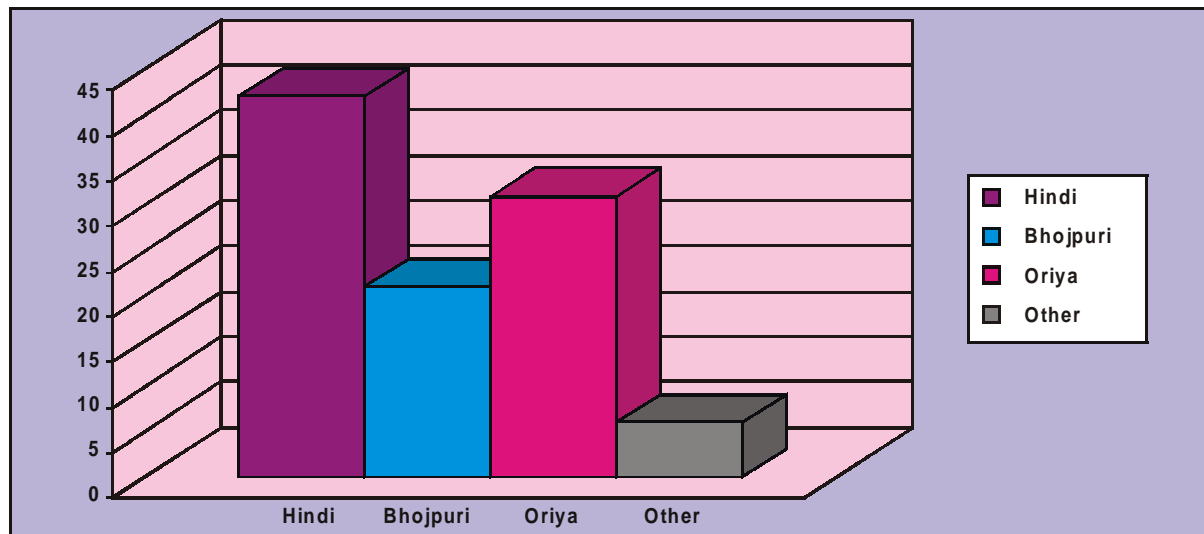


Majority of the workers are Hindi speaking 42 percent, followed by Oriya 31 per and Bhojpuri 21 percent. Hindi is spoken in the north India, Bhojpuri, the vernacular language is spoken in Bihar and UP and Oriya is spoken in the state of Orissa. Thus we can say that the work place has a cultural diversity. The following table will depict the percent of the languages spoken by the SBWs.

Mother tongue	
Language	Percentage
Hindi	42
Bhojpuri	21
Oriya	31
Other *	6
Total	100

* Marathi, Punjabi, Gujrati, Bengali, Marwadi

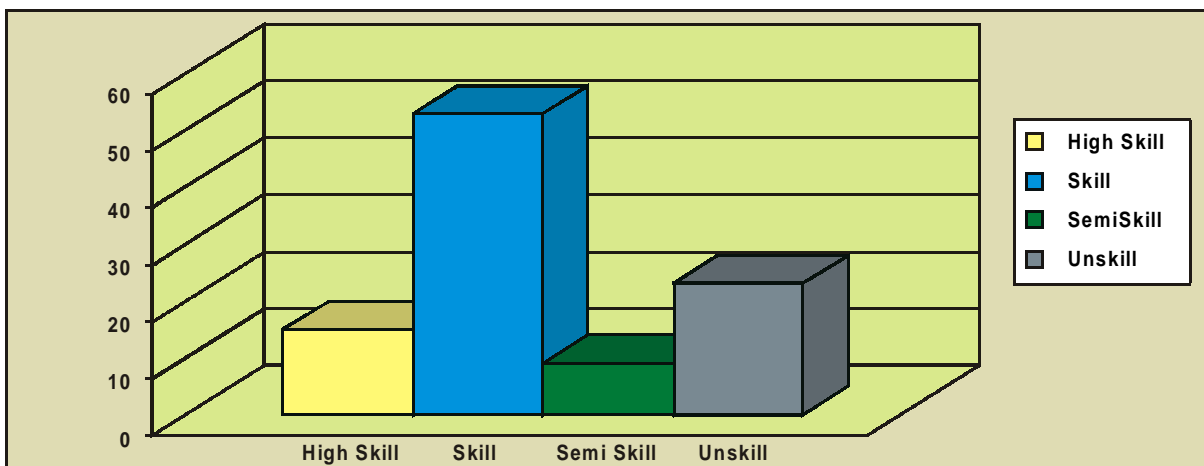
Mother Tounge of Shipbreaking workers



3. Skills of Shipbreaking workers

More than fifty percent of the shipbreaking workers are skilled workers with 15 percent of the workers are in the category of highly skilled, 9 percent of them are semi-skilled and 23 percent of the workers are unskilled. The following table will indicate their status.

