

# **MENTAL WELL-BEING AND OCCUPATIONAL HEALTH AND SAFETY VULNERABILITY AMONG MIGRANTS OF LUCKNOW CITY**

SUMMARY

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## SUMMARY

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### INTRODUCTION

Human migration is the movement of people from one place to another with intention of setting, permanently or temporarily, at a new location. The migrant workers move from one country to another in search of work so that they could fulfill their basic. However it was noticed that there is no change in the lifestyle of migrant workers. Migrant workers are at high risk of exposure to workplace hazards and are facing additional work-related risk factors and unfavorable social determinants of health including employment and wage discrimination, poor working and living conditions, lack of access to social protection and language and culture barriers. They work for less pay, for longer hours, and in worse conditions than do non-migrants and are often subject to human rights violations, abuse, human trafficking, and violence. Worldwide, migrant workers have higher rates of adverse occupational exposures and working conditions, which lead to poor health outcomes, workplace injuries, and occupational fatalities. Health disparities of immigrant workers are related to environmental and occupational exposures and are a result of language/cultural barriers, access to health care, documentation status, and the political climate of the host country.

It has been recognized that the mental health of employees is a crucial determinant in their overall health and that poor mental health and stressors at the workplace can be a contributory factor to a range of physical illnesses like hypertension, diabetes and cardiovascular conditions, amongst others. In addition, poor mental health can also lead to burn-out amongst employees, seriously affecting their ability to contribute meaningfully in both their personal and professional lives. **(WHO, 2005)**

In addition to occupational hazards, reports of abuses by employers, managers and co-workers are not unusual, especially verbal abuse, humiliation and threats. Sexual abuse and harassment of women and girls are regularly reported among low-wage female workers. Situations of domestic work put women and girls at particular risk, where they may be sexually coerced or violated by family members (i.e. household males or other male relatives), friends of the family (e.g. a son's friends) or neighbors. Financial penalties for small infractions, e.g. tardiness, task errors, perceived

disrespect are also regularly reported by migrant workers. These risks and abuses rarely occur in isolation and often result in complex morbidity. Workers frequently suffer a combination of occupational injuries and illness, fear and experience of abuse, social isolation and financial damages.

Occupational safety and health, so-called workplace wellbeing (**Gervais et al, 2013**), is a controversial issue in industries acting as a highly significant factor in succeeding in the competitive market. Furthermore, the German philosopher, Schopenhauer (1788–1860), emphasized on the importance of health by stating that „health is not everything, but without health, everything is nothing“ (**K. Muylaert et al.,2012**).

Hence, the present research was undertaken with the following objectives:

1. To study the socio – economic status of migrant workers.
2. To identify the living and working condition of migrants
3. Reasons of migration.
4. To assess OHS vulnerability among migrant workers
5. To study mental wellbeing of migrants.
6. To prepare module to recommend measures to improve mental well-being and reduce OHS vulnerability.

