

**A Comparative Study and Assessment of
Socio-economic Status of Trained and Un-
Trained Handicraft Women Artisans in
Lucknow and Surrounding Districts-
Barabnki, Sitapur and Unnao.**



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Abbreviations

SHG	Self Help Group
FGDs	Focus Group Discussions
HRD	Human Resource Development
DC	Development Commissioner
IGA	Income Generating Activity
NGO	Non Governmental Organization
JSSs	Jan Shikshan Sansthans
CSR	Corporate Social Responsibility
BKT	Bakshi Ka Talab
DUDA	District Urban Development Authority
CAPART	Council For Advancement Of People's Action And Rural Technology
RGSSBY	Rajiv Gandhi Shilpi Swasthya Bima Yojana
STEP	Support To Training And Employment Programme For Women
HRD	Human Resource Development

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Executive Summary

The Indian economy has a prevalence of informal and unorganized sector, both in terms of the number of workers and enterprises. The various studies reveal that the socio-economic condition of artisans is very pathetic. In the surrounding area of Lucknow, the capital of Uttar Pradesh has a copious number of artisans working in un-organized sector. In this context proposed study aims to promote the inclusive growth by providing appropriate understanding and feedback for the expansion of various development initiatives in the right perspective for the welfare of handicraft artisans and highlights the key gaps or challenges to enhance well being of target beneficiaries. This study examines the socio-economic status of trained and untrained women handicraft artisans engaged *Chikankari* and similar art related to embroidery Like Ari- zardozi, Mukesh, Jali Work, cloth cutting, stitching, printing, final stitching, washing, pressing, etc. in Lucknow and its surrounding districts Barabanki, Sitapur and Unnao. In the above concern, the primary data were collected from 43 villages of Lucknow, Barabanki, Sitapur and Unnao districts by applying tools like responses to interview schedule, focus group discussions and observations in the respective villages. During the study we had interaction with 600 trained and un-trained women ages between 18-45, 16 middle man and 8 traders.

The major findings of the study envisaged that the major portion of the respondents in both categories were Muslim (42 percent in trained category and 59 percent in un-trained category because this work is more popular in the Muslim community. Many of them did not have other source of income except this craft. Around 67 percent of the artisans were working from home in both the categories when they found themselves free from daily chores. The majority of the artisans were working for 2-4 hours in a day (57 percent in trained category and 48 percent in un-trained category). Overall, 79 percent artisans in the trained category and 85 percent artisans in un-trained category were working through middlemen. The artisans had very less opportunity to bargain from middlemen and artisans were depending badly on middle man for wage and work. The majority of the artisans were working at a very low wage rate. Many of them totally dependent on this craft for their subsistence but they find it difficult to make both their ends meet. The majority of the artisans in both the categories were not satisfied with the wage rate (81 percent in trained category and 89 percent in un-trained category) and they did not have any monthly savings. Most of artisans did not have any institutional support in area of forward and backward linkages. Most of the artisans had got no any opportunity to participate in exhibitions organized by various agencies working for the welfare of handicraft. Most of artisans needed money on various junctures of time. They borrowed it from relatives, friends, middle man and traders, but there was a little percentage of artisans found who took loan from the bank. Many of the young and energetic artisans wanted to do this work on a larger scale, but they were lacking financial support. The majority of the artisans neither had an artisan card nor a health insurance card. Most of the respondents in both the categories were literate (83 percent in trained category and 73 percent in untrained category). We preferred literate respondent during the survey to know about the actual condition of these artisans. Overall, 60 percent artisans in the trained category had a personal bank account, but it was found only 38 percent in untrained category. Only 48.6 percent of the artisans of the trained category had a toilet in their premises in comparison to 47.6 percent in untrained category.

