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RESEARCH ARTICLE

“Socio-economic Circumstances of Working Women in Brick Kilns-A Maltreatment to Social Health.”-A Study on Khejuri CD Blocks in Purba Medinipur, West Bengal.

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Abstract

Brick Industry is one of the informal/unorganized industries in India. This industry is booming with the expansion of real estate business. It is a labor intensive industry. The industry employs millions of workers. Sizable portions of the workers are women. They live in poverty. At work place, they are exploited, deprived and do not get the status which the men workers enjoy. There are varied natures of problems the women workers are facing now. Their socio-economic conditions cause concerns. In this backdrop, an attempt has been made to ascertain and examine the socio-economic conditions of women workers engaged in brick kiln factories. The data collected in this regard have been interpreted through percentage analysis. The entire gamut of discussion reveals that women workers live in poverty and as a consequence they come to work in brick kilns. They and their children are mostly illiterate. Most of them are migrants and their land holdings are minimal. Their annual incomes are very small. They are not given the scope of doing skilled work. Very often they express dissatisfaction on working environments. Working environment needs to be improved so that workingwomen get motivated and enthused that may result in development of the kilns. Statutory benefits need to be given for their welfare.

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❖INTRODUCTION

Brick is one of the most important building materials or Unit of construction in India. Fired clay bricks are produced in India and about 42,000 small or cottage scale brick kilns and clamps operate seasonally (CPCB, 1996). As per the latest estimate annual production of bricks in India is 51,000 million from 45,000 small/cottage scale units distributed throughout the country and there are 2.5 million workers employed in the sector.

Workers are one of the pillars of each and every industry. Needless to mention that a well-clad, well-fed and satisfied, pleased worker is a plus point to any industry. So the owners of the industries need to pay attention towards the development of the workers engaged in the industries. Known to all that a large numbers of women workers are affianced in industries. The brick industry is not a special one. Women comprise a huge part of the Indian population. They take part in a very important role in developing Indian economy. Their involvement to the society cannot be gainsaid. They are the pillars of the families. They clutch the main key in maintaining their families. They give up their expensive time in bringing up their siblings. They are rendering their services in different customs. They are also working in brick kilns for the maintenance of their families. Women work in brick kilns for the maintenance of their families. In order to maintain their families, maintainable earnings should be provided. Conducive working environment, healthy industrial relations, welfare facilities etc need to be extended to the workingwomen. The non-existence of the above factors may obstruct the resonance industrial relation, demotivate the workers, create job dissatisfaction, and increase labour turnover and absenteeism. No denying the fact that good, favorable socio-economic condition of the workers may act as a booster, which in turn may establish congenial

industrial relations. In this backdrop, an attempt has been made to find out the socio-economic conditions of the women workers engaged in the selected brick kiln factories.

❖ **ABOUT THE STUDY AREA:**

The territory of Khejuri Block came into existence as a consequence of coalescence of twin sister islands- Kedegree and Hijili which emerged as small riverine islands along the western bank of Hugli estuary. Since then the area has undergone not only various morphological and environmental changes throughout its geological history but also witnessed social, political and economic transformations under the Mughal, Pathan, Portuguese and British rules. Its early importance as a trade centre faded out with gradual decline of the native port of Khejuri in response to estuarine morphodynamic modifications. All such transformations have brought about alterations in livelihoods of the local people and economy of the area under consideration. In recent years, Brick Manufacturing has come up as an emerging economy in a big way that provides livelihood to a considerable proportion of the local population and has become third largest contributor (after agriculture and fish farming) to the local economy. It has grown in fabulous manner in Khejuri Block particularly during the last decade. More than 80% of the existing kilns have been developed between 2001 and 2011 along the banks of rivers, channels and canals. But, this is unfortunate that with social fragmentation, a notable number of women, men and children slave away in the brick fields. Common to almost all brick kilns is the use of violence, over or implicit. Women and girls, however, are profoundly affected. Many girls and young women are raped, numbers of families are held as virtual slaves, and those who survive often struggle to overcome poor health, illiteracy and poverty. This report focusing on the widespread exploitation of brick making families and reviews the socio-economic situation of women mainly, although this industry has generated ample scope for getting jobs of higher wages and enhanced per capita income of the wage earners.



