

Struggle and Resilience: The Untold Stories of Ranchi's Casual Workers

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Abstract

Life for casual workers in Ranchi, the capital city of Jharkhand, India, is characterized by a unique blend of urban and rural influences. Ranchi, situated in the eastern part of India, is known for its natural beauty, with hills, forests, and waterfalls surrounding the city. The lifestyle of casual workers in Ranchi is influenced by various factors, including employment opportunities, socio-economic conditions, and cultural aspects. Casual workers in Ranchi often find employment in diverse sectors such as construction, agriculture, retail, and services. Daily wage labor is common, and many individuals work on a temporary or seasonal basis. Agriculture plays a significant role in the region, and casual workers are often involved in activities like sowing, harvesting, and other farm-related tasks. Casual workers in Ranchi, like in many other places, face job insecurity. The uncertainty of continuous employment can be a significant stress factor, limited benefits: The majority of casual workers in Ranchi might not receive benefits such as health insurance, paid leave, or other perks that permanent employees often enjoy, low wages: The wages for casual laborers can be comparatively low, making it challenging for them to meet their daily needs and support their families. Many local circumstances can have an impact on the reasons behind contractual work in Jharkhand, especially Ranchi. There are elements specific to the local setting, even though some of these characteristics might also be caused by the earlier listed general causes. Reasons like industrial development, mining and minerals extractions, infrastructure projects, Agriculture, government projects, skill specialization need, flexibility in workforce, urbanization and services sector etc. They have opportunities like skill developments: Ranchi has been witnessing efforts to promote skill development initiatives. Casual workers can benefit from such programs to enhance their skills and improve their employability, Government initiatives Various government schemes and initiatives aim to uplift the socio-economic conditions of casual workers, providing them with avenues for financial support and skill enhancement.

Keywords: Struggle, Earning, CNT act, Facts.

Introduction

Contractual labor pertains to a particular kind of employment arrangement in which a worker is employed by an employer for a predetermined duration or duty, frequently outlined in an oral or in written agreement. This type of work arrangement is distinguished by its transient nature, which ends on a set date or once a specific project is finished. As per The contract Labour (Regulation and Abolition) Act, 1970 "a workman shall be deemed to be employed as "contract labour" in or in connection with the work of an establishment when he is hired in or in connection with such work by or through a contractor,

with or without the knowledge of the principal employer". Workman" means any person employed in or in connection with the work of any establishment to do any skilled, semi-skilled or un-skilled manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment be express or implied. Life of labour is not unknown in India every state has contractual labour facing various challenges in their life likewise.

Ranchi, the capital of Jharkhand in India where vast of people from various culture and region come for good source of earning but in same Ranchi there are significant number of casual workers not only men but women also who stand and wait in early morning in various main chowks like Lalpur, Albert ekka chowk(Firaya Lal), Kanta toli chowk, Ratu road, Hino etc. in hoping that someone will come and provide them a job(it is hourly basis or for some period basis jobs mostly they are construction basis jobs like carrying bricks and sands to the construction site, cleaning purposes work, catering works in wedding or in some events and parties) so that they can feed their families.

Income and payments time

Their earnings depend on the type of work which they get for example catering, cleaning, or construction work like (carrying bricks to site, carrying sand and carrying materials for roof slab casting)in general women get paid around Rs 400-500 for any task and men get bit more. unique thing noted that all type of carrying works is done by women. they men do mason work or some works which need little bit skilled knowledge. Since men works need bit skilled knowledge so they charge little bit high. They are paid in daily basis and if the works is for longer period they get paid in weekly basis. It is difficult to calculate their monthly or yearly income because their work depends on how much works they get. Irrespective of low earning somehow, they are managing their life however, Contract labor wages are not set forth under the Contract Labour (Regulation and Abolition) Act, 1970. Rather, it offers a framework for the control of terms of employment, such as pay, and permits the competent authorities to determine and amend wage rates. However, in cases where fewer than a thousand of these individuals are employed, payment will be made before the end of the seventh day, and in other circumstances, before the end of the tenth day following the final day of the pay period for which the wages are due.