Overall 300 artisans were interviewed under various training projects undertaken for the welfare of handicraft artisans. Overall, 34 percent of the trainings were of very short duration about ½ month to 3 months. Only 17 percent of respondents received a stipend during the training and only 56 percent of the respondents were provided training certificates. Very less percentage of the artisans (Overall, 11 percent) had the opportunity to participate in exposure visits during training. Overall, 28 percent of the artisans responded that they were sensitized to some other important issues vital to improve the life skill and living standard except skill enhancement training. Overall, 50.4 percent of the artisans told that they got over-all benefits of the training program while 49.6 percent of the artisans told that although their skill has been improved but did not get any positive change in their income. It pulls our attention on the various shortcomings of project implementation. The probable reason could be related to selection of beneficiaries, forward and backward linkages, follow-up of the training program, support services, etc. Overall, 61 percent of the artisans in training category had a personal bank account in comparison to 38 percent in untrained category. Overall, 31 percent of the artisans had an artisan card in the trained category, but it was nil in untrained categories. The artisans were not aware enough about the benefits of artisan card they could have availed of it. Overall, 15 percent artisans in the trained category were member of SHG in compare 2 percent of artisans in un-trained category. Overall, 23 percent of the artisans in the trained category responded that they had some monthly saving, in compared to 11 percent of the respondents in untrained category, however many of them were un-married in both the category. Overall, 32 percent of the artisans participated in the health sensitization camp in the trained category in comparison to only 11 percent of artisans in untrained category. It was found that major portion of artisans were Muslims in both the categories. On one side, they were not aware about the various government schemes available for them and on the other were lagging behind on various development aspects.

The recommendations under the study are as follows:-

- The funding organizations-state/central government and other private agencies working for welfare of these artisans, should focus on empowering the existing artisans with new market led skill enhancement training programs with integrated approach (livelihood creation and supporting activities by imparting training on technical, managerial and behavioral skills) for rapid adoption of latest technology by the artisans and enabling the artisans to cope with emerging demand and globalizing economy.
- The sponsoring agency should make the provision of stipend including provision of raw materials and equipments etc. in the skill enhancement training programs to compensate their loss of income of poor artisans from their productive work.
- The central /state government and other private agencies should make certification of training program compulsory after successful execution of such training program either it is short term or long term. Participants should be provided with a certificate of training when they fulfil certain parameters designed in their training program may be in the form of practical test during the training. It will improve the quality of training.
- The sponsoring agencies working for welfare of handicraft artisans should promote and give priority to skill enhancement training program proposals that also include comprehensive approach to improve the lives' of poor artisans like sensitization of artisans on their rights and entitlements, providing backward and forward linkages, raising awareness on reproductive child health, imparting life skill education on various aspects of life to achieve significant and measurable impacts of the project activities as per the targets and objectives of the project.

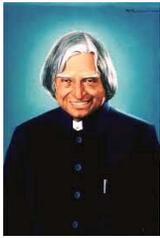
- The sponsoring agencies (state/central and other private agencies) working for the welfare of handicraft artisans should promote exposure visits, especially in long term initiatives.
- The various agencies working for welfare artisans should promote participation of artisans in exhibitions/trade shows/various mahotsava by organizing sensitization camps in the artisans' concentrated area, providing them free of cost stalls in exhibitions, travelling and transportation charges including boarding and lodging.
- Development commissioner handicraft, state /central government and other bilateral/private agencies should organize sensitization camp on the need and importance of artisan card for an artisan and promote registration/issuance of the card.
- The various central /state government and other private/bilateral agencies working for the welfare of artisans, especially the Development Commissioner Handicraft should time to time organize sensitization camps in artisans' concentrated areas on Rajiv Gandhi Shilpi Swasthya Bima Yojana (RGSSBY) and promote their linkage with RGSSBY.
- The central governments/state government/bilateral agencies working for the welfare of artisans and lead bank of the area should organize sensitization camps in artisans' concentrated areas to open the bank account and may promote its linkage with Pradhan Mantri- Jan Dhan Yojana (PMJDY).
- The local level organizations-NGOs and other bilateral agencies working for the welfare of artisans should find out some other source of income (need based and demand driven) in the particular area which can utilize the working potential of the artisans and enhance their income and ensure their regular work availability.
- The sponsoring agencies working for the welfare of handicraft artisans should promote and design a comprehensive and specific program, (like program comprising of new market led skill enhancement training, leadership development, sensitization on schemes related to minority welfare, life skill education, addressing gender based/local issues etc.) which can pull them above poverty line and address the various issues and social problems of these Muslim women artisans by involving local Panchayati Raj Institutions, religious leaders and local level organizations.
- The sponsoring agencies may promote the selling of articles of women artisans through establishing a separate website, either by itself or by public-private partnership or linkages with similar institutions as a tool to diminish middlemen involvements and promote online marketing.
- The artisans may be mobilized and trained about forming their own cooperative society to deal with their own affairs. Through it, they can sell their products directly to traders/consumers at offline/on-line mode. It will also give the cumulative bargaining power to deal with middlemen/traders.