Figure-1: - Location Map of the Study Area, Khejuri

❖ **OBJECTIVES OF THE STUDY**

1. To discuss about the Brick Industry in West Bengal and also in the Study Area, Khejuri;
2. To ascertain and examine the socio-economic conditions of women workers engaged in brick kilns of Khejuri CD Blocks;
3. To make concluding remarks for improving the deprived women status in the study area.

❖ **METHODOLOGY**

The article titled "Socio-economic Conditions of Female Workers in Brick Kilns-An Exploitation to Healthy Social Structure."-A Case Study on Khejuri CD Blocks in Purba Medinipur, West Bengal has been based on primary and secondary sources of data. Primary data/information has been collected through interview with the owners and women workers of the sampled brick kilns throughout about three and half of the year. These apart, related books, journals, newspapers, Report of Brick Association and also different websites have been consulted to make the study

an effective one. The period of study is confined to about four years i.e. from 2011 to 2014. Percentage analysis has been used for interpretation of the data collected from field survey.

❖ ABOUT THE WORKERS OF BRICK INDUSTRY IN BENGAL AND STUDY AREA

Brick making is a traditional industry of West Bengal. Brick is as old as civilization itself. It dates back to ancient Mesopotamia around 500 BC. The archeological ruins of Mohenjo-Daro and Harappa which date back over 4000 years indicate that brick making was well developed in India in ancient times. The silted topography of the region (West Bengal) is uniquely suited for making bricks. In the past the riverine delta region of South Bengal provided quality-soil as a cheap source of raw material and the in-land canals functioned as the mode of low-cost and easily accessible local transport. The hinterland of Kolkata – the districts of Howrah, Hooghly, North and South 24 Parganas – thus became suitable locations for brickfields, as the city grew in size. In West Bengal, around 3500 brick-manufacturing units provide employment (officially) to more than 0.7 million people from the rural agricultural sector. Brick industry creates 50 jobs against an investment of 0.1 million rupees compared to 7 jobs in other small-scale industries and 2 jobs in large-scale industries. Most of the workers engaged in brick industry are migrants and they are casually engaged. The brickfields in Bengal have been set up for nearly two centuries now. Since the beginning of the colonial period in Bengal, the structure of Fort Williams, representing the power and might of the British army and many other structures of significance were erected from bricks. Brick production is a seasonal activity. The seasonal migrant worker living in the brickfields throughout the period of 6 to 8 months of production, returns back to the village after the production season comes to a close. The brickfields, known as the it-khola, are open cast and work continues from 6 a.m. in the morning to 6 p.m. in the evening. The whole process of brick making is split into a number of tasks performed sequentially in different locations within the brickfields spread over 7 to 12 bighas (2.5 to 4 acres) of land. The workers engaged in brickfields in West Bengal are: Pathera (those who mould bricks), Matikata labour (the earth diggers), Taboya (the bearers of mud-filled baskets), Reja (those who carry bricks to the furnace), Bujhai mistri (the workers who arrange bricks in a particular fashion in the furnace), Mati-phulla (the workers who bring prepared soil to the reja for moulding), Bail hakka (the workers who drive bullocks round the mills for grinding soil), and Muh-katta (the workers who collect mixed soil from the open end of the mill).

❑ RESULTS AND DISCUSSION

❖ SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS ENGAGED IN SOME SELECTED BRICK FACTORIES IN KHEJURI CD BLOCKS:

The study concentrates on the socio-economic conditions of the women workers engaged in 23 brick kilns situated in Khejuri CD Blocks of Purba Medinipur in West Bengal. Total sampled women workers numbering 1241 were interviewed out of 1484 working women. Side by side 23 brick kiln owners were asked to elicit some information and views on brick kiln matters and socio-economic conditions of the workingwomen engaged in those kilns.