Reason behind for large number of casual workers: Like many other Indian states, Jharkhand has seen the use of informal labor for a variety of reasons. It is noteworthy that the dynamics of the labor market are subject to the interplay of economic, social, and policy factors. These are a few possible reasons why Jharkhand may have casual labor.

1. lack of permanent jobs:

There are a number of reasons why Ranchi has a dearth of chances for regular employment. The economic structure of the area, which may be defined by a preponderance of traditional and informal sectors, is one important element. It can be difficult to fill enough secure, long-term jobs in Ranchi because of the city's broad economic basis. Additionally, bureaucratic hurdles, regulatory challenges, and a complex business environment can discourage companies from establishing a strong and permanent presence in Ranchi. Businesses may be deterred by administrative complexities and choose to operate on a smaller scale, relying on temporary or contractual employment models.

2. Education:

Unemployment often results from a lack of education, as individuals with lower educational attainment encounter obstacles in the competitive job market. A limited skill set is a significant factor, as higher

education typically equips individuals with a broader range of abilities that are in demand across various professions. Rapid technological advancements pose another challenge, with many jobs requiring a level of technological proficiency that those without sufficient education may lack. Globalization has intensified competition, and employers often seek candidates with higher education for a more adaptable workforce. The rise of automation further exacerbates the situation, as jobs susceptible to mechanization may be out of reach for those without the critical thinking and problem-solving skills often cultivated through education. Having access to networking opportunities—which are frequently provided by universities—can be quite important for landing a job. Comprehensive measures are required to address unemployment caused by low levels of education. These measures include funding for training and education programs, laws that support equal opportunities, and plans to match educational requirements with changing labor market demands. It is critical to acknowledge that education plays a critical role in promoting flexibility and lifelong learning, which in turn equips people to navigate shifting economic environments and improve their employability.

3. The Chotanagpur Tenancy Act, 1908:

The Chotanagpur plateau is known for its tribal population, and this act was enacted to protect the rights and interests of the tribal communities in relation to land. This act is applicable to region of chotanagpur. It restricts on transfer of land by SC/ST to general people but somehow this law is coming ahead in the path of development in same way like article 370 if any company want to invest in Jharkhand and want to setup their plant then they can't buy land of people because of chotanagpur act. In 2016 during Adivasi people protest and oppose the Momentum Jharkhand global summit in Ranch. They may have their own concerns regarding their lands but in this way how any company will invest in Jharkhand they need to find some solution together with government.

4. Agriculture problems in plateau region:

people often face unique challenges in agriculture due to plateau region like hilly terrain in plateau regions can make it challenging to implement large-scale, mechanized agriculture, The availability of arable land may be limited due to the rugged landscape. Farmers may face challenges in finding suitable areas for cultivation, which can constrain agricultural expansion, Plateau regions may experience temperature extremes, including cold winters and hot summers. Fluctuating temperatures can affect crop growth cycles and influence the types of crops that can be cultivated, Plateau regions may experience soil erosion due to factors like topography, rainfall patterns, and deforestation. Erosion can deplete the fertile topsoil, impacting crop productivity etc.

5. Industrial structure:

The industrial structure in Ranchi, like many emerging urban centers, has been a significant driver for the prevalence of contractual work in the region. Ranchi, with its diverse economic activities ranging from agriculture to small-scale industries, has witnessed a surge in projects that require specialized skills for finite durations. This dynamic environment often prompts companies to engage in contractual arrangements to meet specific project demands without the long-term commitment of permanent employment. Industries such as mining, steel, and agribusiness, which are prominent in the region, often require a flexible workforce to address fluctuating production needs. Additionally, the growth of the service sector in Ranchi, including IT and business process outsourcing, has further fueled the demand for contractual work arrangements, given the project-based nature of these industries. The industrial landscape of Ranchi, therefore, plays a crucial role in shaping the prevalence of contractual work,

offering both employers and workers the adaptability required in a rapidly evolving economic environment.

