



03 June 2026

**St. Joseph's University, Bengaluru**  
**Call for Applications: Research Associate Position**

St. Joseph's University, Bengaluru invites applications for one Research Associate (RA) position a project on **“Improving the lives and livelihoods of Interstate Migrant Workers-an empowerment model project by SJU”**

**Initial contract:** The initial contract is for six months from June-December 2026 but can be extended for another six months upon the satisfactory performance of the candidate.

**Eligibility:** The candidate must have completed Master's in Social Work with a specialization in Community Development. Functional knowledge of Kannada and Hindi languages is mandatory.

**Age limit:** Between 21 to 30 years as on the commencement of the project.

**Stipend:** A monthly stipend of Rs 20,000 is paid to the candidate for the duration of the project.

**Project site:** The project is located in and around Bengaluru city. The candidate should be based out of Bengaluru. Since it is a field based project, Work from home is not possible.

**Applications must be submitted by 11<sup>th</sup> June 2026** via the portal. Eligible candidates will be called for an online interview. Details will be communicated by the registered email to all the candidates.  
The project starts on 15 June 2026.

**Project description:**

Improving the lives and livelihoods of Interstate Migrant Workers-an empowerment model project by SJU

A Study on the living and working condition of interstate migrant workers in Bangalore and the challenges being faced by them and follow up interventions – An action research project

**Global definition:** “Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledges, social work engages people and structures to address life challenges and enhance wellbeing. The above definition may be amplified at national and/or regional levels.” - International Federation of Social Work

**School Social work:** The University Grants Commission (UGC) has approved that the Social Work profession as academic discipline and practice based profession, the UG & PG students are being taught theories in the class and provided opportunities to apply theories in the field and learn. The students have been sent to rural, tribal and urban areas placed in NGOs, CSOs, CBOs and Government agencies for organized learning from real life situation by deputing students weekly 2 days field work / 100 days entire course, stay 10 days in a village Rural camps, organizing visit to tribal areas, work continuously for 30 days Block placements, internships, assignments carry research and documentation on specific issues in addition to participating in the national and international workshops and

conferences. The studies conducted by students during field work and other interventions helped conducting opinion surveys, mini research on the condition of vulnerable groups, ensuring social entitlement schemes, etc.

SJRCC (St. Joseph's Resources Convergence Centre) is a field branch of School of Social Work: established to undertake studies and experiment with students and the community. proposed use potentials, talents, academic / professional skills of students for the welfare and development of vulnerable sections, this is an opportunity for students apply theory in the real life situation, so that both the students and the communities benefit. Each year one specific vulnerable group deprived of human rights will be selected for action research and the junior students will made to continue to work with the community. It has been facilitating issues related to human rights and entitlements. Recently a Fact Finding Mission on the condition of Shelter for Homeless in Bangalore consisting MSW students, faculty and PUCL volunteers. Which has influenced the implementing NGOs activated to begin dialogue with government and BBMP authorities.

SJRCC has established a Resource Centre in St. Joseph's College of Law, undertaken an Action Research to uphold the rights Undertrial prisoners and their families involving the law students and faculty members. During the last 3 years, the resource centre established an Association of Prisoners Families for Justice (APFJ) which has 250 prisoners' families in Bangalore. The students and APFJ members have established organized contacts and filing complaints with SHRC, Child Rights Commission. Women's Commission, etc. Similarly, the Resource Centre and APFJ are maintaining functional relationship with KSLSA, DLSA refer cases to free legal aid, invite them for Public Hearing, consultation etc. The KSLSA after recognizing their commitment, the students from law school and 6 APFJ members were appointed a Para Legal Volunteers.

Now, the SJRCC has decided to work with interstate migrant workers living and working in Bangalore. "Migration refers to movement of people from one place to another place to settle temporarily or permanently". There are two main categories of migration voluntary migration or forced migration. Due to global and national neo liberation polices influenced change in day today life. The most affected are forced migrant workers leading substandard life

The forced eviction has been chosen for this action research as people from weaker sections are being pushed to migrate to another place to earn livelihood and survival.