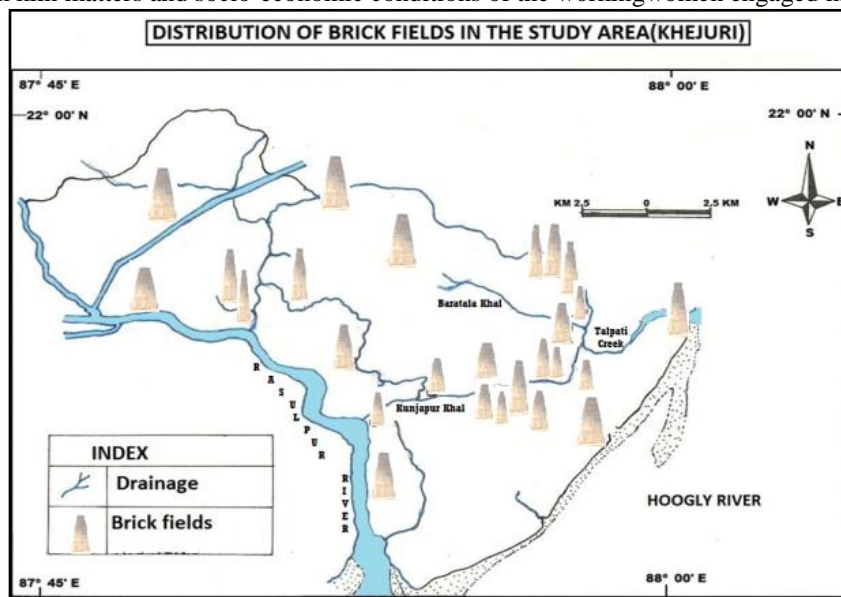
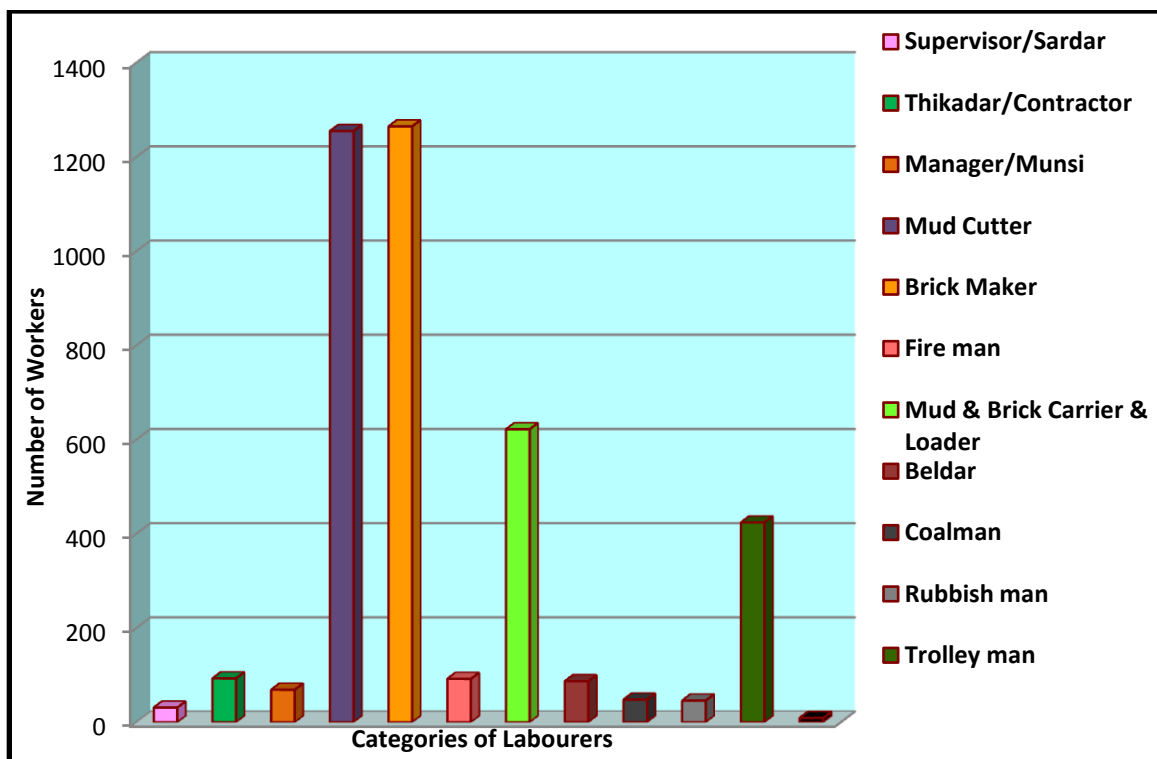