6. Labour market dynamics:

The dynamics of Ranchi's labor market have a major role in the area's propensity for contract work. Diverse job needs are a result of Ranchi's economic environment, which is characterized by a blend of established industries like mining and agriculture with more recent ones like IT and services. Employers looking for the flexibility to satisfy project-specific demands without the long-term commitment that comes with permanent employment may find that contractual labor is a wise strategic option. In industries such as mining and construction, where project durations are variable, contractual agreements enable organizations to adjust their workforce in response to urgent demands. Due to their flexible and project-centric nature, Ranchi's growing startup and small business scene—particularly in the technology and service sectors—further increases the need for contract labor. Moreover, the seasonal nature of certain agricultural activities in the region may also contribute to the prevalence of temporary employment contracts.

7. Skill mismatch:

The presence of skill mismatches in Ranchi's labor market has been a key factor contributing to the prevalence of contractual work in the region. As the industrial landscape in Ranchi continues to evolve, there is often a misalignment between the skills possessed by the available workforce and the specific requirements of the job market. This mismatch creates a demand for specialized skills that may not be needed on a long-term basis. In response to this dynamic, companies in Ranchi frequently opt for contractual arrangements to access the specific skills required for short-duration projects without committing to permanent employment. This allows businesses to navigate the skill gap efficiently, bringing in specialized talent when needed and releasing them when the project concludes. Industries such as information technology, where the pace of technological change is rapid, often witness skill gaps that can be addressed through short-term contracts with experts possessing the latest knowledge. In essence, the skill mismatch in Ranchi's labor market serves as a catalyst for the prevalence of contractual work, offering a flexible solution for both employers seeking specialized skills and workers looking to contribute their expertise without the constraints of traditional, long-term employment commitments.

8. Entrepreneurial ventures:

In Ranchi, startups and small firms frequently use contract labor as a calculated tactic to control expenses and lower the risks involved in starting a new company. Early on in a commercial endeavor, financial uncertainty and erratic workloads are commonplace. With the flexibility that comes with contractual agreements, these businesses can adjust their workforce size in response to changing project demands without having to make the long-term financial commitment that comes with recruiting permanent staff. Start-ups can obtain specialized expertise for certain projects without having to pay fixed costs for salary, benefits, and other overheads by hiring contract workers. This strategy is especially helpful in Ranchi's changing corporate environment, where sectors like services and technology are expanding quickly. Furthermore, startups can test the waters and gauge market demand for their goods and services with contractual labor, all without having to shoulder the overhead of a sizable, permanent staff. The entrepreneurial spirit is reflected in this agile and economical approach to human resources management, which helps enterprises in Ranchi overcome the obstacles of early formation and promotes flexibility and creativity in response to the changing economic landscape.

9. Cost consideration:

Employers may find that contract hiring in Ranchi is a more affordable choice if they want to avoid the long-term obligations, perks, and administrative burden that come with permanent staff. Within Ranchi's business environment, which consists of both established and developing sectors, businesses frequently deal with varying workloads and project-based requirements. Contractual agreements save businesses from the cost of long-term benefits and administrative complexity management, giving them access to specialized expertise for particular projects. Contractual employment allows businesses to optimize costs by allowing them to modify labor size based on present demands, particularly in areas like mining, agriculture, and construction where project durations vary. Additionally, contract workers offer a flexible workforce that can be scaled up or down based on business demands, providing a more agile and adaptive approach to human resource management for startups or small enterprises in Ranchi. Moreover, contract work spares employers the costs of offering benefits like paid time off, retirement plans, and health insurance—commitments that are often made for full-time employment. This economical approach gives Ranchi businesses the financial adaptability to direct resources where they are most needed, enhancing their overall sustainability and competitiveness in the changing business environment.

