

Labour Problems of Brick Industries in Rural Area

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Abstract: Manufacturing of clay bricks is perhaps the oldest industry in the history of human civilization. Brick making venture is a traditional one confined to rural and peri-urban area. It is labour intensive industry. In India, brick industries have not modernized. The brick industry of India coupled with the shortage of supply of skilled labours. The sample survey method is taken for the study. It includes the study of brick industries in rural area of Pune District. The main object of the study is to analyze the labour problems in brick industries in rural area. The brick industries are not publishing their financial performances. Labour problems in brick industries. Advance system of payment, Remuneration of workers' in brick industries, Workers' motivation in brick industries, Key role of the maistries in recruitment of labour, Piece work system in brick industries. Labour availability, Labour turn –over, Advance through middleman. The entire work is solely depends up-on the use of labour in every stage of production. Therefore problems of labour faced by the brick industries are significant and an attempt hereby is made to study these problems.

Key Words: Brick Kiln, Labour migrant, Tiny units, Moulder, Loader/ Un loader, Kiln man, Maistry.

Introduction:

It is noted fact that mankind has prospered and developed year by year, decade by decade; century by century. Manufacturing of clay bricks is perhaps the oldest industry in the history of human civilization. This activity may perhaps be regarded to be the oldest industrial activity.

Brick making venture is a traditional one confined to rural and peri-urban area with an objective to fulfill local requirement making it to operate as a small industry. The industry for this reason, comprises of different small scale, labour intensive units acting as one of the leading industries generating employment by employing millions of rural people, both men and women, during agricultural off season.

Indian brick industry, the second largest producer of bricks in the world, is next to that of China. It is running as an unorganized small sector. The present annual employment capacity of it is more than 6 millions.¹

In India, brick Industry has not modernized. The old-age practice of making bricks manually, to burn them in conventional kilns is still being followed. The brick industry of India coupled with the shortage of supply of skilled labours. The brick industry has to depend upon, to a great extent on migrant labourers.

Need & significance of the study:

Brick Industries are playing an important role in our economic development by providing opportunity at local level, especially in rural area to the labours as well as self-employed proprietors. It helps in the rural development of our country. It has utmost importance in rural economy, but it remained under developed.

As per the result of the 61st round of the NSSO; the annual growth rate of employment of Indian economy has picked up the rate of 2.5 percent during the year 1993 to 2007 from 1.6 percent in 1999 to 2005 respectively.²

The unemployment rate rose from 2.78 percent in 1999-2000 to 3.6 percent in 2004-2005. Primarily on account of higher unemployment amongst females, both in rural and urban areas.³ According to planning commission, the rate of growth of non agricultural employment would need to accelerate to 5.8 percent per annum from 4.7 percent 1999- 2005.

The Indian construction industry has been growing rapidly. The Average growth rate of construction industry is 9.9 percent during the year 2000-2001 to 206-2007.⁴

I select the topic labour problems of Brick Industries in rural area with special reference to Pune district. This study is an attempt to highlight the “labour” problems in Brick Industries through a specific case study of Pune district.

Brief History of Brick:

During 1000 B.D. – 5600 B.C. in middle-east the farmers were making bricks from clay, clay for building new house, was also used pots were baked hard in the oven call a kiln-fire place. The walls are made of mud bricks. The people of Jericho lived in small round houses made of mud bricks. A first Sumerians lived in houses made of reeds. Latter they learned how to make bricks from mud and straw. These people were making mud bricks. Bricks are shaped in a wooden frame. The finished bricks were left to dry in the sun. The technical improvement took place in and around 3000 B.C. The excavation of mohenjodoro reveals the fact that the art and science of brick making were well known to the village people even in that period.⁵

Review of Literature:

Several recent studies have already been carried out on the brick making sector, based on surveys, such as “A case study of employment potential in brick kilns,” by Pandey and Shantisrpur, in 1994. Another study was carried out by C. Muthuraja in 1997. The topic of the study was “Socio-economic status of child labour in brick industry.” Another study was carried out by him in 1998 as “Child labours in brick Industry.” A case study, it was child labour oriented. Another study was carried out by him in 1999. The topic of the study was “Women in brick Industry.” Another study was carried out by Gupta J. in 2003 in Haryana and in Pakistan in 2004. The topic of the study was “Informal labour in Brick Kiln, need for regulation” Another study was carried out by Guerin and others, 2006 in Chennai.” Their main object was to study the labour Problems.⁶

In all above research they found out the problems of labours in brick industries. But they have not study the labour problems in brick Industries.