Figure-2:- Distribution of the brick kilns in the study area

TABLE-1: LABOUR CATEGORIZATION IN BRICK KILNS OF KHEJURI

CATEGORIES OF LABOURERS	NO. OF LABOURERS	CATEGORIES OF LABOURERS	NO. OF LABOURERS
Supervisor/Sardar	31	Mud & Brick Carrier & Loader	622
Thikadar/Contractor	93	Beldar	87
Manager/Munsi	69	Coalman	48
Mud Cutter	1255	Rubbish man	46
Brick Maker	1265	Trolley man	424
Fire man	92	Others	09
TOTAL=4041			

**Figure-3: - Categories of engaged labourers in the brick kilns of the Study Area, Khejuri**

☉The women workers who were interviewed and their working places are shown below (Table-2):

TABLE-2: SHOWING NUMBER OF SAMPLED BRICK KILNS, TOTAL WOMEN WORKERS AND RESPONDENTS

Location	Total Brick Kilns		Total Sampled Brick Kilns		Total Women Workers		Responded Women Workers	
	Number	%	Number	%	Number	%	Number	%
Khejuri-I	07	25.9	05	71.4	387	26.1	272	70.3
Khejuri-II	20	74.1	18	90.0	1097	73.9	969	88.3
TOTAL	27	100.0	23	85.2	1484	100.0	1241	83.6

In order to have an idea about socio-economic conditions of women workers engaged in brick kilns, some factors like religion, ethnic composition, marital status, age at marriage and many other things have been taken into consideration. These factors are discussed below:

A. SOCIAL CONDITIONS OF WOMEN WORKERS

☉Religions of women workers in the sampled brick kilns are shown in Table-3.

TABLE-3: LABOUR DIVISION BASED ON RELIGION IN THE BRICK FIELDS

NAME OF RELIGIONS	NO.OF LABOURERS			% OF LABOURERS
	Male	Female	Total	
Hindu	2613(93.32%)	1188(95.73%)	3801	94.06
Muslim	187(6.68%)	53(4.27%)	240	5.94
=	2800(100.0%)	1241(100.0%)	4041	100

The analysis of the data obtained from Table-3 reveals that 96% of the sampled women workers belonging to 23 brick kilns are Hindu and only 4% of the sampled working women is Muslim.

☛The ethnic composition of the women workers of selected brick kilns is shown in Table-4.

TABLE-4: LABOUR DIVISIONS BASED ON ETHNIC COMPOSITION IN THE BRICK FIELDS

SL. NO.	NAME OF CASTE	NO.OF LABOURERS			% OF LABOURERS
		Male	Female	Total	
1	General	1288(46.0%)	271(21.8%)	1559(38.6%)	38.58
2	SC	1110(39.6%)	559(45.0%)	1669(41.3%)	41.30
3	OBC-A & B	193(6.9%)	153(12.3%)	346(8.6%)	8.56
4	ST	209(7.5%)	258(20.8%)	467(11.6%)	11.56
TOTAL	=	2800(100.0%)	1241(100.0%)	4041(100.0%)	100

From the analysis of the above Table-4, it is clear that a majority of women workers (45%) belong to Scheduled Caste category. 21%, 21% and 12% of the sampled women workers belong to Scheduled Tribe, Upper Hindu caste and backward classes respectively.

☛The marital status of the women workers engaged in the sampled brick kilns is shown in Table-5.

TABLE-5: MARITAL STATUS OF THE TARGETED WOMEN WORKERS

Female Workers	Marital Status				Unmarried
	Married (single)	Widow	Divorced	Married (2 or more times)	
Number	681	156	203	54	147
%	54.8	12.6	16.4	4.4	11.8
TOTAL	1241=100%				

It is evident from the above Table-4 that about 12% of the women workers is unmarried. 55%, 13%, 16% and 4% of the working women are married(single), widow, divorced and married(2 or more times) respectively.

☛Table-6 shows the age at marriage of women workers engaged in sampled brick kilns in Khejuri CD Blocks of West Bengal.