Remedies to minimize the casual worker: Contractual labor concerns in Ranchi, as in any other place, require careful examination of organizational, social, and legal factors. The following general actions can be performed:

1. Education:

It plays an important role in preparing individuals for the job market and enhancing their employability. It helps in skill development which is necessary for any kind of job, it not only opens a door for job opportunity but also helps in cope up with problem solving and adaptability skills. It also boosts confidence and professionalism into individuals which helps to gain excellence in the work. Education provides a solid foundation and increases confidence, both of which are critical for the development of personality. Knowledgeable people are capable of leading complex enterprises and generating new job chances when they possess the necessary knowledge and abilities. For a student's total development, education is crucial. To receive a top-notch education, though, students must plan their academic path wisely. Numerous programs and universities offer experiences that are educationally stimulating. Gaining more information in topic of interest through post-graduation is guaranteed, regardless of whether to choose to study in India or overseas. As such, it is essential that our prior coursework precisely correspond with the course we have selected. A doctor of philosophy (PhD) or master's degree are the options available. Online courses for skill development, upskilling, reskilling, certifications, and skill enhancement are highly sought for. These courses convey the most recent skill sets needed to be employed, which causes individuals to transform quickly. This enables to seize the ideal job chances and establish a successful career. Executive education is designed for working people who want to further their professions while learning. Executive MBA programs, for example, are intended to help these people reach their full potential and move up the corporate ladder.

2. Amendments in Chotanagpur tenancy act 1908:

Enacted in 1908, the Chotanagpur Tenancy Act was created to safeguard the rights of tribal tribes residing in the Chotanagpur region, which encompasses portions of Jharkhand. There have been arguments and controversies regarding the act's impact on development in the area, despite its historical

significance and its enactment to protect the interests of the indigenous community. However, Critics argue that certain provisions of the Chotanagpur Tenancy Act, such as restrictions on the transfer of tribal land to non-tribals and limitations on non-agricultural use of land, may pose challenges to industrial and infrastructural development in the area. These restrictions can be perceived as hurdles to investment and economic growth. Therefore, The Chotanagpur Tenancy Act argument frequently revolves around striking a balance between the needs of economic growth and the protection of tribal rights and cultural heritage. It may be possible for the government and decision-makers to find a middle ground where sustainable development and tribal populations' rights are respected.

3. Training and skill developments program:

Government should promote and assist NGO like kaushal college Ranchi which provide training and skill development program. As enhancing one's skills via training and development is essential for improving employment opportunities in Ranchi since it gives people the tools they need to succeed in the regional labor market. Like many other cities, Ranchi is home to a wide range of industries, each with specific requirements. In addition to making a person more competitive, industry-specific specialized training programs also help them match the unique requirements of regional businesses. Additionally, putting a focus on soft skills in training sessions—like good communication and problem-solving—improves employability in general. Remaining digitally savvy is essential in a professional landscape that is changing quickly, and training programs give people the chance to keep up with industry standards and refresh their abilities. Through the networking opportunities these programs provide, people can connect with professionals and industry experts, increasing their opportunities for employment. Moreover, training-based industry-recognized certificates verify a candidate's competence and provide a concrete advantage when applying for jobs. Regionally specific training programs tailored to Ranchi's particular industrial environment might further increase a person's employability. Training and skill development play a major role in employability and career success in Ranchi by encouraging adaptation, supporting continual learning, and addressing the unique needs of the local employment market.

4. Agriculture facilities in plateau region:

The different agro-climatic conditions of Jharkhand, particularly the Plateau region. In this area, a large percentage of the people depends heavily on agriculture for their livelihoods. These are some of the most important features of the agricultural facilities in Jharkhand's Plateau region.