I

Introduction



Introduction



“Empowering Women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their value systems lead to the development of a good family, good society and ultimately a good nation” – Dr. A.P.J. Abdul Kalam

Various development initiatives have been expanded in the various part of our country and have been expanding in the social sector in order to ensure access to health, education and livelihood security for the common man, particularly for the weaker section of society but we have been still lacking inclusive growth and we have miles to go. This study is a very small effort towards these initiatives, especially for women working in the unorganized sector.

Unorganized/ Informal Sector

According to National Statistical Commission, Report (2012) Unorganized or informal sector constitutes a pivotal part of the Indian economy. More than 90 percent of the workforce and about 50 per cent of the national product are accounted for by the informal economy. A high proportion of socially and economically underprivileged sections of society are concentrated in the informal economic activities. The high levels of growth of the Indian economy during the past two decades are accompanied by increasing informalisation. There are indications of growing inter-linkages between informal and formal economic activities. There has been new dynamism of the informal economy in terms of output, employment and earnings. Faster and inclusive growth needs special attention to the informal economy. Sustaining high levels of growth are also intertwined with improving domestic demand of those engaged in the informal economy, and addressing the needs of the sector in terms of credit, skills, technology, marketing and infrastructure.



Image 3: Artisan of village-Goyala, BKT, Lucknow

There are indications of growing inter-linkages between informal and formal economic activities. There has been new dynamism of the informal economy in terms of output, employment and earnings. Faster and inclusive growth needs special attention to the informal economy. Sustaining high levels of growth are also intertwined with improving domestic demand of those engaged in the informal economy, and addressing the needs of the sector in terms of credit, skills, technology, marketing and infrastructure.

The concept of the informal sector was first introduced by Hart, with the distinction between wage and self employment as the essential difference between the formal and informal sectors. Later ILO broadened the scope of the informal sector. Informal activities are typically characterized by ease of entry, reliance on indigenous resources, family ownership of enterprises, small scale of operations of labour intensive and adaptive technology, skills acquired outside the formal schooling system, and unregulated and competitive markets.

The Resolution concerning Statistics of Employment in the Informal Sector, adopted by the Fifteenth International Conference of Labour Statisticians in 1993, defined the informal sector as follows: The informal sector is regarded as a group of household enterprises or unincorporated enterprises owned by households that includes:

- Informal own-account enterprises, which may employ contributing family workers and employees on an occasional basis; and
- Enterprises of informal employers, which employ one or more employees on a continuous basis.

Reviewing various reports, informal sector has multi- conditions and not uniformed in nature and condition of jobs. The informal sector consists of regular workers and casual labour, self employed and those working for others, illiterate to semi-educated, in all age groups (including below and above the normal working age bracket). This combination of differentiated and distinct characters is more pronounced when we talk of informal sector in the urban areas; of a country like India.

The First Indian National Commission on Labour (1966-69) defined „unorganized sector workforce“ as –“those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like the casual nature of employment, ignorance and illiteracy, small and scattered size of establishments”.

The National Sample Survey Organization (NSSO), which has been conducting surveys of un-organized enterprises at periodical intervals, generally adopted the following criteria for the identification un-organized sector:

- a. In the case of manufacturing industries, the enterprises not covered under the Annual Survey of Industries (ASI) are taken to constitute the un-organized sector.
- b. In the case of service industries, all enterprises, except those run by the Government (Central, State and Local Body) and in the corporate sector were regarded as un-organized.

Magnitude of workforce engaged in the unorganized/informal sector

India is an emerging economy with 457.46 million workers in 2004-05. The size of the workforce was 396.76 million in 1999-2000. A large chunk of the workforce was engaged in the informal sector. The estimated number of informal sector workers in 2004-05 was 394.90 million in India contributing 86 percent of total workers. Table 1 shows the distribution of informal and formal sector workers by sector and sex between 1999-2000 and 2004-05. In rural areas the share of informal sector workers in each population segment recorded more than 90 percent and the share of female workers (94.50 percent) is more than male workers (90.34 percent) in 2004-05. In 1999-00 the situation was same for rural area, but over the years the percentage share declined in rural areas. Contrast to rural areas, in urban areas around 70 percent of workers worked in the informal sector, but between the study periods the share of informal workers in urban areas increased.