TABLE-6: AGE AT MARRIAGE OF SAMPLED WOMEN WORKERS

Female Workers	Age at Marriage(Year)			
	Bellow 16	16-18	19-21	Above 21
Number	423	537	85	49
%	38.7	49.1	7.8	4.5
TOTAL	1094=100%			

Out of 1241-sampled women workers, 147 women workers are unmarried. So the rest i.e. 1094 women workers are either married or widow or divorced. It can be said that, at one point of time, 1094 workers were married. Out of 1094 women workers, 39% got married within the age of 16 years. 49% , 8% and about 5% got married in the age group of 16-18 years, 18-21 years and above years respectively (as shown in Table-5).

☛Table-7 exhibits the number of children of sampled women workers.

TABLE-7: NUMBER OF CHILDREN OF EACH WOMAN WORKER AMONGST THE SAMPLE

Female Workers	Number of Children				Unmarried Women Workers
	1	2	3	4 & above	
Number	170	574	281	69	147
%	15.5	52.5	25.7	6.3	11.8
TOTAL	1094(88.2%)				

GRAND TOTAL	1241=100%
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Table-7 manifests that 53% of the working women have 2 children each. 16%, 26% and 6% of the women labour force have one, three and four & more children each. Total number of sampled women workers is 1241. Here 147 women workers have not been taken into consideration, as they were unmarried.

TABLE-8: FAMILY SIZE OF THE SAMPLED WOMEN WORKERS IN THE BRICK KILNS

Female Workers	Number of Family Members			
	1-3	3-5	5-7	7 & above
Number	487	593	144	17
%	39.2	47.8	11.6	1.4
TOTAL	1241=100%			

☉**Table-8** shows the family size of the women workers in the brick kilns of Khejuri CD Blocks. The analysis of the above Table reveals that 48% of the women workers of the selected brick kilns have the family size ranging from 3 to 5 each. 39% of the women workers have the family members ranging from 1 to 3. 144 women workers out of 1241 have the family size ranging from 5 to 7 members each. There are only 17 families that have more than 7 members each.

Educational attainment of the women workers is displayed in Table-8.

TABLE-9: EDUCATIONAL ATTAINMENT OF THE SAMPLED WOMEN WORKERS

Female Workers	Level of Education				
	Illiterate	Just Literate	Class I-II	Class II-IV	Class-IV & above
Number	532	478	154	46	31
%	42.9	38.5	12.4	3.7	2.5
TOTAL	1241=100%				

The analysis of the above Table-9 manifests that 43% of the women workers engaged in the brick kilns under study are illiterate. Only 39% of the women workers are just literate. 12%, 4% and 3% of the working women have studied up to Class I-II, Class II-IV and Class IV & more respectively.

☉**Table-10** shows the educational attainment of the children of the women workers in the brick kilns of Khejuri.

TABLE-10: EDUCATIONAL ATTAINMENT OF THE CHILDREN OF THE SAMPLED WOMEN WORKERS

Female Workers	Level of Education			
	No Education	Class I-II	Class II-IV	Class-IV & above
Number	451	363	295	132
%	36.2	29.2	23.8	10.6
TOTAL	1241=100%			

The children of 36% women workers do not have any education at all as displayed in Table 9. The children of 29% women workers have attained formal education (from Class I to Class II) and only the children of 11% women workers have been able to get education of Class IV and more.

B. ECONOMIC CONDITION OF WOMEN WORKERS

TABLE-11: MIGRATION AMONG THE SAMPLED WOMEN WORKERS IN THE BRICK KILNS

Female Workers	Migrants				Local
	Same District	Other District	Other State	Total	
Number	211	497	342	1050	191
%	17.0	40.0	27.6	84.6	15.4
TOTAL	1241=100%				

Our survey, as depicted in Table-11, indicates that out of 1241 women workers, 1050 women workers come from same district, other districts of the same State and other states. 28% of the 80 migrants come from other States like Bihar, Jharkhand, etc. Only 191 women workers come daily from the nearby villages to do the work in the brick kilns.

☉Table-12 records the responses of women workers with regard to the earning members of their families.

TABLE-12: EARNING MEMBERS IN THE FAMILY OF THE WOMEN WORKERS IN BRICK KILNS

Female Workers	EARNING MEMBERS IN THE FAMILY OF THE WOMEN WORKERS				
	1	2	3	4	5 & above
Number	47	276	515	353	50
%	3.8	22.2	41.5	28.5	4.0
TOTAL	1241=100%				

A perusal of the above Table-12 indicates that in 43% and 29% families, there are 3 and 4 working members respectively per family. 22% families of women workers have 2 working members each. 4% and 4% families have 1 and 6 working members each. These all help the families of women workers to earn their livelihood. A further analysis of the above Table-11 shows that there are altogether 1241 working members in women workers' families who are engaged in economic activities.