- **Cropping pattern:** Because of its varied temperature and geography, the Plateau region of Jharkhand is able to host a wide range of crops. Rice, wheat, maize, pulses, oilseeds, and vegetables are examples of common crops. Farmers in the area frequently use mixed crops to increase productivity and reduce hazards brought on by erratic weather.
- **Irrigation facilities:** In the Plateau region, irrigation is essential for productive agriculture because of the erratic patterns of rainfall. In addition to the widespread use of conventional irrigation techniques like tanks, ponds, and wells, newer irrigation techniques like drip and sprinkler systems have also been promoted.
- **Soil management:** In the hilly and plateau areas, soil management and conservation are crucial. Techniques like terrace farming, agroforestry, and contour plowing are frequently used to improve soil fertility and stop soil erosion.
- **Research and extension services:** To spread knowledge about contemporary farming practices, crop types, and pest management approaches, agricultural research facilities and extension services are

readily available. The Plateau region's farmers hope to increase income and production with the help of these services.

- **Market access:** Access to markets is crucial for farmers to sell their produce. Efforts have been made to improve transportation infrastructure and establish market linkages, enabling farmers to reach broader markets and obtain better prices for their crops.
- **Livestock integration:** In the Plateau region, integrated farming is a common practice among farmers that combine crop agriculture with animal husbandry. By using organic manure, this improves the nutrient cycle in addition to diversifying sources of income.

5. Contract management:

Casual workers in Ranchi may be able to find employment possibilities through contract management in a variety of roles, promoting workforce diversity and economic inclusivity. As companies in Ranchi take on new projects and operations, there's frequently a demand for more personnel, which leads to opportunities for temporary labor. Depending on the type of contracts and projects that are executed, these people may find work as administrative assistants, project support workers, or on-site laborers. For example, temporary labor may be employed in sectors such as mining and infrastructure development, where projects can be large and dynamic. These employees, who handle everything from hard labor to administrative support, are essential to the success of projects. Furthermore, as Ranchi's IT industry develops, there is a need for temporary workers to help with certain projects, which gives casual workers chances to contribute their expertise in a flexible work environment. Businesses that focus on providing services, like those in the hotel and event management industries, are also covered under contract management. Casual laborers can be hired to cover demand swings during busy times of the year or during particular occasions, enabling companies to effectively fulfill their contractual commitments while adjusting to different workloads. In addition, contract management gives temporary employees chances for contract compliance and oversight. Temporary employees can be hired by businesses to help with quality control, deliverables tracking, and contract compliance. Through this kind of job, temporary employees can help projects get completed successfully while also gaining expertise in contract management procedures.

Numbers and facts of Ranchi's casual workers

If we talk about Ranchi district then according to census 2011 out of total populations Ranchi had 11,42,867 people who were engaged in work activities where 66.2% had works where they were employed more than 6 months and 33.8% had work where they were employed less than 6 months. There are total 3,86,691 marginal workers in which 1,90,018 were males workers and 1,96,673 were females marginal workers and there were also other workers of 4,20,786.

In overall Jharkhand state out of total populations 1,30,98,274 people who were engaged in work activities where 52.1% had works where they were employed more than 6 months and 47.9% had work where they were employed less than 6 months. There are total 62,79,679 marginal workers in which 31,90,327 were males workers and 30,89,352 were females marginal workers and there were 28,18,246 males other workers and 5,11,165 females other workers as per census 2011.

Conclusion:

In conclusion, Ranchi's casual labor scenario poses a complicated range of issues that require immediate attention and organized action. The fragility of this workforce is highlighted by the underlying concerns,

which include unstable employment conditions, poor salaries, inadequate social security, restricted chances for skill development, and a lack of representation. Significant deficiencies in the current regulatory framework require extensive reforms to guarantee job stability, equitable compensation, and access to key benefits. Campaigns for public awareness are essential to educating casual workers about their rights and the resources that are accessible to them. Additionally, Targeted skill development programs can also improve their prospects for employment and income. To protect the rights and welfare of casual workers in Ranchi, it is essential to enforce current labor regulations and strengthen worker representation. To tackle the various issues encountered by temporary workers and create a fairer and safer workplace in Ranchi, a comprehensive strategy that includes legislative changes, education, training, and strong enforcement measures is crucial.

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