So there is a need to study and to do the research on Labour problems in brick Industries in rural area of Pune District.

Scope of the study:

It includes the study of brick Industries in rural area of Pune District. Recruitment system, wages system, training, Availability of labours – Labour turn over, Productivity & efficiency of labour , motivation labour groups, status of women. Advance system, Piece work system & piece rate system. Labour legislations Labour welfare, Impact of globalization, Association. Difficulties, problems, expectations, suggestion of recommendations are the various aspects of the study. It is labour intensive industry. The area of the study is limited to the Pune district of Maharastra State.

Objectives of the study:

The main object of the study is to analyze the Labour problems in brick industries in rural area of Pune district.

The following are the other objectives.

1. To analyze the present position of labours in brick industries.
2. To identify the existing labour availability.
3. To assess the labour remuneration system prev in brick industries in rural area.
4. To study the advance payment system prevailing in brick industries.
5. To find out and analyze labour turn over in brick industries.
6. To offer suggestions to overcome the labour problems in brick industries.

Hypotheses:

- H, 1 - The brick industry is labour intensive industry.
- H, 2 - The brick industries are facing acute labour problems.
- H, 3 - Brick industries are unorganized
- H, 4 - Brick industries have provided employment opportunities to the rural people.
- H, 5 - Labour supply is insufficient in brick industries.

Research Methodology:

An appropriate research methodology had been formulated to execute the study with a minimum subjectivity and maximum academic orientation to find out the frame work of objectives and hypothesis. The brick industries in rural areas are taken for the study. The sample survey method is taken for the study. The period of the study is selected for six year 2001-2002 to 2006-2007.

Proprietors were selected from the brick Industries in Bhor, Velhe, Haveli, Mulashi, Maval, Khed, Ambegaon, Junnar, Shirur, Daund, Purandhar, Baramati & Indapur Tahsils of Pune District in Maharashtra State.

The source list/ Sample frame was prepared from the list of Brick kilns furnished by Tahsildar. Respondents had been selected from the sample frame to conduct sample survey for the collection of primary data.

The size of sample was selected as 10 percent i.e. on brick industries out of total 1040 brick industries. The proprietors were selected from the brick industries in Pune district. Eight proprietors from each Tahsil. The 50 percent owner of the brick industries some from Kumbhar community who are traditional bricks and pot makers and remaining are from other communities.

The sample is selected 4 proprietors from Kumbhar community and 4 from other communities from each Tahsil.

Discussion was organized with the labour challenges in brick industries.

Limitations of the study:

1. Methodology assumptions of the representative ness of sample may not be practically true. This limitation may restrict the scope for generalization of the result of the study.
2. In this study the proprietor's responses are measured only one time.
3. The study namely depends on internal level data, derived from proprietor responses to various variables to carry out statistical test, which may not be as accurate result derived from ratio level data.
4. The tools and techniques of analysis may lack of precision and account of this limitation, a high degree of accuracy may not be achieved.
5. Brick industries are not private limited, Joint stock companies or co-operative sector Industries. They are Tiny sector units. They are not publishing their financial performance even it is not compulsory, for them to prepare and publish their financial statements and annual reports. So the financial information and data which is furnished by them that may not be authentic and true.

Topography of Pune District:

Pune District belongs to the Maharashtra state. Pune is the head-quarter of the Pune district. Pune district is located to the west of Pune district. Ahmednagar district is to the north-east of Pune district. Satara district is to the south of Pune district. Solapur district is located to the south of Pune district. Solapur district is located to the south-east of Pune district. Thane district to the north-west of Pune District PUNE district is situated eastern side of western Ghat.

