

Safe in India Foundation



Safe In India Foundation: Industrial Worker wage payment assessment during COVID-19 in Gurgaon as at 15Apr20

Purpose: To understand whether even formal workers, registered with ESIC and assisted by SII in the past have been paid for March 2020 as required under GOI guidance note. GOI order 40-3/2020-DM_I(A) dated 29 March 2020 and Haryana order issued on the same day.

- Out of 50 workers who are paid on a monthly basis, **18 workers ie. 37 percent have still not received their salary** for the month of March as on 15Apr20.

- **Only 17 workers out of 50, ie. 35 percent workers received full salary without any deduction for the month of March.** However, most of them are not certain whether this amount paid is in fact an advance that will be deducted later from their future salaries or whether any monies will have a deduction for the payment made for the lockdown period in March. We will review this again in early May20, along with any other cash/kind support received during this period from the government/other agencies.

Murli, based in Bawal, Rewari says: "I have received my salary for March after deduction. The HR has said that once the lockdown is lifted, I will be given arrears or that amount will be credited into my account. I have been informed by the HR that a sum of INR 1,000 has been deducted for everyone."

- **14 workers out of 50 ie. 28 percent received payments with some deductions.**

We also asked about the role played by their contractor in reaching out to them or being available to the worker to discuss any assistance that he/she might need with his/her food and financial requirement during this sudden crisis:

- **Only 30 of the 50, 60 percent** respondents were proactively informed by the Contractor or the factory owner about the lockdown. The remaining 40 percent came to know about it mostly from security guards, notices at the gates, friends/colleagues or media.
- After becoming aware of the lockdown as above, workers started calling them back for clarifications. Out of these 50 workers **only 26 ie. 54 percent were able to speak to the contractor/ Supervisor/ HR about this and only one worker was told about monetary/ relief measures** during the lockdown.
- **Although only one worker was told about relief as above, many workers called for help but only 10 workers out of the 50 ie. 20 percent workers** were finally assisted by the contractor/company. Nine of these received either donation or advance payments and one was assisted by way of dry ration supply.

Raju Singh, based in Kasan, Manesar says: "I called up my contractor to clarify whether other workers are getting wages for the full month. Why did I not get full wage for the month of March? The contractor didn't answer. He doesn't want to talk to people like us. I am not getting an answer even when I have gone to the gate of the company compound, during the lockdown. The guard just ignores me."

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Safe in India Foundation ("SII") provides free of charge assistance to injured workers, mostly in auto-sector supply chain, currently in Gurugram-Manesar, in their ESIC healthcare and claims. SII activities are funded by supporters and donors, mostly from IIM Ahmedabad and IIT Roorkee, concerned about the well-being and productivity of millions of Indian workers at risk. SII has no income expectations or commercial partnerships. The co-founders do not charge SII for their time and services.