Demographic profile of unorganized and migrants workers

The annual report for 2024-25 released by Ministry of Labour and Employment reveals;

Total workforce in the country - 64.33 Crores,

Organized workers workforce - 1.29 crores

Unorganized workforce – 90% it is important to note the Labour Ministry don't even have exact number unorganized workers, the most neglected by state and central governments.

It is evident from the above statistics that the rights of 90% Unorganized workers ignored and violation of rights of workers, this is right time for migrant workers to come together to claim their share in welfare and development.

However, the Ministry of Labour claim that 31.42 crores of workers registered their names in E Shram portal. But the benefits are very meagre.

Those workers between the 18 – 40 years are eligible for accessing following benefits

1. PMSBY Accident insurance for 2 lakhs yearly subscription Rs.20
2. PMJJY Yojanana life insurance Rs. 2 Lakhs annual subscription Rs. 436

3. PM Man Dhan pension Yojana voluntary contribution matched will get Rs. 3000 after 60 years
4. PM Athma Nirbar Yojana Rs. 10,000 capital loan for street vendors

The workers should discuss, deliberate and expose the denial tactics of governments also challenge such issues in the courts get justice

Inadequacies in government schemes;

1. The schemes highlighted with limited benefits but magnified
2. Very restricted coverage of workers by limiting the age
3. Age group for availing the benefit is restricted to 40 years, this is a denial tactics
4. Silent about PF, ESI, Gratuity, maternity benefits
5. The minimum wage notified every year has not been enforced, there is no monitoring mechanism.
6. Contract and outsource systems and policies goes against rights of workers
7. No Trade Unions to bargain with government and argue for their rights
8. Only the workers who are earning Rs. 15000 pm are eligible to avail benefit is unscientific.

This is high time that the workers need understand and questions about the legitimacy of the schemes

Failed to realize the constitutional mandate in favor of unorganized workers

Articles 14 and 16: Equality before law & equal opportunity in public employment.

Article 19(1)(c) Right to form associations or Trade Unions

Article 21 Right to life personal liberty including right to livelihood.

Article 23 & 24 Prohibition of forced labour and child labour in hazardous occupations

Article 41 – 43 A Right to work, Living wage and just working condition and Participation in management

There is a need to form association / Trade Unions for creating widespread awareness and discussion on the realization of constitutional rights

45% share in GDP contributed by Un organized workers

According to the annual report for 2022 – 23, submitted by the Ministry of Labour and Employment acknowledge that the Unorganized workers contribution to the GDP as 45%, yet they are being deprived and denied of their share in welfare and development.

## Reasons for selection of Interstate migrant workers for action research

1. The SJRCC, on an experimental basis has chosen to work with migrant workers from Bihar, West Bengal, UP, Odissa, Chhathisgrah found very vulnerable interstate informal / unorganized migrant workers deprived of housing, potable drinking water, toilet facilities, electricity, though they have BPL card ration is denied, basic amenities no school for their children, exploitation by police and local leaders.
2. The migrant workers from north India are meeting the labour requirement for infrastructure development and providing services contribution to city's economy.
3. Frequent evictions, demolitions, pay low wages, extended hours of work, exploitation by labour contractors, denial of ration to BPL card issued in their respective states
4. No schools, high rate of school dropouts because of medium of instructions and language barriers.
5. Though they possess BPL cards, ration has not been provided, despite GOI order issued to all the states to provide ration to BPL card holders. This is violation of right to food, this has to be addressed.

All these need immediate attention of the migrant workers community, therefore there is need for action research followed by special interventions.

Therefore, the SJRCC has taken up this action research

A Study the living and working condition of interstate migrant workers in Bangalore and the challenges being faced by them and follow up interventions – An action research project

The study will cover issues related to safety and security of tenure, Basic needs and amenities, mobile clinic for protection of health, protect them from outsiders' prejudice, the benefits available under Social Security Board and Construction Workers Board.

Goal: Labor Rights are Human right, Right to Life with dignity which the State has forgotten to protect – An attempt to Uphold right to life and dignity interstate migrant workers by collectivizing interstate migrant workers from different state to realize the rights and entitlements as a matter of right.