Skills of Shipbreaking Workers	
Skills	Percentage
High Skilled	15 %
Skilled	53 %
Semi Skilled	9 %
Unskilled	23 %
Total	100 %



Note:

High Skilled Workers: Mechanical Engineer, Manager, Master, Supervisor, Muqadam, Welding Mistry

Skilled Workers: Gas Cutter, Crane Operator, Turner, Welder, Winch Driver

Semi Skill Workers: Malpani, Engine Jodi, Cook, Chantniwaqla

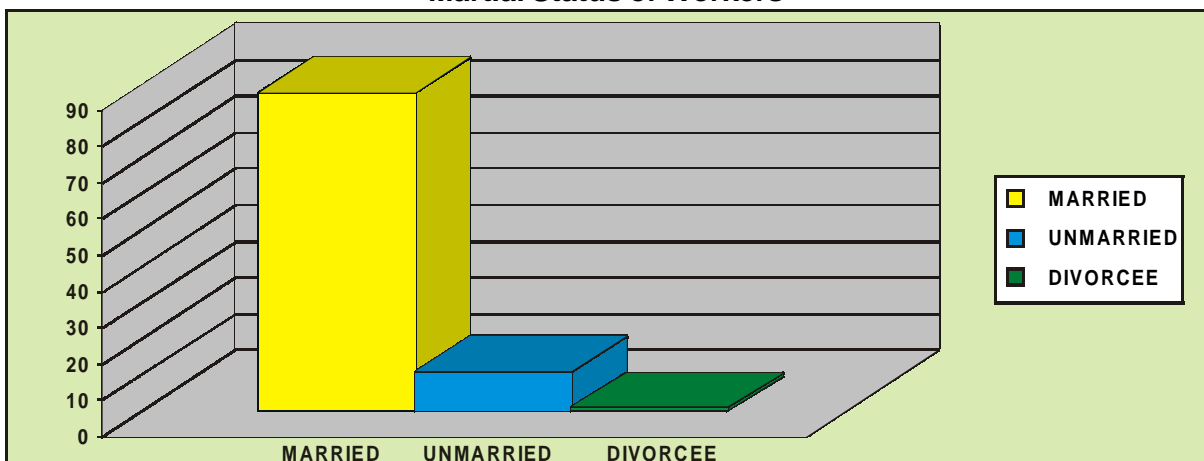
Unskilled Workers: Jodiwala, Loader, Helper, Mazdoor, Plate, Begari

4. Marital Status of Shipbreaking workers and their family

Around 88 percent of the Shipbreaking workers are married and 11% of the shipbreaking workers are unmarried. There are a few cases of divorcees too.

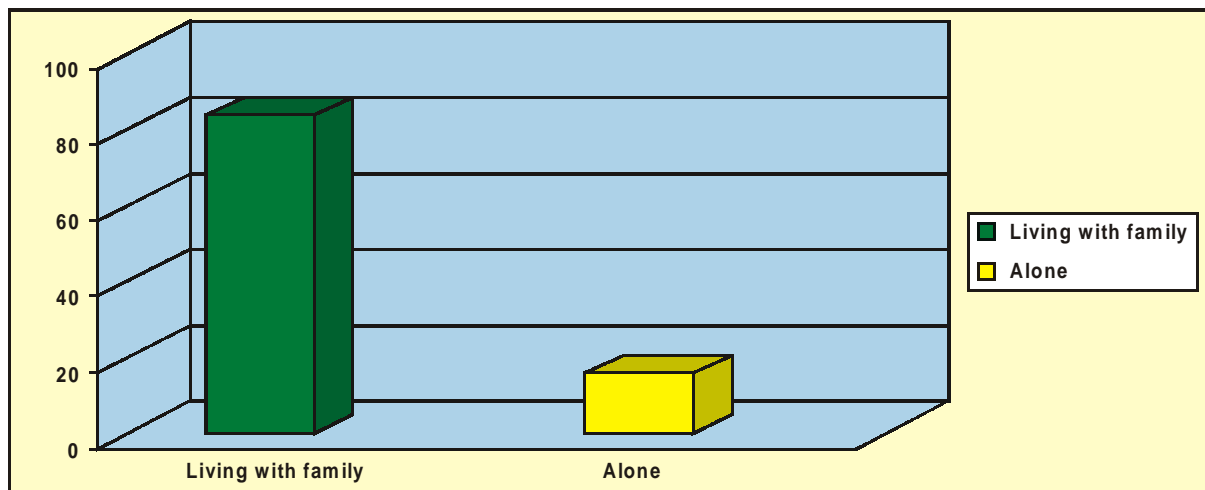
Marital status	
Workers	Percentage
Married	88
Unmarried	11
Divorcee	1
Total	100

Marital Status of Workers



Shipbreaking workers, who have worked for a number of years, get married hoping to settle in the life. They try to reside with their family members to the places nearby their working places. But many of them find it difficult to stay near their workplace for various reasons including financial difficulties and therefore they choose to keep their families at their native places. Around 16 percent of the workforce lives with members of their families nearby their workplace whereas the 84 percent of workforce is living alone without their family.

Workers living with and without family	
Workers	Percent
Living without Family Members	84
Living with Family Members	16
Total	100



The large percentage of the Shipbreaking workers living without members of their families nearby the workplaces is a matter of great concern as it invites health problems particularly problems concerning Sexually Transmitted Diseases (STD) as well as other anti-social activities. The survey team also documented the number of dependants on per individual worker their family. The numbers of dependants ranged from 2 to 13. As stated earlier only 16% of the shipbreaking workers stay with members of their family nearby to the workplaces. It was further observed that the shipbreaking workers who staying with their families do not afford to keep all the dependents with them and therefore the other dependents members stay at the native places. Thus the shipbreaking worker at Alang / Sosiya has to look after his members of family staying with them and also to the members of families who stay at their native places.