Table-1: Distribution of informal and formal sector workers by sector and sex between 1999-2000 and 2004-05 (in million) Sector

Sector	Sex	Informal sector		Formal Sector		Total	
		1999-00	2004-2005	1999-00	2004-2005	1999-00	2004-2005
Rural	Male	178.50	197.87	18.24	21.17	196.74	219.04
	Female	98.63	117.21	5.39	6.82	104.02	124.03
	Persons	277.13	315.08	23.63	27.99	300.75	343.07
Urban	Male	51.62	61.94	25.42	28.46	77.05	90.4
	Female	13.89	17.88	5.07	6.12	18.96	24
	Persons	65.51	79.82	30.50	34.58	96.01	114.4
Total	Male	230.12	259.81	43.66	49.63	273.78	309.44
	Female	112.51	135.09	10.46	12.94	122.98	148.03
	Persons	342.64	394.9	54.12	62.57	396.76	457.46

Source: Computed from NSSO 55th (1999-2000) and 61st (2004-05) Round Survey on Employment-Unemployment.

The unorganized sector is very diverse. Many efforts have been made to identify the characteristics of employments or undertakings in the sector. But none of the characteristics can be termed as crucial in defining the sector. However, it will be useful to list some of these characteristics:

- a) Low scale of organization
- b) Operation of labour relations on a casual basis, or on the basis of kinship or personal relations
- c) Small own account (household) or family-owned enterprises or micro enterprises
- d) Ownership of fixed and other assets of self
- e) Risking of finance capital by self
- f) Involvement of family labourers
- g) Production expenditure indistinguishable from household expenditures and use of capital goods
- h) Easy entry and exit
- i) Free mobility within the sector
- j) Use of indigenous resources and technology
- k) Unregulated or unprotected nature
- l) Absence of fixed working hours
- m) Lack of security of employment and other social security benefits
- n) Use of Labour Intensive Technology
- o) Lack of support from Government workers living in slums and squatter areas
- p) Lack of housing and access to urban services
- q) High percentage of migrant labour

Women Working in Unorganized/ Informal Sector



Image 4: Artisan of Rustam Nagar, Chowk side, Lucknow

According to Ministry of Women and Child Development report on Working Group on Empowerment of Women for the XI Plan Women as an independent group constitute 48% of the country's total population as per the 2001 Census. The importance of women as an important human resource was recognized by the Constitution of India, which not only accorded equality to women, but also empowered the State to adopt measures of positive discrimination in their favor. A number of Articles of the Constitution specially reiterated the commitment of the constitution towards the socio economic development of women and upholding their political right and participation in decision making.

The unorganized sector is the largest in India, accounting for 370 million workers in 1999-2000ii, constituting 93% of the total workforce and 83% of the non agricultural work force.

Women account for 32% of the workforce in the informal economy, including agriculture and 20% of the non agricultural workforce. 118 million women workers are engaged in the unorganized sector in India, constituting 97% of the total women workers in India. The informal sector in the non agriculture segment alone engaged 27 million women workers in India.

Women informal workers are concentrated mainly in agriculture – so much so that three-quarters of all employed women are in informal employment in agriculture. 90% of those employed in manufacturing and construction are also unorganized sector workers. Within manufacturing, they predominate in certain industries such as garments, textiles, food and electronics. The seasonality of work in this sector and the lack of other avenues of work make them vulnerable to a range of exploitative practices. They remain the most vulnerable and the poorest. And yet they are economically active and contributing to the national economy

Various studies by Papola (1982, 92), clearly and emphatically show another amazing fact that, the urban labour market discriminates against women much more than the rural labour market. This discrimination results in a decline in the participation of women in economic activities.

Women's Work in India -- Invisible, Unrecognized and Unremunerated

- India has 397 million workers
- 123.9 million are women
- 106 million are in rural areas
- 18 million are in urban areas
- Only 7% of India's labour force is in the organized sector; 93% is in unorganized, informal sector
- 96% of women workers are in unorganized sector
- Female work participation rate (WPR) has increased from 19.7% in 1981 to 25.7% in 2001
- In rural areas female WPR has increased from 23.1 to 31%
- In urban areas it has increased from 8.3 to 11.6%
- But women reported as non workers in the census found to spending 4 hours a day picking, sowing, grazing cattle, threshing, or working as domestic servants for 8-10 hours a day!