Objectives are;

Study phase: Study on the condition of the lives and livelihood of interstate migrant workers living in Bangalore city.

1. To get insight into the living and working condition of migrant workers and their families living in Bangalore.
2. To study the factors influenced to migrate from the native of migrant workers
3. To assess the extent of right to food realized and educational needs of children met.
4. To find out the level of awareness on their rights and entitlements of migrant workers and assist them to form their own collective to address the challenges.

A. Study phase:

Geographical coverage:

All 4 localities identified for the study wherein majority of people are from Bihar, UP and West Bengal are living. All these are located in part of north Bangalore.

1. Chiranjivi Layout: It has 500 families
2. Slum near Haj Bhavan: Has 100 families
3. Slum near Thirumenahalli: has more than 100 families
4. Bellahalli : Has 120 families

In association with PUCL Karnataka, Jana Sahayog, Miracle, Child care India, Garima Association. We have a local person Mr. Ananth, who has been working with children focusing education. Has agreed to extend support us for data collection.

Selection of respondents and data collection:

It is proposed to collect data from families not individual households, however, the list of such households will be prepared and kept for future interventions. Family male or female head will be the respondents.

Data enumeration has already began from January 8th Thursday for 25 working days by 18 MSW students with knowledge of Hindi volunteered to participate in the data enumeration process. The tool for data enumeration and instruction for data collection has already prepared and attached for reference. The data collection will be completed by the end of April.

The data will be documented in Google format, analysis and tabulation will be done using SPSS software.

It was decided to collect data from families not individuals as they come only during season earn livelihood and go back. Data collected will be compiled, data cleaning will be done.

The major finding and the recommendations will be presented to the respondents in small group for developing action plan for future interventions.

The study phase will be completed in May 2026

B. Action phase / Follow up intervention phase: establish legitimate claims and protecting the rights and entitlements.

Human Rights Interventions for liberation of interstate migrant workers

Presentation of major finding and the recommendations, FGDs will be organized in which the needs and the problems will be identified and prioritized and decision will be taken by them. However, The SJRCC would like draw the attention on the list of out of school children and proposed to cover all children to get education.

1. The calendar of events will be drawn only after sharing the report with the families. However, SJRCC visualized continuation of education for out of school children / youth and ensure that the families having BPL card issued by their respective states to access ration in Bangalore.

2. To establish organized contacts and interaction with the interstate migrant workers families on how to mobilize resources to access to basic minimum needs as a matter of right.
3. Creating awareness on their rights and entitlements under the different labour laws, labour codes specially Interstate Migrant Workers Act to access benefit as matter of right.
4. To undertake advocacy interventions to get Anganwadi Centre for 0-6 year children of Migrant workers.
5. Undertake advocacy interventions to get the schools established by government separately for children from West Bengal and Bihar access to education in their mother tongue.
6. Create space for organized interaction among themselves by way of collectivizing them claim their share of development as per labour laws.
7. To assist labour collective in each slum to have CSC (Common Services Centres) in their respective localities to help local residents to registration of entitlement cards under E-Shram portal so that the workers can access to benefits.
8. Establish Trade union to claim labour rights and entitlements, especially to prevent exploitation by middlemen and local goons.

#### Approaches for liberation of interstate workers from exploitation

1. Evidence (circumstantial) approach: Society is dynamic, problems bound happen, solutions also found. Those who experience problems are capable of finding the solutions. Series of problems crop up in real life situation solutions also found by those who experience problems. In this regard, make the workers realize and understand the real life situation which is causing inhuman, substandard living and working condition. They have to be made to identify the systems and structures are responsible for creating such a situation, create space for interaction to find ways and means to address the problems keeping in view their share in development as a matter of rights. The victims can understand the issues better and express better, it is they who got struck, exploited, victims. there need for facilitating such people to come together collectively fight to find solution together no one can liberate unless they wake up and take up the issues into their hands. Those who are deprived should be able to defend themselves collectively so that they can take the process forward on their own.

The study will provide not just the information but also insights, analysis to think of thoughts / ideas / alternatives but also provides grounds for arguments. Thus, the process of liberation has to begin with people and led by themselves.