5. Status of accommodation

Shipbreaking workers live in the hutments situated near to the shipbreaking yards. A few ship-breaking workers manage to get accommodation on rental basis in the nearby villages. The living condition in the hutment areas where the shipbreaking workers reside is very unhygienic and lacks basic amenities like water, electricity, sanitations etc. The local residents of the nearby

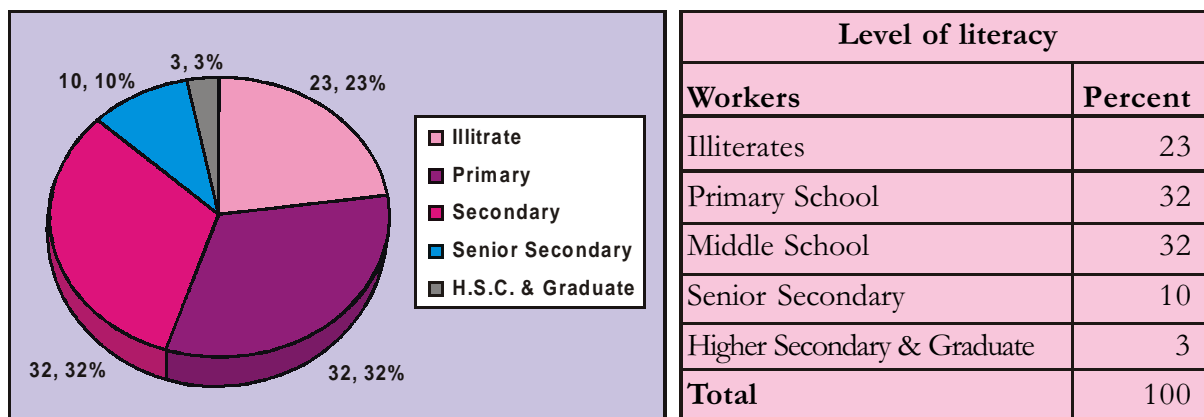
villages refuse to give any accommodation to the individual migrant workers due to some social reasons. A few workers staying in the nearby villages on rental basis also have to face the problems of non supply of potable water and lack of sanitation facilities. The shipbreaking workers residing in the hutment areas (slum area) have to pay a house rent ranging from Rs.200-500 per month to slum owners.

Types of Residence	
Type of Residence	Percentage
Ownership	13
Rental	82
Sharing	2
Contractors	3
Total	100

Rent of Residence	
Amount of rent pre month in Rs	Percentage
Up to 100	12
Up to 150	4
Up to 200	64
Up to 250	2
Up to 300	15
Up to 350	2
Up to 500	1
Total	100

6. Level of literacy of shipbreaking workers

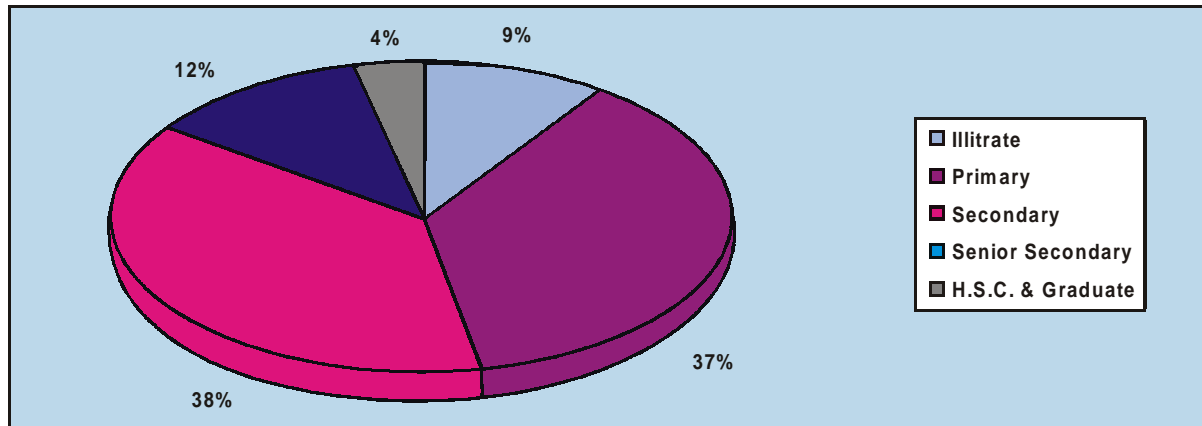
The most of the Shipbreaking workers are illiterate. Some of them have attended primary level of schooling. The level of literacy of the shipbreaking workers is as shown in the following graph:



It was observed that shipbreaking workers are much conscious about the value and importance of education. However, they are unable to give education to their members of their family for want of financial difficulties. It is however worth to mention that some of the members of their families are even graduates.