☉Table-13 shows the monthly income of the women workers in the brick kilns of Nadia district.

TABLE-13: DATA ON MONTHLY INCOME OF BRICK FIELD LABOURERS:-

MONTHLY INCOME CATEGORIES(Rs./)	NO. OF LABOURERS	% OF LABOURERS
Bellow 1500	14	1.13
1500-3000	32	2.58
3000-4500	208	16.76
4500-6000	749	60.35
6000-7500	235	18.94
Above 7500	03	0.24
TOTAL	1241	100.00

From Table-13, it comes to our notice that the monthly income of 60% of the sampled women workers attached to the brick kilns under study lie between Rs.4500 and 6000. Only 19% of the interviewed women workers earn annually between Rs.6000 and above. Table-13 records the sources of family income (Other than brick kilns) of the interviewed women workers in the brick kilns.

TABLE-14: SOURCES OF FAMILY INCOME (OTHER THAN BRICK KILNS) OF THE WOMEN WORKERS

Female Workers	Sources of Family Income (other than Brick Kilns)						
	Agriculture	Agriculture Labourer	Labour	Small Trade or Business	Maid	Any work	No work
Number	214	385	508	21	28	68	17
%	17.2	31.0	40.9	1.7	2.3	5.5	1.4
TOTAL	1241=100%						

Our survey, as portrayed in Table-14, reveals that agriculture and agriculture labour are the major sources of livelihood of the family members of the women workers in the brick kilns. They are engaged in those activities to maintain the one square meal. They are to depend on other activities, as the brick kilns remain operative for 6 to 7 months in each year. So, all the workers cannot depend solely on the work of brick kilns round the year. During the remaining part of the year, they engage themselves either in agricultural activities or as maid, agricultural labourer etc.

☉Table-15 records land held by the women workers engaged in the brick kilns under study.

TABLE-15: LAND HOLDINGS OF THE SAMPLED WOMEN WORKERS IN THE BRICK KILNS

Female Workers	Land Holdings of Women Workers (Bigha)				
	No Land	0-1	1-2	2-3	3 & above
Number	337	478	285	109	32
%	27.1	38.5	23.0	8.8	2.6
TOTAL	1241=100%				

A perusal of Table-15 indicates that 27% of the interviewed women workers have no land at all. 39% women workers have up to 1 bigha land. 23% of the women workers have 1-2 bigha lands and only 3% of women workers have 3 and more lands.

☉Responses of women workers with regard to indebtedness among the women workers of the sampled brick kilns are shown in Table-16.

TABLE-16: Indebtedness among the Women Workers in The Brick Kilns

Female Workers	Indebtedness to				
	Thikadar/Contractor	Kiln Owners	Managers	Relatives & Friends	No Indebtedness
Number	491	581	85	49	35
%	39.6	46.8	6.9	3.9	2.8
TOTAL	1241=100%				

Looking at the Table-16, it is clear that 47% of the women workers are indebted to the brick kiln owners. About 40% are indebted to Thikadar or Mahajan. Only 7% are indebted to Kiln Manager. 49 out of 1241 women workers borrowed money from Relatives and Friends to meet the expenses connected with marriage, funeral, and other unforeseen circumstances.

☉Types of houses the women workers possess are shown in Table-17.

TABLE-17: TYPES OF HOUSES OF THE SAMPLED WOMEN WORKERS

Female Workers	Types of Houses			
	Kantcha	Pucca	Semi-pucca	Total
Number	1033	02	206	1241
%	83.2	0.2	16.6	100
TOTAL	1241=100%			

N.B. Kuchha House: House made of mud and Pucca House: House built by bricks.

As is evident from Table-17, an overwhelmingly majority of women workers (83%) lives in kuchha houses. Only 16% of the women workers have semi-pucca houses.

C. WORKING CONDITIONS OF WOMEN WORKERS

☉Table-18 gives us the responses of women workers regarding the years of engagement of women in brick kilns.