Administrative divisions of Pune district are, Haveli, Maval, Bhore, Khed and Baramati. There are fourteen Tehsils (Talukas) in the Pune district such as Pune, Ambegaon, Junnar, Daund, Mulashi, Maval, Haveli, Shirur, Bhore, Velhe, Purandhar, Baramati, Khed, and Indapur.

The total area of Pune district is 15643 sq. km the total population is 8334047, out of these 61.57 percent are in urban area and 38.43 percent in rural area.⁷

Conceptual Background:

1) Brick – A block of clay, usually rectangular, hardened by drying in the sun or by burning in the kiln, and used for building, paving, etc. such blocks collectively as house of brick; the material used in making bricks blocks used for building which are made from another material, as a concrete brick, block shaped.⁸

2) Moulder -

After studying the brick industries in rural area of Pune District, it was come to know that, a family is working as a moulder. The family includes at least one pair, men, women, children.

Function:- After the research have been made, the functions of moulders were come to know, they are

1. Mixing of clay (soil) with coal-ash, bagasse and water, in very precise proportion, complied with using metal measures.
2. Moulding,
3. Smoothing and inscription with the employers' insignia by children.

3) Loader/unloader:

It was found that, the Men and Women are working as loader/un loader.

Function:- It was come to notice that, the Transport of bricks from one place of production to another place is the main function of loader /un loader in the brick industries in rural area of Pune District.

Usually they were carrying 12 bricks on head per trip during 12-16 hours per day, without the break.

Know-how:- The Loader/un Loader dose not requires know-how but it is extremely hard work.

4) Kiln man/ Fire man:- It was come to notice that, only men are working as a fire man/kiln man

Function:- It was found that, the Firing of bricks in the kilns and the supervision of the intensity of the fire are the functions of fire man/ kiln man. These functions are performed twice for 6 hours, in part at night the fire men take turns.

Know-how:-It was come to notice that, the fire man/kiln man requires a very specific know-how and constant attention to avoid that the bricks burn that they fire too quickly and thus that, they would be brittle, etc.

Tiny Units: Tiny units means, a unit in which the total investment in plant and machinery is not more than Rs. 25 lakhs.

Construction is emerging industry in India. Brick industries are rapidly developing industry in India due to globalisation, brick Industry in India due to globalization, Brick Industries are playing important role in our economic development by providing opportunities at local level. But there are various labour challenges in brick industries.

Labour problems in brick industries:

After studying the man-power of brick industry in rural area of Pune district, It was found that the man-power (Labour) is most important element of production in brick industry. It is different from other factors of production. In this chapter an attempt has been made to study the pyramidal structure of man-

power in brick industry, remuneration, advance payment system, piece-rate system, workers' motivation, key role of maistries, labour availability, labour turn over and advance payment.

After studying the man-power of brick industry, it was found that the organization of production-owners, supervisors, brokers and workers.¹⁰ After conduction the research it was observed that, the job brokers have several roles. They recruit the workers and pay the advances (the major part of which is given to them by the owner) and decide the amount. They are responsible for the repayment of the advance. The owner are not very clear on this point, for they regularly complain that they duped by the workers and that they lose money. The brokers have quite another point of view. They serve as mediators between the owner and the workers.

The job brokers are remunerated two ways.¹¹ on the one hand, according to the number of workers they recruited. They receive a fixed commission per group of workers; on the other hand, according to workers productivity through a fixed amount taken from production. The job brokers remuneration is differed from brick industry to brick Industry.

Remuneration of workers in brick Industry:

After analyzing the man-power in brick industries it was found that, the system of remuneration works as- everything is calculated on the basis of a set of workers (at least a pair) usually a husband and wife¹², but a set can include up to five or six adults, usually same family on average, the set includes two to six people. During the off season, some regular advances are given.

During the season an allowance is given weekly the amount is supposed to fulfill the basic needs of the workers, however, it is usually based on the weekly production. At the end of the season, and based on the whole production of the set for the entire season, the accounts are set the balance can be nil the workers will have to come back the next season-or positive.