The level of literacy among the members of families of the shipbreaking workers ranged from total illiteracy to graduation level as shown under:

Education of children	
Category	Percent
Illiterate	9
Primary	37
Secondary	38
Senior Secondary	12
Higher Secondary & above	4
Total	100



6. Land and property of shipbreaking workers at native places

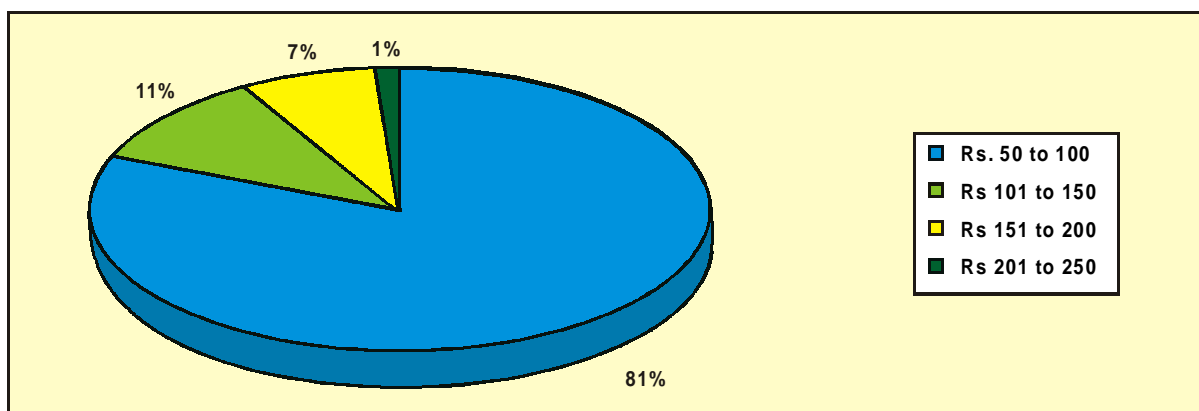
The Shipbreaking workers have been migrated from various states in search of livelihood at Alang / Sosiya. Shipbreaking workers do not possess land and property at their native places worth mentioning. Many of them are having agricultural land, which however cannot produce enough to meet both ends together. The parents of the shipbreaking workers happen to be farmers or daily wagers.

7. Payment of wages to Shipbreaking workers

It is observed the shipbreaking industry is not now in position to accommodate entire workforce of 60000 shipbreaking workers. The shipbreaking workers who are in position to seek employment are paid wages ranging from Rs. 50 to Rs. 150 per day depending upon nature of work, to which they attend. Middlemen are also involved in providing them employment. The majority of shipbreaking workers are paid wages less than Rs.50 (lowest). The average wages per day is about Rs.84 of the most of the shipbreaking workers.

Wages	
Frequency of wages	Percent
Rs. 50 to Rs. 100	81
Rs. 101 to Rs. 150	11
Rs. 151 to Rs. 200	7
Rs. 201 to Rs. 250	1
Total	100

Only 59% workers manage to get advance payment against their salaries. They get very less amount in advance. The following data will give a clear picture of the advance payment



Workers getting Advance payments	
Payments	Percent
No Advance Payments	59
Receiving Advance Payments	41
Total	100

Amount of Advance Payment	
Amount of Advance payment in rupees	Percentage
No Advance Payments	59
Rs. 200 to 500	32
Rs. 501 to 100	5
Advance as per requirement	4
Total	100

The shipbreaking workers do not get the work continuously. The shipbreaking workers get the work for around 180 days in a year. During the period of non-employment, very few shipbreaking workers could seek alternate employment in another job but at lower rate of wages. Many of the shipbreaking workers prefer going to their native places during the period of non-employment. Some of them stay at the place in search of employment. Thus, the shipbreaking workers are now subjected to under employment and unemployment. The wages earned by them during the period of their employment is not sufficient enough to support them during their unemployment period. The shipbreaking workers have to take care of their dependents. They send money by post to their dependents. They are very much conscious about their social obligations and they try their level best to fulfill their responsibilities towards their parents and other members of their families. The overall situation is that the shipbreaking workers are almost below or near to the line of poverty.

9. The accidents and diseases

Many SBWs mostly suffer from minor accidents particularly burns, cuts, etc. They are also subjected to major accidents such as major burns, amputation of body parts as hands or foot. There are also cases of fatal accidents and deaths due explosion, toxic fumes, fall of plates, fall from height and while carrying out heavy material as well as in the process of cutting, welding and lifting of various kinds of material. SBWs also suffer from eye burning caused by cutting and welding operations. The percentage of patients treated in various cases is as under:

Percentage of patients treated	
Category	Percent
Surgical	35
orthopedic	27
Physician	18
Skin	19
Ophthalmic	1
Total	100

The rate of injury is 50 workers per day and sometime workers die due to inadequate medical facility or lack of it. Report of casualty is seldom made. A hospital with bare minimum medical facilities is available. One mobile hospital van has been procured recently and maintained by the Gujarat Shipbreakers Association (GSBA). This provides immediate attention to the sick and injured workers at workplace. Further, it is understood that one more hospital with adequate facility is being constructed at Alang.

The shipbreaking workers suffer from various illnesses. The shipbreaking workers are subjected to various occupational diseases. It is observed that there is no awareness on the after effects of handling asbestos. No special precautions are taken while handling the asbestos material. There is need to identify the diseases resulting from asbestos and to create awareness among the SBWs on such diseases. There is utter need to work on this issue. However there is awareness among SBWs on the issues of HIV/AIDS. Accordingly to report of Indian red Cross Society at Alang, many of the shipbreaking workers needed to be given medical treatment and attention to their illness. The number of shipbreaking workers given medical treatment by Indian Red Cross Society and the particulars provided by the society are in the annexure one.