TABLE-18: YEARS OF ENGAGEMENT OF WOMEN IN BRICK KILNS

Female Workers	Years of Engagement						
	<1	1-3	3-5	5-7	7-9	9-11	11 & above
Number	31	107	263	401	349	71	19
%	2.5	8.6	21.2	32.3	28.1	5.7	1.6
TOTAL	1241=100%						

We find in Table-18 that 32% out of 1241 women workers have been working 5 to 7 years in brick kilns. 28% women workers are working 7-9 years in the brick kilns. Only 2% women workers are working in the brick kilns one to five years.

☉Reasons for doing brick factory works by the women are exhibited in Table-19.

TABLE-19: REASONS FOR DOING BRICK FACTORY WORKS BY WOMEN

Female Workers	REASONS FOR DOING BRICK FACTORY WORKS BY WOMEN						
	Agriculture work not available all time	For more earning	For no other available employment	For 6 months work at a time	For Poverty	No use by sitting idle	For Helping Husband/ Family
Number	58	235	44	83	729	55	37
%	4.7	18.9	3.6	6.7	58.7	4.4	3.0
TOTAL	1241=100%						

The analysis of the above Table-19 reveals that 59% of the sampled women workers work in the brick kilns because of poverty. 19% of the women workers engaged themselves for more earning. Meager percentage of working women choose to do the brick kiln work because of non-availability of agricultural work, opportunity of doing the work for 6/7 months in a year etc.

☉Table-20 shows the types of occupation of women before joining brick kiln works.

TABLE-20: TYPES OF OCCUPATION OF WOMEN BEFORE JOINING BRICK KILN WORKS

Female Workers	TYPES OF OCCUPATION							
	Transport Labour	Agricultural Labour	Cultivator in own land	Maid	Labour in Hotel/Restaurant/ Shops, etc.	Labour as in accessibility at own area	Any other work	No work earlier
Number	203	445	124	41	33	209	109	77
%	16.4	35.9	10.0	3.3	2.7	16.8	8.8	6.2
TOTAL	1241=100%							

The scan of the above Table-20 shows that 36% of the women workers was engaged in agriculture as agriculture labourer and 33% of women workers was engaged simply as labourer. Only 10% sampled women workers get themselves engaged in cultivating their own land. Others were involved either in any other activities or in factory work from the start. 6% women workers did not do any work before joining brick kiln.

☛Types of brick kiln works for women are shown in Table-21.

TABLE-21: TYPES OF BRICK KILN WORKS DONE BY WOMEN WORKERS:-

Number of Female Workers	Types of Works					Total
	Mud Cutting, Moulding & Carrying	Brick Making	Brick Drying & Arranging	Brick Carrying	Others	
	166 (13.38%)	51 (4.11%)	198 (15.95)	731 (58.90%)	95 (7.66)	1241 (100.00)

From the above Table-21, it appears that 59% of the sampled women workers were engaged in brick carrying activities followed by brick drying (16%), mud processing (13%) and other activities (16%).

☛Table-22 records the responses of the respondents about the types of demand of women workers to brick kiln owners.

TABLE-22: TYPES OF DEMAND OF WOMEN WORKERS TO BRICK KILN OWNER

Female Workers	Types of Demands					
	Wage Increasing	Bonus & Advance	Job Security	Foods, Shelter & Clothes	Education & Health	No Demand
Number	979	123	102	23	14	0
%	78.9	9.9	8.2	1.9	1.1	0
TOTAL	1241=100%					

Table-22 clearly indicates that 79% of the total sampled women workers clamored for increase in wages as the hike in wages may help them maintain their families. Only 10% of 1241 women workers demanded for bonus and advance that would meet the festival expenses. 8% out of sampled women workers opined with regard to job security. 2% of the working women demanded for clothing, shelter and foods.

☛MAJOR FINDINGS

- ♣ Most of the women workers come from Hindu family and a few from Muslim families to do in the brick kilns.
- ♣ Most of the women workers belong to scheduled caste and tribe community.
- ♣ A large amount of married women are engaged in brick kiln activities.
- ♣ The women workers engaged in the brick fields got married at the age of 16 years.
- ♣ An overwhelming majority of the women workers and their children are illiterate.
- ♣ Migrant workers are large in number. Family sizes of them are large.
- ♣ Annual and monthly family incomes of the working women are not adequate to maintain for their livelihood.
- ♣ When the brick kiln works are not available, they engage themselves in other activities like agriculture and other works.
- ♣ Land holdings of them are very much minimal.
- ♣ Most of the workers live in kachha houses.
- ♣ Women workers work in the kilns due to severe poverty.