The duration of the season varies from one brick kiln to the next and also varies within one brick kiln, even within one set of workers. Some arrive later, others leave the brick kiln before the end of the season.

Advance system of payment to the labours in brick Industries:-

After analyzing the man-power of brick industry it was found that, the proprietor of brick industries providing advance, is a way to ensure regular and disciplined labour force for a limited period of time, They are very clear on that point. "Without advance, we cannot work."

The characteristics of production process are a continuous and cyclic process. Highly intensive in terms of labour force, explain in large part the need for this advance system.

Workers motivation in Brick Industries:

After studying man-power of brick industries in rural area of Pune district, it was observed that none of the workers would accept working without an advance.¹³ More over, in case of labour scarcity, the bargaining power of the worker is rather on the advance than on the piece-rate. Workers more try to obtain the maximum amount. They need some cash during the off season. Second, the fear of not being paid at the end of the season explains why workers try to set maximum amount of advance. Third, there is also fear of being cheated. The workers know that the advance comes from the owner and think that if they do not use the total amount, it is the mastery, who will there by profit. The masteries, moreover, frequently distribute an amount of advance less than that which is given to them. The fact that, there is no direct relation with the owners. When there is scarcity of labour the worker succeeds in obtaining more an advance.

According to the owners, between 10 to 30 percent of the workers do not honour their contract (despite an advance they leave the brick yard in the middle of season) It is nevertheless, difficult to evaluate the losses. According to the owners, even if this type of fraud has always existed, the fact that debt bondage

would be publically recognized exacerbates the phenomenon, the workers have hence-fully an argument in their favour and can threaten to bring action.

Key role of the *maistries* in recruitment of labours in brick industries:

After studying the man-power in brick industries in rural area of Pune district it was observed that the maistries from pivot of the system. During the off season their main role consists in regularly providing advances to workers at all times.¹⁴ The competition among the maistries is very strong and the best way to be competitive consists in offering the maximum advance.

Piece work system in brick industries:

After studying the man-power in brick industries it was observed that, most of the workers are paid on the piece work basis.

1] MOULDER:

TABLE NO 1 -MOULDERS PIECE RATE WISE DISTRIBUTION OF BRICK INDUSTRIES (FOR 1000 BRICK)

PIECE RATE	NO OF BRICK INDUSTRIES
Sel fowned& working family no need of labour charges	20
Rs.161 TO Rs.180	23
Rs.181 TO Rs. 200	55
Rs.201 TO Rs. 220	0
Rs.221 TO Rs. 240	3
Rs.241 TO Rs. 260	3
	Total :- 104

(SOURCE- SURVEY DATA)

Note:- Moulders remuneration as per piece rate for 1000 bricks in rupees.