## **CHAPTERWISE SUMMARY**

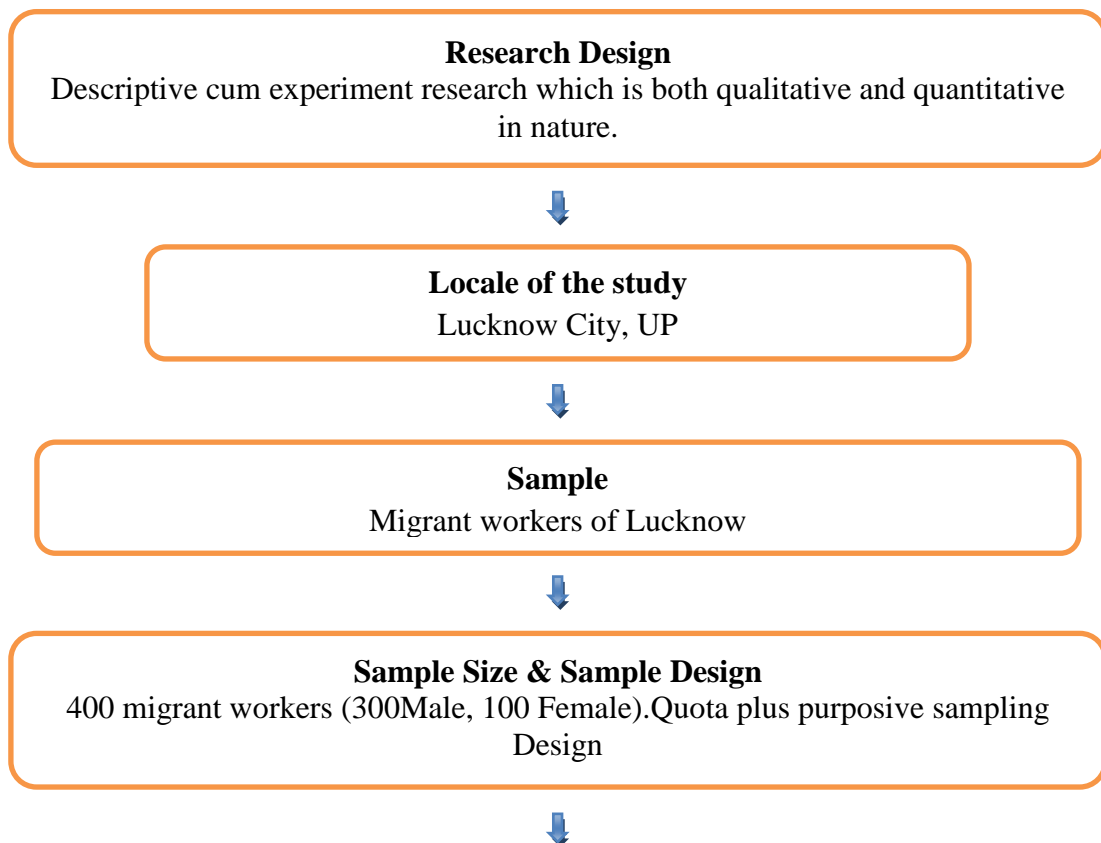
The study has been completed in five chapters. In first chapter, the introduction has been presented and chapter two dealt with the review of literature. Methodology has been presented in chapter third and chapter four explains the analysis of primary data. This is the last chapter of the thesis, which provides summary and conclusion of the research. Therefore, has been presented chapter wise as below.