- ♣ Most of the workers are involved in brick carrying and brick making activities.
- ♣ Majority of the women workers clamor for wage hike as the wage they earn is not sufficient to feed the members of their families.
- ♣ Working women generally take advance from brick kiln owners.

❖ **RECOMMENDATIONS**

Every nation can develop if its women are developed. So it is the first and principal sense of duty of our Government to disburse concentration for the welfare of the women society. A digit of actions has been adopted by the Government for their wellbeing. But in some cases, women's curiosity is not protected. So, under this backdrop, there may be provided the following recommendations as well as suggestions from my site.

- 📖 In case of brick manufacturing, they live in the thatched huts close to kiln, which generally do not have electricity. The electricity should be provided in those huts by the owners of the brick kilns.
- 📖 Separate rest room should be approved for the women workers engaged in the brick kilns.
- 📖 There should have a separate neat and clean toilet for the women workers.
- 📖 There should be provided sufficient number of tube well or tap facility for drinking water and useful water availability.
- 📖 The eligible women workers should be given maternity benefit. Very often, some of the brick kiln owners do the little care for the same. In order to provide the maternity benefits to the women workers of the brick kilns, necessary amendments are requisite in the Maternity Benefit Act.
- 📖 Adult education programme for the women workers of the brick kilns should be implemented for making them literate.
- 📖 Exhaustive and comprehensive legislation is urgently needed for regulating working conditions, wage structure, welfare measures of the women workers in the brick kilns.
- 📖 The Labour Department should come frontward to put off physical-mental torment, sexual annoyance and molestation of the working women engaged in the brick kiln factories. For this, the Department should set up special arm that can oversee the subject and take essential action against the wrongdoers.
- 📖 Voluntary organizations of distinguished personalities of the region (where brick kilns are situated) should be involved to see whether the different requirements and wellbeing actions are being harshly implemented.
- 📖 It is necessary to enforce the "Inter-State Migrant Workmen Act" and "Contract Labour Act" to check the bungling in the recruitment procedure and working condition.
- 📖 The parents of the women workers married at early stage should be aware of the fact that early marriage invites a lot of problems. Such workers are affected mentally and physically. So Government as well as NGO should make an awareness programme that will discuss about the ill effects of early marriage. The co-operation of brick kiln owners is urgently needed in this regard.
- 📖 Workers live in poverty. In order to alleviate poverty, they should be informed about different poverty alleviation programmes adopted by the Government from time to time. Due to lack of information and ignorance, they suffer from poverty.

❖ **SCOPE FOR FURTHER RESEARCH**

There are some specific limitations, which should be addressed as a means of improvement for further study. This study has equipped based on intensive literary survey and ground truth information used for socio-economic data. Planning is never whole without local people's opinions integrated. The study can be considered as the guideline or instruction for socio-economic planning. Yet, this research will expose opportunities for further research and investigation, and help decision makers to review what options exist for improving and humanizing the female worker's conditions in the brick kilns of not only my study area, but also of West Bengal as well as India. There are many scopes for further research work on "Brick Industry". The researchers may do the research work on:

- ♣ "Socio-economic conditions of women workers in Brick Kilns in Purba Medinipur, West Bengal, Bangladesh and India": A Comparative Study
- ♣ Working Conditions of Brick Kilns in India: A Case Study of West Bengal
- ♣ Labour Welfare in Brick Kiln Fields in India: A Study
- ♣ Brick Industry and Environment Pollution: A Study
- ♣ Problems and Prospects of Real Estate Sector in India: A Study in the light of Brick Industry.
- ♣ Effectiveness of Labour Laws in Brick Kiln Industry: A Study
- ♣ Qualitative Study On Clinico-Social Problems of Brick-Kiln Workers: A Study
- ♣ Sociological Study of Brick kiln Workers: A Study

- ♣ Morbidity profile of Brick Kiln women workers: A Study
- ♣ Occupational & ergonomic health analyses of female construction Workers of West Bengal: a study, etc.

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