CHART NO 1:-MOULDERS PIECE RATE WISE DISTRIBUTION OF BRICK INDUSTRIES (FOR 1000 BRICKS)GRAPHICAL PRESENTATION

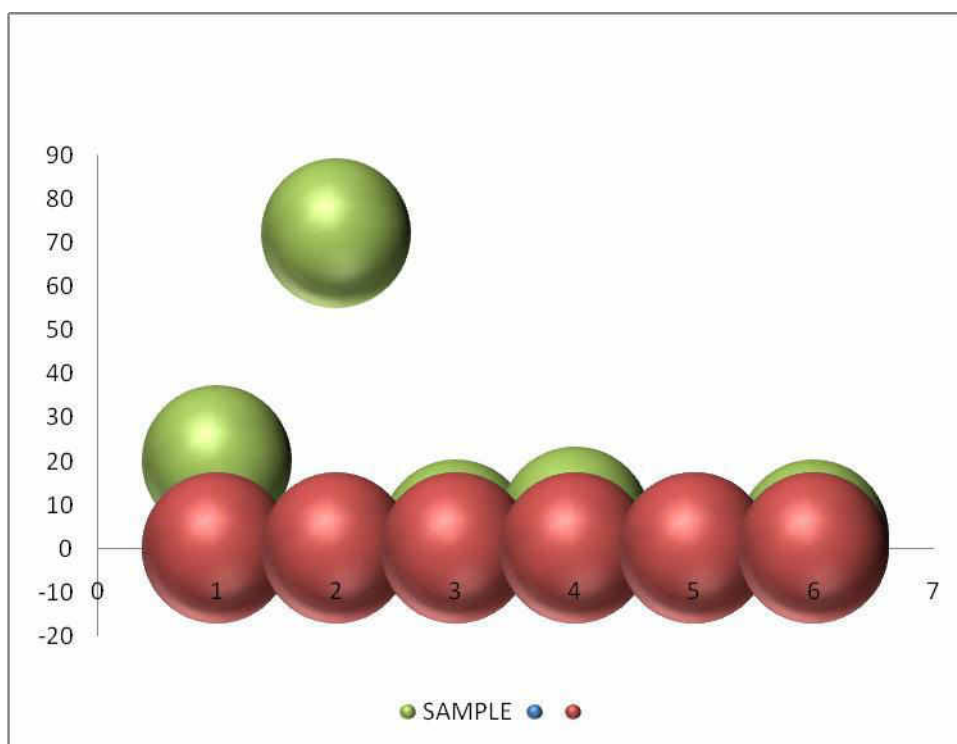
After analyzing the molders piece rate wise distribution of brick Industries it was found that, piece rate of moulders is varies in this area, utmost 52.88 percent brick industries paid the remuneration as per piece rate to the moulder is in between Rs. 181 to Rs. 200 for 1000 bricks because it is average piece rate in this area. The very low 2.89 percent the brick industries paid the remuneration is in between Rs. 221 to Rs. 240 and Rs. 241 to Rs. 260 for 1000 bricks because shortage of moulders.

TABLE NO 2:-LOADERS PIECE RATE WISE DISTRIBUTION OF BRICK INDUSTRIES (FOR 1000 BRICKS)

PIECE RATE IN RUPEES	NO OF BRICK INDUSTRIES
Self owned & working family no need to pay labour charges	20
Rs.51 TO Rs.60	72
Rs.61 TO Rs.70	3
Rs.71 TO Rs. 80	6
Rs.81 TO Rs. 90	0
Rs,91 TO Rs.100	3
Total-104	

(SOURCE- SURVEY DATA)

CHART NO 2:-LOADERS PIECE RATE WISE DISTRIBUTION OF BRICK INDUSTRIES GRAPHICAL PRESENTATION



After analyzing the loader/ unloaders piece rate wise distribution of brick industries, it was came to know that, the piece rate for loaders/ unloaders is also different in this area. Almost 69.24 percent brick industries paid the remuneration as per the piece rate to the loader is in between Rs. 51 to Rs. 60 for 1000 bricks. 2.88 percent brick industries paid remuneration is in between Rs. 61 to Rs. 70 for 1000 bricks.

TABLE NO 3 :-KILNMEN’S PIECE RATE WISE DISTRIBUTION OF BRICK INDUSTRIES (FOR1000 BRICKS IN RUPEES)

PIECE RATE IN REPEES	NO OF BRICK INDUSTRIES
Self owned & working family no need of labour charges	20
Rs.61 TO Rs.70	26
Rs.71 TO Rs.80	49
Rs.81 TO Rs.90	0
Rs.91 TO Rs.100	3
Rs.101 TO Rs.110	6
Total-104	

(SOURCE- SURVEY DATA)

CHART NO 3 :-KILNMEN'S PIECERATEWISE DISTRIBUTION OF BRICK INDUSTRIES (FOR1000BRICKS IN RUPEES)PRESENTATION

After studying the kiln man's piece-rate wise distribution of brick Industries it was observed that, the piece rate is vary. Almost 47.12 percent brick industries paid remuneration is in between Rs. 71 to Rs. 80 for 1000 bricks only 2.88 percent brick industries paid in between 91 to 100.