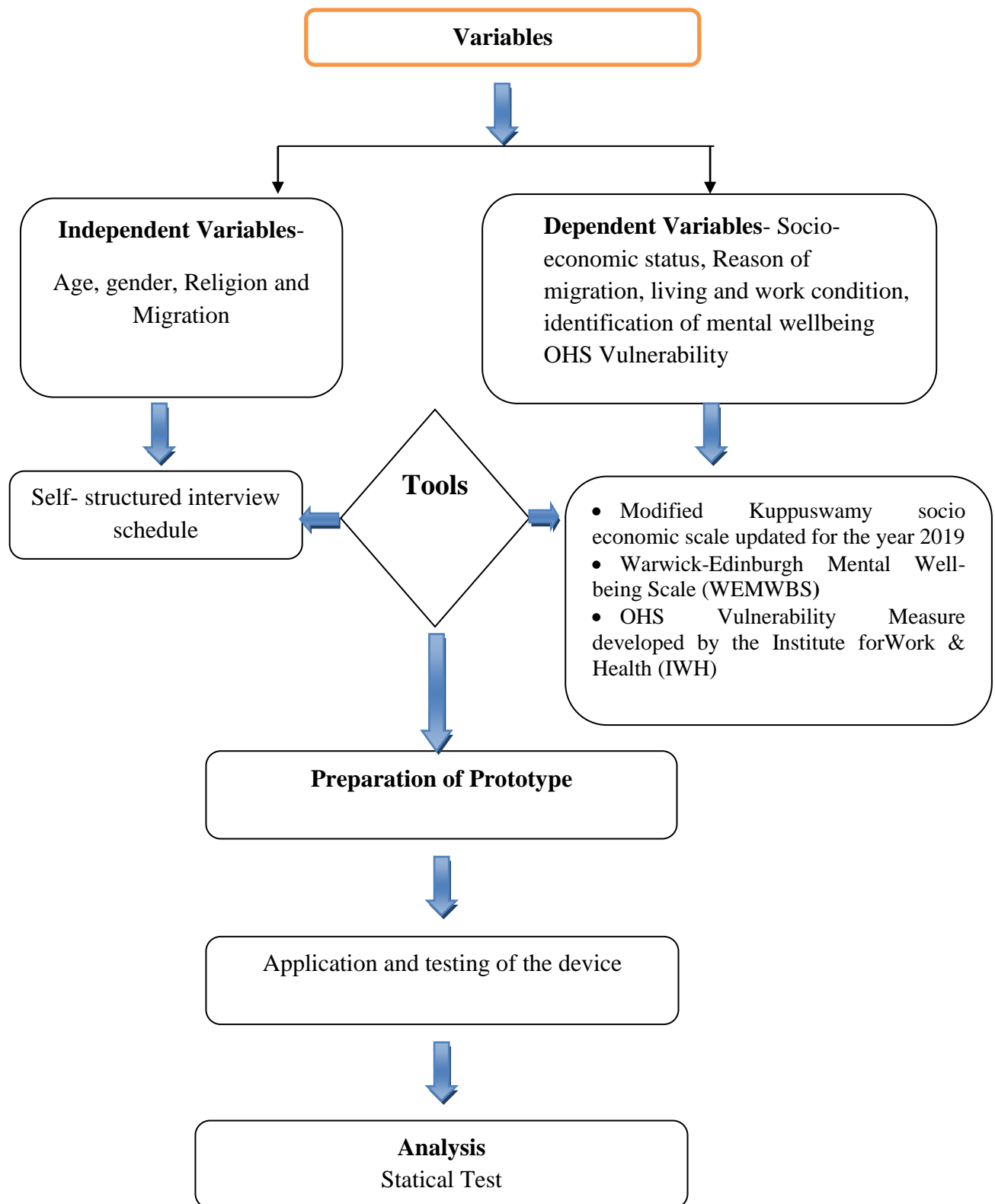
**In chapter 1**, the introduction of the study, its objectives, research problems, sources of data have been outlined. This chapter begins with the background information about migrants and the socio-economic status of the migrants. The mental health, occupational health and safety vulnerability has been described with the help of previous studies. At last, the objectives of the study were highlighted along with the source of data, research questions method in the form of the hypothesis for achieving the solution of the problem.

**Chapter 2**, deal with the earlier studies related with the objectives of topic of this thesis in the form of review of literature. This indicates the fact that there is an urgent need to understand the mental and occupational issues faced by the migrant workers and to provide help. This study attempt to fill the gap between existing condition of the migrant workers and vulnerability with a module with more features that can improve the conditions of the migrant workers. The literature confirms that there is urgent need of development of more policies for the migrant workers.

**Chapter 3** dealt with methodology of the study, which provides a short introduction of the research design, sampling procedure, standardization of scale, tool and technique, study area and sample procedure, data collection, data analysis, design of the modules and testing and its application. It helps in preparing a framework for the future study. Conceptual Model of the research work operational definition of term of research has been presented in this chapter. Identified dependent and independent variables have been discussed in this chapter.