Source: WCD Report Empowerment of Women for the XI Plan

A large number of women work as home based workers. About 23% of the non-agricultural workers were home based or working in their own dwellings. Home based workers were an overwhelming 57% of the workforce among women. Home-based worker refers to the general category of workers who carry out remunerative work within their homes or in the surrounding grounds. Women turn to home-based work for a number of reasons. Lack of necessary qualifications and formal training, absence of childcare support, social & cultural constraints and the absence of alternatives are some of the reasons. Families need cash incomes for their survival. Loss in formal employment and reduced returns from agriculture often result in men migrating to urban centres, leaving behind women and children. With home-based work being the only alternative available for poor communities, it is not confined only to women but also involves children, especially girls. There are positive aspects of home-based work also. It gives women the opportunity to combine work with domestic chores, flexible and sometimes better working conditions. While designing strategies to meet the challenges, it is important to retain the positive aspects of home-based work.

TABLE 2 PROFILES OF WOMEN WORKERS IN THE INFORMAL SECTOR				
Category	Reasons for Particular Profession	Terms and Condition of Job	Wages	Discrimination on the basis of Gender
Domestic Workers	<ul style="list-style-type: none"> • Job available near their residence • Economic Compulsion • No other skill 	<ul style="list-style-type: none"> • No define rules • Increment in wage only when working for long periods 	<ul style="list-style-type: none"> • Negotiable • Wages not enough to satisfy bare minimum needs 	<ul style="list-style-type: none"> • No discrimination • More preferred against men for household jobs
Construction Workers	<ul style="list-style-type: none"> • No other skill • No land • No other option 	<ul style="list-style-type: none"> • Depend for local contractors for work 	<ul style="list-style-type: none"> • No regular or security of jobs 	<ul style="list-style-type: none"> • Disparity in wages and in nature of work • Ill-treatment and harassment at the hand of contractor
Garment Workers	<ul style="list-style-type: none"> • Lower middle class who wants white collar jobs • Can Work from home 	<ul style="list-style-type: none"> • No significant information 	<ul style="list-style-type: none"> • Work based commission • Negotiable /Arbitrary 	<ul style="list-style-type: none"> • No incidents reported
Petty Traders/Vendors	<ul style="list-style-type: none"> • Find pride in being self employed 	<ul style="list-style-type: none"> • Self employed 	<ul style="list-style-type: none"> • Uncertain 	<ul style="list-style-type: none"> • No incidents reported
Sales Person	<ul style="list-style-type: none"> • Economic Compulsion 	<ul style="list-style-type: none"> • Very tedious and also involves the risk of personal assaults 	<ul style="list-style-type: none"> • Mostly work based • Arbitrary and Low 	<ul style="list-style-type: none"> • No incidents reported

Source: article on “Women Working in Informal Sector in India: A saga of Lopsided Utilization of Human Capital” in 2011 *International Conference on Economics and Finance Research IPEDR vol.4 (2011)* © (2011) IACSIT Press, Singapore

According to the work place embroidery artisans can be generally classified as:

Home based worker: the artisans take the work from the traders/ middlemen/ organizations/ federation and complete it at their homes, whenever they have free time at hand.

Centre based worker: the artisans come to a specific place and do the embroidery for a specific time period. The Centre may be in the house of one of the artisans or it may be a separate unit all together.

III

Purpose, Scope and Methodology



Purpose, Scope and Methodology

This paper examines the socio-economic status of trained and un-trained handicraft artisans engaged *Chikankari* and similar arts related to embroidery Like Ari- Zardozi, Mukesh, Jali Work, cloth cutting, stitching, printing, final stitching, washing, pressing, etc in Lucknow and surrounding districts Barabanki, Sitapur and Unnao.

The city of Lucknow has a prominent place in the history of India, particularly for its arts, historical monuments and rich cultural heritage. The rulers of Awadh, particularly the Mughals were very fond of art and cultural activities such as music, poetry, architecture and handicrafts. Besides being famous for its hot summers and a glorious past, Lucknow is also known the world over for its many fine Handicrafts. Some of the most popular names in this list are Chikankari, Hand Block Textile Printing, Zari Zardozi, Ivory or Bone Carving, Terracotta and many others that are being practiced by various artisans of Lucknow. CHIKANKARI is considered to be the most popular amongst these and is recognized worldwide.

Many times the organization had the opportunity to visit the artisans' concentrated areas and had a deep conversation with them to know about the present Overall situation of these artisans. It was found that Overall conditions of these artisans were very pathetic. They were left out of development trajectory. They were struggling for their subsistence and to improve their living standard. This called for examining the current status of these artisans.

The terms handicraft women artisans, trained women artisans and untrained women artisans have been used in our research topic. The explanations of the terms have been described as follows to understand this study in right perspective.