LABOUR AVAILABILITY

TABLE NO 4:- LABOUR AVAILABILITY AREA WISE DISTRIBUTION OF BRICK INDUSTRIES

AVAILABILITY OF LABOURS	NOOFBRICK INDUSTRIES
LOCAL/OWNER'S FAMILY MEMBERS	26
WITHIN DISTRICT	0
OUTSIDE DISTRICT	13
OUTSIDE STATE	65
Total-104	

(SOURCE- SURVEY DATA)

CHART NO 4:-LABOUR AVAILABILITY AREA WISE DISTRIBUTION OF BRICK INDUSTRIES GRAPHICAL PRESENTATION

After studying the labour availability area wise distribution of brick industries it was found that, utmost 62.50 percent brick industries have labours available from out side the Maharashtra state, all are from Karnataka because they are had worker as compare to local labour and shortage of labour force at local level as well as in the Maharashtra State. Only 12.50 percent brick Industries have labours available from out of the Pune district. The labours are not available other than family members of the owners family from local area as well as within the Pune district. The local labour ask more remuneration and their efficiency is lower than others.

LABOUR TURNOVER –

TABLE NO 5 :- LABOUR TURNOVER WISE DISTRIBUTION OF BRICK INDUSTRIE

NATUREOF LABOURS	NO OF BRICK INDUSTRIES
OLDLABOURS	81
NEWLABOURS	23
	Total- 104

(SOURCE- SURVEY DATA)

CHART NO 5:- LABOUR TURNOVER WISE DISTRIBUTION OF BRICK INDUSTRIES GRAPHICAL PRESENTATION.

After studying the labour turnover wise distribution of brick industries it was came to know that, utmost 77.88 percent brick industries have used their old labours, means there is no labour turn over because they have maintained good relations with labours 22.12 percent brick industries have to recruit new labours every year because they have not maintained good relations with labours.

AMOUNT OF ADVANCE PAYMENT

TABLE NO 6:- ADVANCE PAYMENT WISE DISTRIBUTION OF BRICK INDUSTRIES.

ADVANCED PAYMENT IN RUPEES	NOOFBRICKINDUSTRIES
NO DUE TO FAMILYBUSINESS	13
NOT REQUIRED	3
UPTO 10000	3
10001 TO 15000	3
15001 TO 20000	41
20001 TO 25000	25
25001 TO 30000	16
	Total-104

(SOURCE- SURVEY DATA)

CHART NO 6:- ADVANCE PAYMENT WISE DISTRIBUTION OF BRICK INDUSTRIES.

After studying the amount of advance payment wise distribution of brick industries, it was found that, only 2.89 percent brick industries have not paid advance because these labours of those industries are from local area. Almost 97.11 percent brick industries paid the advance to the labours because they are from out side.

The amount of advance is differs from brick industry to brick industry 2.89 percent industries paid advance to the labour upto Rs. 10000, and in between Rs. 10000 to Rs. 15000 to per group (pair). 39.42 percent brick industries paid advance in between Rs. 15001 to Rs. 25000, 24.03 percent Industries paid advance in between Rs. 20001 to Rs. 25000, 15.38 percent industries paid advance in between Rs. 25001 to 30000 to the labours because shortage of labours.

ADVANCE PAYMENT THROUGH THE MIDDLEMAN –

TABLE NO 7 :- ADVANCE PAYMENT THROUGH THE MIDDLE-MAN WISE DISTRIBUTION OF BRICK INDUSTRIES

PAYMENT THROUGH MIDDLE MAN	NO OF BRICK INDUSTRIES
DIRECT ADVANCE TOLABOUR	13
MIDDLEMAN KILNMAN	6
MIDDLEMAN JOB-BROKER	74
NO ADVANCE PAYMENT	11
TOTAL	104

(SOURCE- SURVEY DATA)

CHART NO 7:- ADVANCE PAYMENT THROUGH THE MIDDLE-MAN WISE DISTRIBUTION OF BRICK INDUSTRIES GRAPHICAL PRESENTATION

After studying the advance payment through the middle man wise distribution of brick industries it was found that, utmost 78.50 percent brick industries paid the advance through the job broker (agent) to the labours because advance payment is a way to ensure regular and disciplined labour force. The job-brokers are responsible for repayment of advance. 6 – 45 percent brick industries paid advance through kiln man to the labours. Only 15.05 percent brick industries paid the advance amount directly to the labours because they have confidence about labour.