#### SCHEMATIC REPRESENTATION OF RESEARCH STUDY

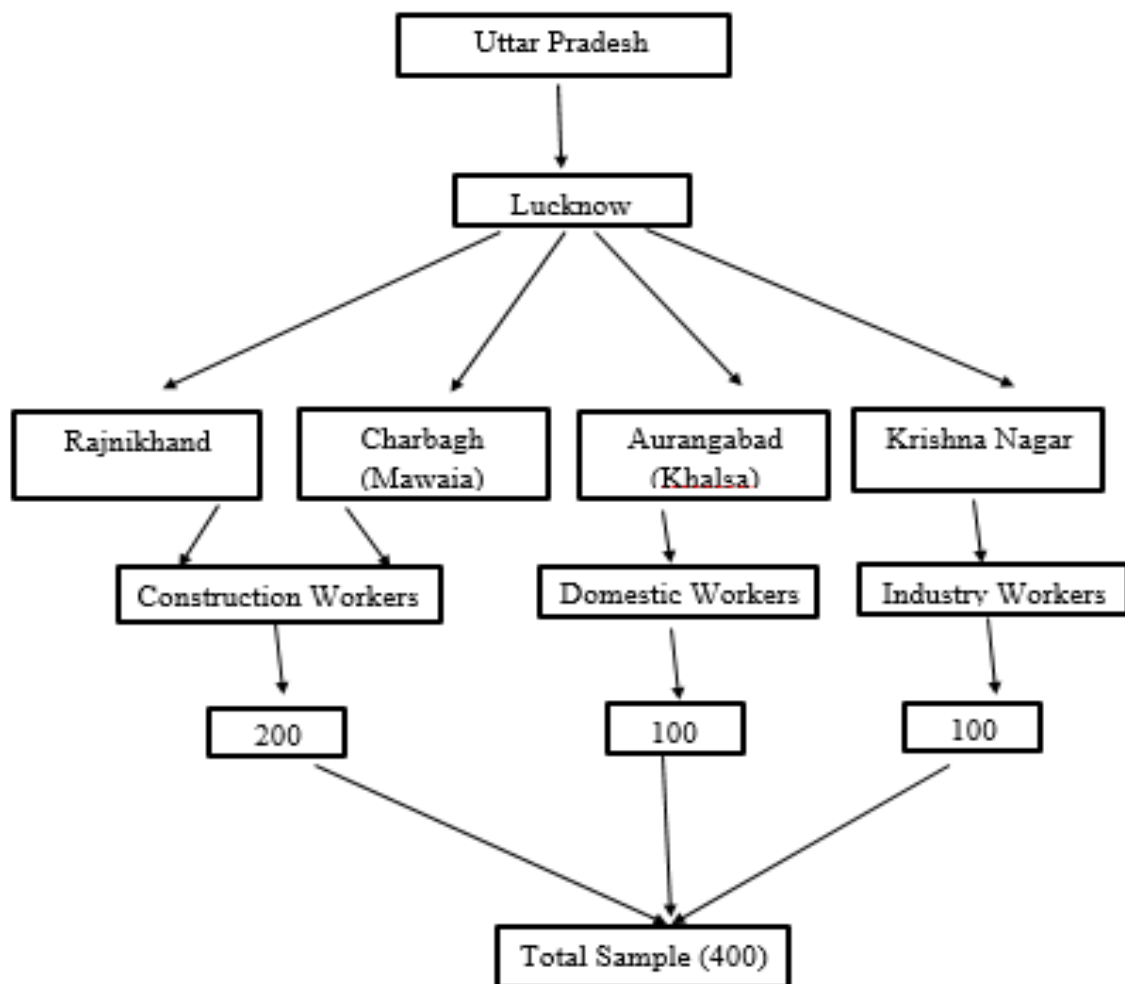




### Selection of sample

The present study was conducted in four different areas (Rajnikhand, Charbagh (Mawalia), Aurangabad (Khalsa) Krishna Nagar) of Lucknow City. The selection of

these areas was done, as there was presence of migrant workers in these areas in Lucknow.



**Schematic presentation of the sample**

### **Preparation of Prototype**

A prototype was design in the study to test the mental well-being and reduce OHS vulnerability. For this prototype 30 migrant workers were tested, 20 from construction workers, domestic workers and 10 industry workers.

Following commands were proposed to use the wrist band which was made to improve mental well-being and reduce OHS vulnerability.