Handicraft Women Artisans: - Handicraft women artisan means women engaged in *Chikankari* and similar art related to embroidery Like Ari- Zardozi, Mukesh, Jali Work, cloth cutting, stitching, printing, final stitching, washing, pressing etc.

Trained Women Artisans: - Trained women artisans' means artisans who have been provided skill enhancement training, incentives, raw-materials, insurance, marketing linkages and other such support through various project interventions by government or other national and international organization during the last five to ten years.

Untrained Women Artisans

Untrained women artisans means artisans who have not been provided skill enhancement training, incentives, raw-materials, insurance, marketing linkages and other such support through various project interventions by government or other national and international organization during the last five to ten years.

Objectives of the Study

- To measure the impact of various Government and Non-government and other national and international agencies project interventions for the welfare of handicraft women artisans.
- To find out the gaps in implementation of various project interventions for the welfare of women artisans.
- To measure the current socio-economic status of handicraft women artisans.
- To find out the required policy framework for bringing about positive change and empowerment of handicraft women artisans.

Geographical area and target group

The study was conducted with handicraft women artisans scattered in Lucknow (the capital of Uttar Pradesh, India) and its surrounding districts well-known for this craft, namely Barabanki, Sitapur and Unnao. The major target groups were trained and un-trained handicraft women artisan ages between 18-45 years.

Sample Size and Methodology of data collection

The primary data were collected from 43 villages of Lucknow, Barabanki, Sitapur and Unnao districts of Uttar Pradesh by applying tools like responses to interview schedule, focus group discussions and observations in the respective villages. During the study 300 trained and 300 un-trained women artisans between the age group of 18-45, were interviewed. Overall 75 trained women artisans, 75 un-trained women artisans, 4 middlemen and 2 traders in each district were selected for interview on the basis of purposive random sampling.

Figure 1: The study area

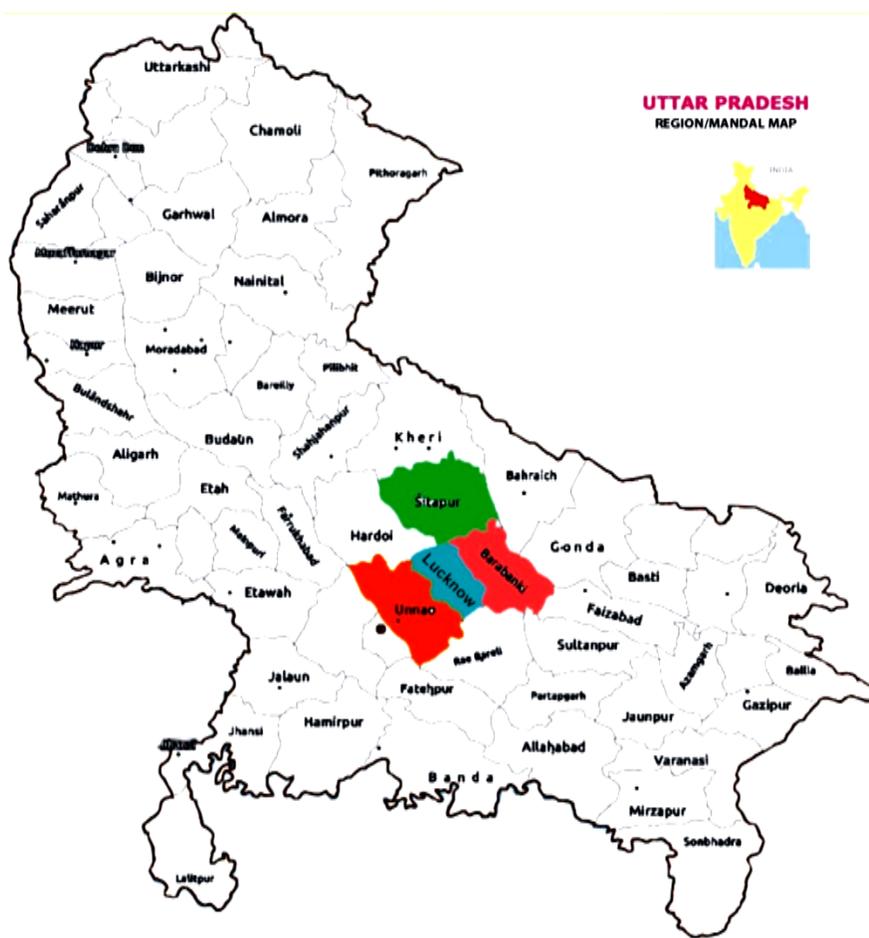


Table 3: Details of Sample Size

District	Number of Artisans		Number of Middlemen	Numbers of Traders
	Trained	Un-Trained		
Lucknow	75	75	4	2
Barabanki	75	75	4	2
Sitapur	75	75	4	2
Unnao	75	75	4	2
Total	300	300	16	8