2. Confidence building and collectivization approach:

The individuals, groups and communities are gifted with ability and potential to cope up with adverse situations because they are born and brought in that difficult environment. With regard to interstate migrant workers, where they live is a new place, new people, new work, new culture, new systems and structures and totally new environment, they may work and earn, find long time to cope up with new environment. It is very difficult to address problems alone, there is a need for larger group or community to negotiate / fight with new people, systems and structures. Thus, there a need for collective or neighborhood association of their own that will bring confidence in them to bargain and negotiate with outside the community. The collective gives them the recognition and confidence.

The migrant workers are very dynamic, have the ability take up any work, they are producers of wealth, service providers, have multiple skills, do not sit idle they work and earn, often they are paid less or extract long hours of work. Yet, they don't give up. The have the ability to cope up with difficult environment. The workers with no collective will become vulnerable. This action research project will consciously concentrate on building collective voice so that they work for themselves that will build confidence and leadership with in them and become independent.

With this, the collective give legitimacy and recognition with which the people's basic needs amenities and the problems related to land, housing, minimum wage, exploitation, and extortions shall be addressed.

3. Persuasive approach: The bureaucratic democracy is executive wing of governing system, it is this group of paid employees' delegated power to implement schemes and programs also application of legislative and constitutional mandates into reality. The workers will have to follow the prescribed procedures and formalities to access to benefits as a matter of right. If individuals approach them, they irresponsive, group approach little better, if collective/ voice approach formally they will be responsive. In the case of migrant workers need to follow both formal in writing and informal oral persuasion.

During the project period, the members of collective will be oriented, trained in correspondence with officials of Labour department both state and central government formally and informally. The migrant workers are in the Unorganized sector labour category, they will be exposed to Interstate Migrant Workmen Act, Social Security Board, Construction Workers Board, Food and Civil Supplies and education department including the International Labour Organization.

4. Compliance approach: The persuasive approach does work often the officials are ordinarily binding to follow directions of the commissions constitutional and legislative provisions, sometimes may not work as bureaucratic system are indifferent and irresponsive despite laws, rules and regulations. For example, the GOI has issued an order to all the states to distribute ration to all BPL card holders in the state where the migrants are living and working to access ration but not implemented though the workers have BPL cards. However, the state authorities refuse to implement, similarly, states have failed to provide formal education to migrant's children in their mother tongue. In such situation the collectives can approach authorities to seek direction to concerned authorities to comply with the provisions.

The collectives of migrant workers will be trained and encouraged to challenge such violations by state government will be taken up with constitutionally established bodies by filing complaints with such as Human Rights Commission, Women's and Child Rights Commission, SC/ST and OBC commissions, Police Complaint Authority by way of formally filing complaint against authorities for non-compliance.

5. Litigation approach: The PIL is an important weapon in the hands of common people which can be used free of cost. If the executive ignore directions from the Commissions, the people can approach the High Court or Supreme Court. In democracy, any discrimination, injustice or violation of rights shall be questioned in Court of law as a matter of right by filing writ, PIL (Public Interest Litigations) or reach the High Court or Supreme Court. If affected are poor can approach the Legal Aid Services Authority and file case free of cost. The collective of migrants will also be equipped to challenge the serious matters in the courts by filing petition. The bureaucrats and the policy makers are scared and follow the court directions.

6. Mainstream Media approach: The print and electronic media is considered as fourth pillar of democracy, always work for protection of interest of common people, and uphold and instill the democratic values in systems and structures. Now a days the digital and social media are playing the role of advocacy highlighting the discriminations and injustice and human rights violations. The policy makers, bureaucrats are generally scared of media, being made responsible to answer the questions. The collective of migrant workers will be equipped to take up their issues and handling media to address their issues.

The implementation team: The team consists of both faculty and students will work on different phases, Prof. Rajendra represent SJRCC will lead the team and Capt. Akshay Mandalik represent the faculty members will continue to lead the team. Since, it is an experiment, there is a need for greater flexibility required during the First phase, the team for the 2nd phase will be decided in the beginning of the phase.