- As power up device will try to connect with wifi
- On board wifi blue led will start flashing

- Wfit connected with wifi then it will stop flashing & turn on now device will get panic button status it is true then panic led will on
- Now device will try to collect all 3 slave status
- If you want to reset devices then press resets & power up, it will turn on reset led & will take approx 15 second to reset data on server
- If everything ok then same led will flash 18 times, if it error led start flashing it means data not updated on firebase server user have to push button until blue light turn on

A Helmet was also developed to protect the physical danger faced by the migrant workers at their workplace that is supposed to be used with the wristband-developed. The helmet have a hard Shell which takes care of the Impact, the Inner harness to provide a snug fit on the skull as well as it provides cushioning between the inner of the Shell and the Wearer's head, Chinstrap to hold the Helmet in place by way of Chin and a sweatband to absorb Sweat while in use. The ventilation ports provide air ventilation across the skull while working long hours and amidst high heat areas.

**Chapter 4** is concerned with detailed discussion of result and discussion. There are total 400 migrant workers and their general profile is assessed through frequency analysis related to their gender/ sex, age, nativity, religion, identity card, period of migration, place of workers, marital status, monthly income, working experience, education of the workers and type of work. The detailed has been presented in a tabular form. Social economic status of migrant workers was considered a very important aspect in relation to the study on migrant workers. Further, the researcher also throws light on the level of these migrant workers across the social economic status on the scale of- Upper, Upper Middle, Lower Middle, Upper Lower & Lower. The study difference between OHS vulnerability of migrant workers across gender was studied by applying t-test. The ANOVA was used further to study the difference if any, between OHS vulnerability of migrant workers across age, working experience, place of work, type of work and Social Economic Status (SES). Then, Chi Square Analysis was performed to study the difference between Sex of the respondents and- OHS (Occupational Health and safety) scale Workplace hazard, Workplace policies and procedures, Occupational health and safety awareness,

Participation in occupational health and safety (Empowerment). The relationship between OHS score of the respondent & OHS score of the respondent and it was carried successfully by applying Correlations analysis.

## **HYPOTHESIS**

**H0 1: There exists no significant difference in the OHS vulnerability of migrant worker across their age**

Data showed that as p value was less than 0.05, hence, null hypothesis is rejected which means that there exists significant difference between the group across age.

**H0 2: There exists no significant difference in the OHS vulnerability of migrant worker across gender**

Data showed that as p value was less than 0.05, hence, null hypothesis rejected which means that there was a significant difference in OHS vulnerability of migrant workers across gender.

**H0 3:- There exists no significant difference in the OHS vulnerability of migrant worker across their working experience.**

Data showed that as p value was less than 0.05, hence, null hypothesis rejected which means that there was a significant exist between the worker across working experience.

**H0 4:- There exists no significant difference in the OHS vulnerability of migrant workers across place of work.**

Data showed that p value was less than 0.05, hence null hypothesis rejected which means there exists significant difference between OHS vulnerability of migrants workers across their place of work

**H0 5 :- There exists ni significant difference in the OHS vulnerability of migrant workers across type of work**

Data showed that p value is less than 0.05, hence null hypothesis rejected which means there exists significant difference between OHS vulnerability of migrant workerz across their type of work

**H0 6: There exists no significant difference in the OHS vulnerability of migrant worker across Social Economic Status (SES).**

Data showed that as p value was less than 0.05, hence, null hypothesis was rejected which means that their significant difference between the worker across their Social Economical Status (SES).

**H0 7: There exists no significant difference in the mental well- being of migrant worker across age.**

Data showed that as p value was less than 0.05, hence, null hypothesis is rejected which means that there was no significant difference between across age.

**H0 8: There exists no significant difference in the mental well being of migrant worker across gender.**

Data showed that as p value was more than 0.05, hence, null hypothesis is accepted which means that there was no significant difference between across gender.

**H0 9: There exists no significant difference in the mental well- being of migrant worker across their working experience.**

Data showed that as p value was less than 0.05, hence, null hypothesis rejected which means that there was a significant difference between the workers across working experience.