Findings

III

District wise Comparative Analysis of the Status of Trained and Un-Trained artisans



District-wise Comparative Analysis of the Status of Trained and Un-Trained Artisans

1. Demographic Profile of Respondents

The primary data was collected from 43 villages of Lucknow, Barabanki, Sitapur and Unnao districts by applying tools like responses to interview schedules, focus group discussions and observations in the respective villages. The surveys interviewed handicraft women artisans ages between 15 and 45. Overall 600 artisans were interviewed during our survey out of which 300 were from Trained Category and 300 from Un-Trained Category. There were overall 150 artisans in each district out of which 75 from Trained Category and 75 from Un-Trained Category.



Image 7: Artisans of Goyala, Bakshi Ka Talab, Lucknow

As it can be seen in [Table 4](#) and Figure 2 in the trained category, 42 percent of respondents were Muslims, 23 percent of the Other Backward Class, 21 percent from Schedule Caste and 14 percent from General. While in Un-Trained Artisans Category majority of the respondents were Muslims (59 percent), 18.6 percent of the Other Backward Class, 16.6 percent from Schedule Caste and 5.6 percent from General.

Table 4: Distribution of artisans according to their category

Districts	Trained Artisans Category (% of overall respondents)					Un-Trained Artisans Category (% of overall respondents)				
	n	GEN	OBC	SC	Minority (Muslims)	n	GEN	OBC	SC	Minority (Muslims)
Lucknow	75		24	34.6	41.3	75		21.3	32	46.6
Barabanki	75	24	22.6	32	21.3	75	1.3	26.6		72
Sitapur	75	2.6	1.3	1.3	94.6	75		2.6	2.6	94.6
Unnao	75	29.3	44	16	10.6	75	21.3	24	32	22.6
Overall	300	14	23	21	42	300	5.6	18.6	16.6	59