10. The other service and working conditions.

Besides wages earned by the shipbreaking workers, they are not given any other benefits either by their employer or by Government authority to take care of health, safety and welfare. There is no scheme or legal provisions in force by any authority to regulate the employment and conditions of their employment. The shipbreaking workers are as good as bonded labourers. They form lowest strata of the society in search of livelihood to make both ends meet. There are no social security measures available to these shipbreaking workers. The service and working conditions are very much exploitative and poor. The shipbreaking workers who have been working in very hazardous and unsafe conditions are a neglected lot by all the authorities concerned. These shipbreaking workers are also victimized by antisocial elements. They are also victims of various diseases. They are unorganized and without any bargaining power. They are harassed by middlemen slumlords and also by moneylenders. They are always in state of insecurity. They are always under fear of unemployment. They are forced to accept any condition of service for sake of livelihood. They have no status in society. Members of their family live in poverty. Human rights in respect of these shipbreaking workers are being violated at every stage of their life. This has necessitated immediate attention to the plight of these workers by the organization and individuals having concern for labourers and human beings.

Chapter - 5

Key findings

Mumbai

- The Shipbreaking industry in Mumbai employs around 6,000 workers, mostly migrant workers mostly from economically weaker states.
- No job security and Hired either on a daily or monthly basis, or on a contract basis without any written contract of employment. Workers are paid monthly, usually at the daily rate.
- Majority of them were agriculture workers.
- Mostly illiterate.
- 34 percent of workers are unskilled. Even, the skilled workers do not have any formal training on their working and health and safety.
- Women participation in the shipbreaking work is only 3% and they are unskilled workers.
- Their average income is around Rs. 1500 to Rs. 3500 per month. They don't get basic minimum wages or any facility like leave benefits, medical expenses and social security.
- Compulsory overtime every day.
- Dangerous, hazardous and unsafe working condition.
- They are not provided any protective gear such as helmets, safety shoes, goggles, mask, etc.
- Most of them live in slums which are made up of asbestos, plywood, metal sheets in a very pathetic condition. One room is shared by the 5-6 workers.
- Most of them are married and living without their families, out of 85% married workers only 23% workers live with their families.
- Employers and government do not provide any kind of safety equipments and training for their safe work.
- Many major accidents are not reported. The reported cases of major accidents are 12-15 in a year. The workers get hardly any compensation for any major or minor accidents.
- The workers have no specific training on handling the hazardous toxic material and they are ignorant of its ill effects.
- Absence of labour legislations.

Alang/Sosiya

- Nearly 60,000 shipbreaking workers employed, they are mostly migrant workers and illiterate from economically weaker states.
- Reduction in the volume of work.
- They get the work only around 180 days in a year.
- They are always in state of insecurity. They are always under fear of unemployment.
- More than fifty percent are skilled workers.
- They are almost below or near to the line of poverty.
- The average wages per day is around Rs.84. Wages ranging from Rs. 50 to Rs. 150 per day.
- Only 59 percent workers manage to get advance payment against their salaries.
- Around 88 percent of them are married and live without their families.
- They live in the hutments situated near to the shipbreaking yards.
- They do not possess land and property at their native places.
- They are subjected to various occupational diseases and other diseases. No precautions are taken while handling the asbestos due to lack of awareness.
- They work in very hazardous and unsafe conditions and are neglected by the authorities concerned.
- Many of them suffer from minor accidents particularly burns, cuts, etc and also face major accidents. There are cases of fatal accidents. The rate of injury is 50 workers per day and sometime workers die due to inadequate or lack of medical facility. Report of casualty is seldom made.
- No other benefits either by their employer or by Government authority to take care of health, safety and welfare.
- No scheme or legal provisions to regulate the employment and conditions.
- The service and working conditions are very much exploitative and poor.
- The workers have no specific training on handling the hazardous toxic material and they are ignorant of its ill effects.
- Absence of labour legislations.

Chapter - 6

Recommendations

- Formulation and implementation of a national policy on safe shipbreaking, better employment practices, safe working conditions, OSH facilities, workers' rights, welfare and

their social security and protection of both human and the environmental hazards in the vicinity of a shipbreaking site.

- Enactment of a national legislation on shipbreaking industry and workers with tripartite and national consultations and there should be concerned changes to the existing laws and legislations.
- Reflection of the guidelines issued by ILO, the IMO and the Basel Convention in the national policies, legislations, shipbreaking activities.
- Recognition of industry status to shipbreaking work.
- The entire stakeholders in the shipbreaking process should be responsible for their respective duties and responsibilities for the rights of workers and preventive measures should be taken to protect workers from the every hazard involved in ship-breaking.
- There should be mechanisms for waste management and protection of the environment.
- There should be assessment of hazards, risks and control measures and appropriate occupational health surveillance.
- There should be proper reporting, documentation, announcement, investigation and compensation of work-related injuries and diseases, and provision of occupational health services for shipbreaking workers.
- There should be proper implementation of labour laws and good working conditions and employment conditions. There must be fixed working time, breaks, leave, and proper wages, etc.
- There should be prohibition on certain highly hazardous processes or substances.
- The employer and the contractors must owe the responsibility for the protection of the workers in respect of their rights, safety, health, and should provide training and facilities for OSH activities as prescribed by national laws, instruments and regulations. They should take preventive measures to reduce the risk caused by hazardous work, OSH, HIV/AIDS. They should also conduct periodic assessment of these risks to reduce them.
- There should be arrangement to handle work-related injuries and diseases, ill health and accidents
- The sites should be inspected in the presence of the employers' and workers' representatives by the government authorities, to enforce the labour laws, other relevant laws and working conditions.