Hypotheses Tested:

After studying the brick industries in the rural area of Pune district it was found that, the modernization has not taken up, the production is bricks is depend up on the labours only. The labours are very important in brick industries. 1040 brick industries spread thorough out the district each unit

manufacturing between 1 lakh to 15 lakh bricks per year and played an important role in development of rural economy. The brick industries have provided job opportunities to the rural labours. The owners of brick industries have not formed their association. The labours in brick industries are unorganized. The supply of labours is insufficient. So the brick industries are facing acute labour problems. The labours are not available in Pune district. They are available from out-side the Pune district and Maharashtra state also. They are migrant nature.

Conclusion:

- The entire work solely depends upon the use of labour in every stage of production. Problem faced by the industry in this area can be attributed to the shortage of supply of labour. Manifestation of this problem can be views in the following way.
- Preparation of green bricks at the initial stage is the main foundation in having a product of superior quality. A skilled labour with a commendable expertise in making green bricks can ensure this quality of final product.
- In Pune district the acute shortage of skilled moulders has become prominent. The existing system of advance payment and commission in recruiting this category of labourers is a testimony to the shortage of them.

This problem of recruiting local workers as moulder would have been tackled by recruiting migrant workers but in that case beside commission, and normal wages compliance of legal formalities and statutory payments of different types give a rise in the total expenditure on wages consequently the cost of production. So employing the migrant workers can't be perceived as a solution of this problem.

Although the brick industries in the rural area of Pune district has to depend solely upon migrant workers it involves the owner to bear burden of procedural formalities, payment of higher wages and commission. The absence of local labourers to employ in this phase of production process contributes to a higher cost of production.

Shortage in the supply of labourers is not restricted in the field of skilled labourers only. Implementation of different rural employment programmes by the government and unwillingness to join the brick industry on the part of the local labourers due to labourious nature of work aggravate the existing shortage of labourers in the Brick Industry of rural area of Pune District.

Besides the problem of shortage of labour supply the industry also has to face problems in employing the migrant workers. Making on advance payment to the labourers and commission to the laobur contractor do not ensure the participation of expert migrant workers in the industry. Further more once employed incident of desertion by migrant workers cannot also be ruled out. Though in such cases the owners do not have incur a direct financial loss but the ultimate goal to have an uninterrupted production process cannot be achieved.

This study shows that Brick Industries are severely facing the challenge of labour. As such they were forced to give key importance to the availability of labour.

The study has come out with certain suggestions which will certainly overcome the challenges of labour in Brick Industries in rural area.

Suggestions:

- A) Suggestions to the proprietors of brick industries in the rural area of Pune district are as follows:
1. The proprietors of brick industries in rural area of Pune district should form their association to fix uniform rates of wages in this area.
 2. Training facilities should be provided to the labours in the brick industries for the improvement of their skills, ultimately it will increase the quality of bricks.
 3. Employees benefit schemes should be start to satisfied and retain the labours in brick industries.

4. The proprietors of brick industries should unite to avoid the advance payment through middle man, it will reduce the labour expenditure and ultimately it will reduce the cost of production.
5. The labour pool should be arranged to avoid the unavailability of labour force.
6. Labour should be organized to provide various facilities from the Government
7. Labours should be participated in the ownership of brick industries to improve the quality of product, to increase the production and to improve the efficiency of labours.

B) Suggestions to the Government:-

1. Training facilities should be inducted by the district industries department to the labours in brick industries
2. The Government should set-up welfare fund for providing welfare measures to brick workers.
3. The Government launched social security scheme for agriculture workers the 'Krishi shramik samajik Surksha yojana 2001 from July 2001. This scheme should be covered to the labours in brick industries also
4. The Government launched the janshree Bima Yojana on 10th August 2000 to provide life insurance protection. All labours in the brick industries should be covered under this insurance scheme effectively and properly because all labours don't know these various schemes for their welfare, which are implemented by the Government.
5. All facilities regarding women welfare, should be provided by the Government to the women workers in brick industries.

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