**H0 10:- There exists no significant difference in the mental well- being of migrant worker across place of work.**

Data showed that as p value was less than 0.05, hence, null hypothesis rejected which means that there exists significant difference between mental wellbeing score of migrant worker across their place of work.

**H0 10: There exists no significant difference in the mental well-being of migrant worker across social economic status (SES).**

Data showed that as p value was less than 0.05, hence, null hypothesis rejected which means that there was a significant exist between Mental Wellbeing Score of migrant workers across their socio economic status (SES).

**Ho11: There exists no significant difference in the mental well-being of migrant worker across type of work.**

Data showed that as p value was less than 0.05, hence, null hypothesis is accepted which means that there was no significant exist between working time per day.

**Ho12: There is no impact of OHS vulnerability on mental well-being of migrant workers.**

Data showed that as p value was less than 0.05, hence, null hypothesis was rejected which means that there was significant difference exist between OHS vulnerability of migrant worker across type of work.

In the study a prototype was also develop looking at the safety measures of the workers. For the prototype a wristband and a helmet were developed and tested on 30 migrant workers. The wrist band has two button connected to led lights which switch on by pressing the button during the time of incident to indicate the danger and respond their safety. Also this wristband is connected to a battery which is used for supplying power. The helmet developed has six parts, Shell, Harness, Headband, Sweatband, Peak and Chinstrap. The helmet above have a hard Shell which takes care of the Impact, the Inner harness to provide a snug fit on the skull as well as it provides cushioning between the inner of the Shell and the Wearer's head, Chinstrap to hold the Helmet in place by way of Chin and a sweatband to absorb Sweat while in use. The ventilation ports provide air ventilation across the skull while working long hours and amidst high heat areas. On interviewing the workers after the trial of the safety helmet and wristband, the response shows that the workers were felling secure after using it.

## FINDINGS OF THE RESEARCH

Major findings of the research were:-

- Data showed that out of the total 400 respondents, majority of the respondents were in the age group of 30 to 35 years with 136 (45) males and 39 (39) females. While 77 (25) male and 37 (37) female respondents were from the age group of 35 to 40 years, 69 (23) male and 18 (18) female respondents were from the age group of 25-30 years and only 18 (6) males and 6 (6) females were from the age group of 20 to 25 years.
- Migration of this migrants were mostly from outside U.P. with the data of 66.3 male and 59 female belonging to other state. The major religion followed by this migrant was Hindu (39% male and 58% female) and Muslim (60% male and 42 %female).
- The data also showed that majority of the migrant has (98malle and 97 female) and voter card (94 %male and 98% female). But other ID card such as ration card, pan card and ID card was found only with few of them.
- The period of migration of this migrant were mostly from 5 to 10 years (47% male and38% female). Majority of the female have migrated for more than 10 years (49%)
- Monthly income of the workers ranges from 4000 to 10000, where majority of them gets between 6000 to 8000 (39.3 %male and 35%female).
- In regards to the education, majority of the migrants were illiterate (69.3% male and 59%female) or have completed the primary level of education (22.3% male and 37 %female).
- Occupation of the head of the family was mainly elementary occupation (41.8%), Skilled Agriculture and fishery workers (23.8%) or were unemployed (18.3%). Few of them were also involve in other occupation.
- The data showed that majority of the family head were illiterate (43.8%) or have education up to primary level (38.8%). Few of them were Middle school certificate holder (16.8%).