- Workers should demand for OSH and safety training and should follow with safety and health measures.
- Workers should be aware of their personal as well as safety of others and proper training should be given to handle and prevent accidents, OSH, HIV/AIDS etc.
- Workers should demand for the elimination hazards or risks at work place.
- They should also demand for protective clothing and devices, helmet, gloves, spectacles, mask, shoes, facilities and equipment placed at their disposal for this purpose and employers and authorities should provide them.
- They should resist from working and report if any danger is foreseen at the work place or in connection with work.
- The yards should have emergency plans and facilities to deal with oils spill, gases, accidents, fire, and other accidents with hazardous substance.
- Yards should have first aid facilities and fire fighting equipments and the workers should be trained in using them.
- The yards should have bathroom, facilities, sanitation and safe drinking water facilities.
- There should be separator to deal sludge, oil and any waste should not be throw out in the sea equipments should be made available to destroy the waste and toxic materials so that no harm is done to the environment.
- Central trade union should see that statutory minimum wages are provided to the ship-breaking workers.
- There should be safe and clean housing facilities far from the shipbreaking sites with proper sanitation and water.
- At last, the workers should have good contacts with trade unions and trade unions should organise them. Creation of strong and democratic trade unions in the shipbreaking industry is urgently needed.

Common hazards that causes work-related injuries and death, ill health, diseases and incidents among shipbreakers

Frequent causes of accidents

- Fire and explosion: explosives, flammable materials

Annexure-1

- Falls from height inside ship structures or on the ground
- Falling objects
- Moving objects
- Trapping or compression
- Wet surfaces
- Snapping of cables, ropes, chains, slings
- Heavy objects
- Sharp objects
- Oxygen deficiency in confined spaces
- Access in progressively dismantled vessels (floors, stairs, passageways)
- Electricity (electrocution)
- Poor illumination
- Lack of PPE, housekeeping practices, safety signs
- Shackles, hooks, chains
- Cranes, winches, hoisting and hauling equipment

Hazardous substances and wastes

- Asbestos fibres, dusts
- Heavy and toxic metals (lead, mercury, cadmium, copper, zinc, etc.)
- Organometallic substances (tributyltin, etc.)
- Lack of hazard communication (storage, labelling, material safety data sheets)
- Batteries, fire-fighting liquids
- PCBs and polyvinyl chloride (PVC) (combustion products)
- Welding fumes
- Volatile organic compounds (solvents)
- Inhalation in confined and enclosed spaces
- Compressed gas

Physical hazards

- Noise
- Vibration
- Extreme temperatures
- Radiation (ultraviolet, radioactive materials)

Mechanical hazards

- Trucks and transport vehicles
- Scaffolding, fixed and portable ladders
- Sharp-edged and other tools
- Power-driven hand tools, saws, grinders and abrasive cutting wheels
- Failure of machinery and equipment
- Poor maintenance of machinery and equipment
- Lack of safety guards in machines
- Structural failure in the ship

Biological hazards

- Toxic marine organisms
- Animal bites
- Risk of communicable diseases transmitted by pests, vermin, rodents, insects and other animals that may infest the ship
- Vectors of infectious diseases (TB, malaria, dengue fever, hepatitis, respiratory infections, others)

Ergonomic and psychosocial hazards

- Repetitive strain, awkward postures, repetitive and monotonous work, excessive workload
- Mental stress, anti-social behaviour (aggressive behaviour, alcohol and drug abuse, violence)
- Long working hours, shift work, night work, and temporary employment
- Poverty, low wages, under-age workers, lack of education and social environment

General concerns

- Lack of safety and health training
- Inadequate accident prevention and inspection

28 Status of Shipbreaking Workers in India

- Poor work organization
- Inadequate housing and sanitation
- Inadequate emergency, first-aid and rescue facilities
- Lack of medical facilities and social protection

Source: Safety and health in Shipbreaking; Guidelines for Asian countries and Turkey, ILO publication, 2003

Report of the Workshop on “Specific Problems of Migrant Workers” 11-12 June, 2005, Bhavnagar

Annexure-2

Objectives

To achieve the objectives of the Organising Metalworkers in Shipbreaking Project

To understand the specific problems of the Migrant workers working in the ship breaking industry

Activity

A 2-day workshop for selected Migrant workers from the ship breaking yards of Mumbai & Alang conducted on 11-12 June, 2005 at Bhavanagar.

Output

Specific problems of Migrant workers are identified through interaction with the 22 workers nominated by the project coordinator .

Plan of action drawn to address the problems of the Migrant workers of the shipbreaking industry

Participants Profile:

Out of the 22 participants,

Migration :

10 are migrated from Uttar Pradesh; 2 from Bihar; 3 from Maharashtra; 1 from Karnataka; 1 from Punjab; 1 from Uttaranchal and the rest 4 within Gujarat.

Age group:

There were 2 participants below the age of 25 yrs; 8 were between 26 and 35; 8 between 36 and 45 and only 4 were above 50 years of age.

Education Level:

There were 3 illiterates; 9 below 10th std.; 5 higher secondary; 4 graduates and 1 post graduates.

Out come of the 3 group discussions is listed below:

1. Group discussion on 'Reasons for Migration'

- Unemployment
- Poor income from agriculture
- Domestic disputes
- No mental peace
- Family responsibilities

30 Status of Shipbreaking Workers in India

- Big family
- Poverty
- To earn money
- No work at the native place
- Less qualified

2. **Group discussion on ‘Specific Problems of Migrant workers’**

- No proper facilities in the residence (like water Electricity and sanitation)
- No facilities for children education
- No social security
- Lack of medical & health
- No identity card
- Less income & more expenditure
- Loss of native property
- No voting right
- Wages not paid regularly
- No continues work
- Difficult to send money to family regularly
- Difficult in getting information in emergencies

3. **Group Discussion on ‘How to integrate Migrant workers in trade Union’**

- Migrant workers shall be allowed to choose their leaders
- Migrant workers to learn local language to communicate with others
- Migrant workers wing shall be created within the union to look after their problems
- Union to conduct special educational programme for Migrant workers.
- Union to solve the specific problems of migrant workers
- Recommendations of the workshop to address the problems of Migrantworkers
- Try to organise the Migrant workers and integrate them in the Trade Union activities
- Promoting equal opportunities and elimination of discrimination at the workplace and society.
- Promoting training /educating the migrant workers.

- Ensuring desirable living conditions and promoting cultural identity for migrant workers
- Improving national regulations on migrant workers
- Steps to make the government to ratify the ILO conventions.
- Developing network with other organisations looking after migrant workers.
- Providing legal assistance to migrant workers.
- Ensuring standards of occupational health & safety.

Annexure-3

Survey format-1

SURVEY OF SHIP BREAKING WORKERS OF MUMBAI

Name _____

What do you work as:

Gas Cutter, Mechanics, Mukaddam (Supervisor), Joddiwala (Mover & Loaders), Malpani (metal separators) etc. *Skilled/Semi-skilled/Unskilled* (For surveyor's use)

Languages known: English/Hindi

Education _____

Age _____

Marital status _____

Children _____

How many year have you been working _____

Name of the contractor _____

Address of the work place _____

Phone no _____

Do you work under only one contractor or the contractor is changed?

Nature of work: permanent/temporary/casual.

Salary: Per month_____/Per day_____

Basic salary_____ Dearness allowance_____Other allowances_____

Annual Gross Salary_____

Duty hours_____ Lunch break or tea break_____

Weekly holiday: Yes/No

Leave:

Earned leave: Yes/No.

Casual Leave: Yes/No.

Sick Leave: Yes/No

Provident fund: Yes/No

Employers' share in provident Fund Yes/No

Gratuity Yes/No

Place of Residence:

Pucca (cemented) house/ slum

Self owned/rented/sharing basis

Your permanent Address:

Village_____ Post Office:_____ Head Post office_____

Sub-division_____ District_____ State_____ Phone No_____

Father's Occupation _____

Do you own land at your home place Yes/No.

If yes, then how much? _____

Your blood group _____

Names and addresses of your relatives in case of emergency_____

Does your work is regulated by some other organisation Yes/No

What are the facilities provided to you?

(1) Drinking water (2) Health services (3) Doctor

What facilities do get at the work place?

(1) First Aid, (2) Helmet, (3) Gloves

What are commonly or widely reported diseases particularly exposure to other kind of material like poisonous gases, asbestos, metals etc.

Accident rate:

a. Minor :(burns/cuts etc.) _____

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b. Major: (disablement like loss of finger, hands etc.) _____

c. Fatal: (total burn/accident leading to death) Any type of harassment workers facing in the work place or outside: _____

What is the response in general of the state labour authority, port authority, employers/contractors/general public etc. _____

Any other information _____

Any suggestions _____

Note _____

Above stated information given by me is true

Signature _____

Name _____

Place _____

Date _____

Annexure-4**Survey Format -2****SURVEY OF SHIP BREAKING WORKERS IN ALANG/SOSIYA**

1. Name : _____
2. Designation : _____
3. Age : _____
4. Male/Female : _____
5. Marital status: married/unmarried/divorcee : _____
6. Education Qualification: _____
7. Mother tongue: _____
8. Language known : English / Gujrati / Hindi / Oriya : _____
9. How many years working in shipbreaking? _____
10. Plot No. : _____
11. Are you directly appointed or through some broker or middlemen?
12. Name of Ship breaker / Contractor: _____
13. Wages : Per day / Monthly: _____
14. Whether paid weekly / monthly ? : _____
15. Advance payment: _____
16. Overtime Rate : _____
17. Duty Hours : _____
18. Recess Hours : _____
19. Residing in GMB's / Contractor's House _____
20. Ownership / Rental : _____
21. Pucca / Zopada : _____
22. Rent per month : _____
23. Any deposit towards rental house : _____

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24. Are drinking water facilities available at work place also the place you are residing? Do you pay for it? If so how much_____
25. Are sanitation facilities at work place available also the place you are residing? Do you pay for it? If so how much_____
26. Electricity Charges : _____
27. Living with family or alone: _____
28. How many children are left at home?
29. No. of children : _____
30. Education of children : _____
31. Monthly expenses : _____
32. Monthly installment : _____
33. Reason for migration: _____
34. Police case / Land less / Unemployment / Quarrel / Castedom
35. Do you face any specific problem because of migratory nature?
36. Property at Native place
- Land _____ Agricultural Land _____
- House _____
37. Fathers Occupation
38. What is the preference to work in other place on same wages : _____
39. Fear: Loss of job / Mafia / Inconvenience _____
40. Language adopted in new place_____
41. How much money do you save to send your native place?
42. During the lean period when shipbreaking work is not available, what do you do?
43. Do you face sexual harassment at work place/ residential place:
44. Have you participated in training programmes: days_____Subject_____