- The family income of majority of the workers was 11,708-19525 (42%) followed by 2908-11,707(34.3%) and 19516-29199 (20%).
- Out of 400 respondents, 219 (54.8%) respondents were from upper lower, 89(22.3%) respondents were from lower middle, 58 (14.5%) respondents were from lower, 30 (7.5%) respondents were from upper middle and remaining 4 (1.0%) respondents were from upper. The results showed the majority of respondents who were from upper lower socio-economic status.
- Living condition of the migrant workers shows that majority of the migrant workers live in a rented house (52.85%), some lives on streets (18.3%) or temporary constructed house (17.5%).
- The family size of the respondent varies from 4 to more than 8 people, among which majority of them live with 4 to 6 people (57.8%) and the type of house majority of them live is cottage (52.8%) with proper water and bathroom facilities.
- Electricity facility was not provided to every individual; only 47 of the whole population have the electricity facility and get 14 to 18 hours of electricity daily.
- For cooking they use different type of fuel such as kerosene (4.3%), L.P.G gas (26.5%), fire wood (96.8%), traditional fuel (99%), heater (9%), multi fuels (75%).
- Facilities such as school(87.5%), market (100%), playground (52.5%), Bank(100%), tempo stand (100%), Railway station (100%) were available to major of them. But hospital was available to only 30 of the population.
- Cycle was the major means of transportation for majority of them (44.3%).
- The data shows the facilities such as washroom (12%), protecting clothing (19.5%), first aid box (24%), safety equipment (50%), Canteen (0%) was very poor at the working place.

- The data show that they face abuse at the work place such as punching (37.7% male and 40% female), hitting (40% male and 40% female), Slapping (38% male and 40% female), physical unsafe (37.7% male and 40% female), name calling (37.3 %male and 0 %female) and many more.
- Out of 400 respondents, 200 (50.0%) respondents do not have the facility of safety equipment whereas 200 (50.0%) have the facility of safety equipment
- The statistics of the OHS vulnerability among migrant workers shows that majority of workers do excessive work like carrying or pushing items heavier than 20 kg at least 10 times during the day, doing repetitive work with hand and wrist for at least 3 hours. They have to stand for more than 2 hours in a row. They were also interact with hazardous substances such as chemicals, flammable liquids and gases. They also face bully and harassment at work often.
- Majority of respondents were not clear about their rights and responsibilities in relation to workplace health and safety. And were not feeling free to voice concerns or make suggestions about workplace health and safety at their job.
- Results showed the out 300 male, 66.1 percent were falls under low mental well-being score category of, out of 100 female, 55.0 percent were falls under average category mental well-being score 40-59. Although the number of female were less than male, but comparatively more of female have average mental well-being score.
- The developed prototype has been tested on 30 migrant workers in terms of their safety comfort and improvement of their work efficiency. During the testing period, the prototype was given to the construction and industrial migrant workers so they could use it while working. The result shows that the workers using the prototype were mainly satisfied.

## **CONCLUSION**

This study revealed mental well-being, Occupational health and safety (OHO) vulnerability among migrant workers of Lucknow, U.P. The result showed that the

people not only from U.P but also from other state migrate to the city to pursue work. Majority of the workers were of age group 30-35 and illiterate. . The social economic status of the respondent was studied which shows that up to 49 of the respondent were from upper lower SES. Due to the low SES score they do different kind of hazardous work and live in an unsafe environment which includes risk to physical and mental health. This increase the OHS vulnerability of the workers, the OHS score of both male(88) and female(80) shows that they are highly vulnerable to their work life. While interviewing with the migrant it was found that they face daily harassment at work and abuse which has lead to more pathetic condition. Having to part away from family and facing daily abuse became one of the reasons of their poor mental health, adding to it the occupational health and safety was also poor as they have to work for several hours without proper safety measures and equipments. This vulnerability leads to decrease in the level of mental wellbeing of the migrants. The data in the study shows that 66 of male and 36 of female has a low level of mental wellbeing. Whereas up to 31 of male and 55 of female has average level of mental well-being The responses of the migrants revealed that most of the migrant were unaware about their mental health problem and there safety conditions and neither were aware about the government policies and rights to support them. So, they neither complain nor ask for a vulnerable free work environment. Therefore, it is necessary to reduce the OHS vulnerability which could help to increase the level of mental wellbeing. And to do so a prototype (wrist band and helmet) has also been developed and tested on 30 migrant workers of Lucknow which shows a significant difference according to the response of the respondent. The study also concludes that major steps should be taken by the government and the individuals to help the migrant to deal with their physical and mental health.