Annexure-5

VARIOUS SERVICES PROVIDED BY ALANG RED CROSS HOSPITAL

Year	OPD Patients	Indoor	Surgical	Orthopedic	Physician	Skin	Ophthalmic	X-Ray	Laboratory	Dressing	Minor Surgery	ECG	Total
2000-01	23878	374	710	574	261	189	76	479	138	7729	648	7	35063
2001-02	25189	225	1024	708	417	321	88	436	100	7593	775	5	36881
2002-03	33543	332	1476	1221	746	839	31	835	227	11843	1168	8	52269
2003-04	37224	417	2880	1282	1043	994	—	722	204	12061	965	4	57796
2004-05	28284	395	—	976	659	917	—	505	156	10666	1464	—	44022
GRAND TOTAL													2,26,031

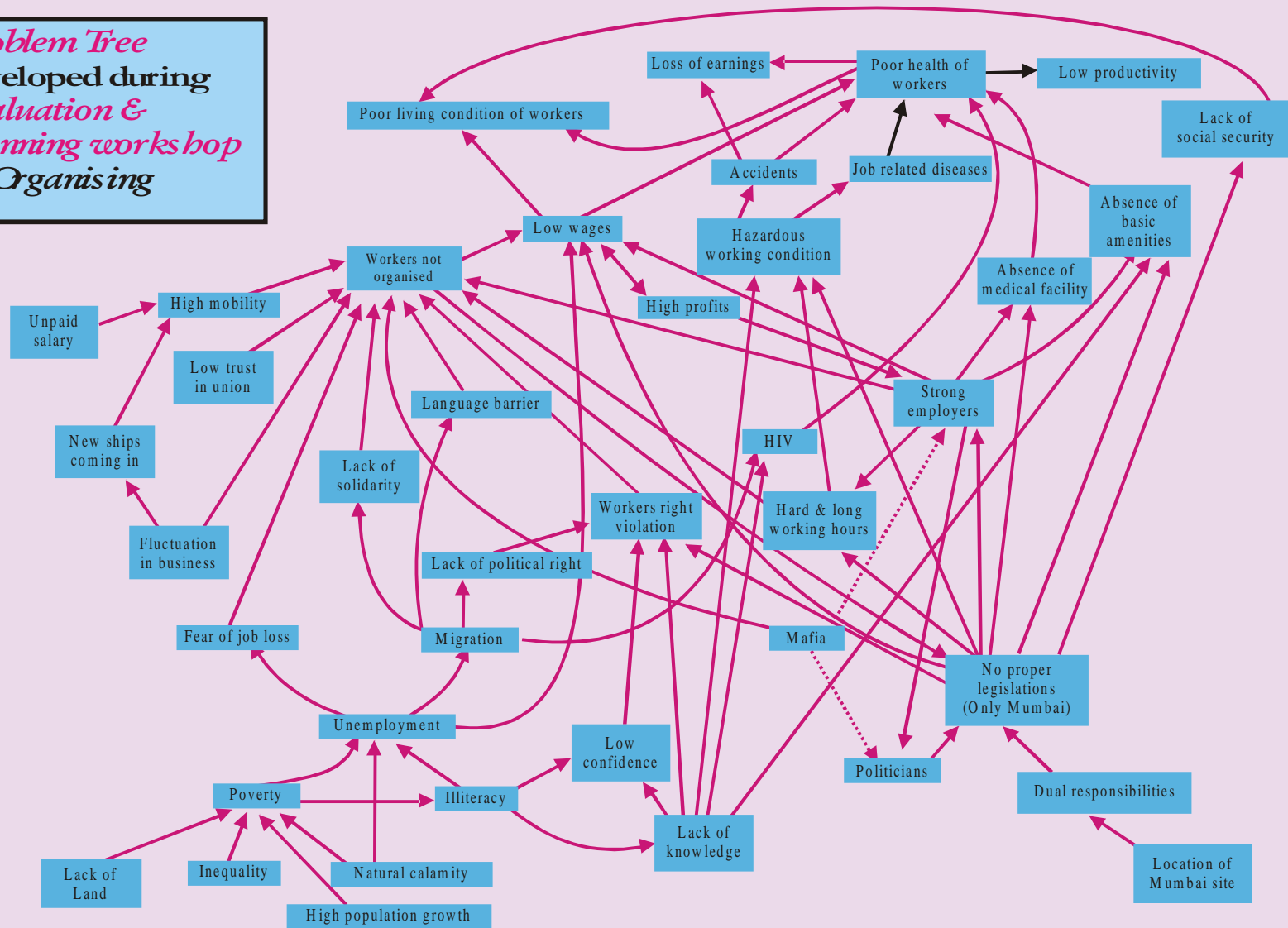
Annexure-6
Global Ship-breaking Scenario
(In million deadweight tonnage)

Country	2002	2003	2004	2005*
China	5.7	10.5	1.8	0.4
India	10.8	8.7	1.7	1.0
Bangladesh	8.8	4.5	6.0	3.7
Pakistan	1.7	1.3	0.3	0.0
Other	1.0	1.2	0.2	0.2
TOTAL	28.0	26.2	10.6	5.3

* Figures up to mid-November

(Source: Clarksons & industry estimates)

Problem Tree
developed during
*Evaluation &
Planning workshop*
of *Organising*



NOTES



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