Note: - n denotes number of overall respondents

Figure 2: Distribution of artisans according to their category

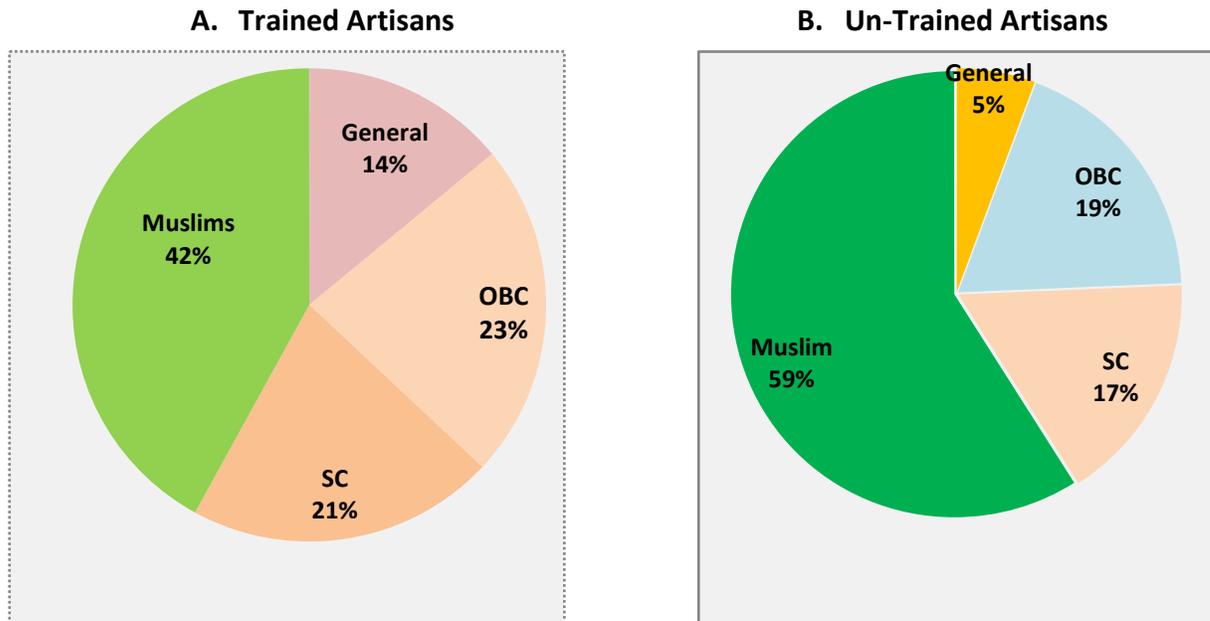


Figure 2 shows that the percentage of Un-Trained Muslim artisan category was higher in comparison to the Trained Muslim Artisans category because during the survey it was found that many of Hindu beneficiaries were undertaken in various training project interventions funded by central /state government and other national and international agencies out of which 14 percent of the artisans were from the General community. It indicates the expansion of this income generating activity towards other than Muslims. As it is known that this work is more popular in the Muslim community and many of the Muslim women do not have any other choice of earnings except this art. They depend for their subsistence on it.

2. Working Condition and Socio-Economic Concern

2.1 Place of Work

According to the work place artisans can be generally classified as **Home based worker** and **Centre/Adda based worker**.

The home based worker: the artisans take the work from the traders/ middlemen/ organizations/ federations and complete it at their homes, whenever they have free time at hand.

Centre based worker: the artisans come to a specific place and do the embroidery for a specific time period. The centre may be in the house of one of the artisans or it may be a separate unit all together.



Image 8: Artisans of MiyaSaraya, Kairabad, Sitapur

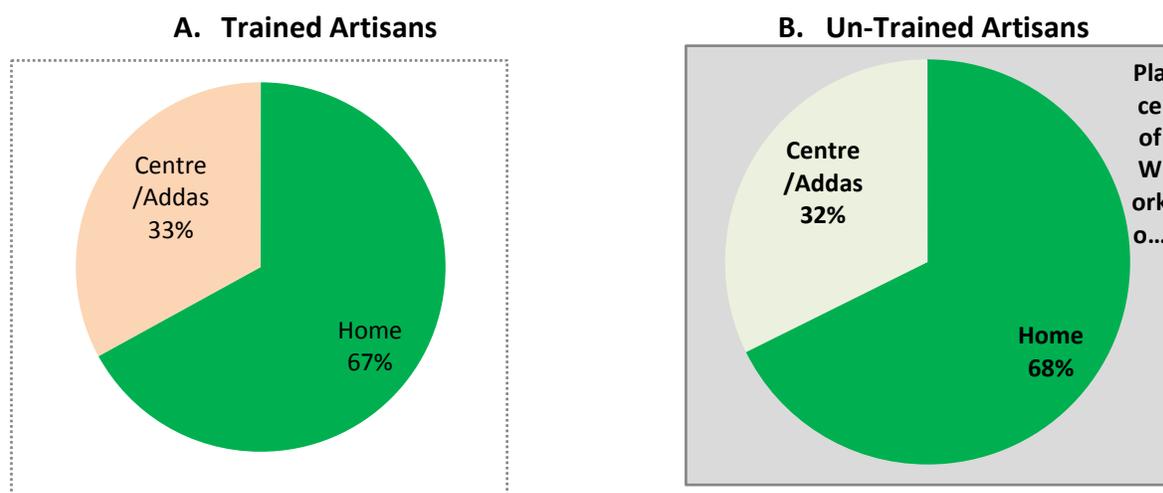
Some of the artisans in a group of 2-5 work at specific place called Adda (local terms for Ari-Zardozi Work). The Ari-Zardozi work gives better return in comparison to simple embroidery work. The working hour at the centre is higher in comparison to working hours at home.

Home: The [Table 5](#) shows that the overall majority of artisans were working from home in both the categories. In trained category of artisans, Overall 67 percent were working from home while in untrained it was 67.7 percent. In Barabanki 96 percent of the artisans were working from home in trained category in comparison to 86 percent in untrained category. In most of the cases it was observed that artisans, those who were working from home spend less time than those of working at centre generally 2-4 hours in a day. The artisans working from home have a very less opportunity to bargain. There was no any mechanism found that can ensure minimum wage/fixed wage to artisans.

Centre/Adda: [Table 5](#) shows that overall 33 percent artisans in trained category were working at centre in comparison to 32.3 percent in untrained category. In Lucknow 54 percent of the artisans in trained category were working at centres in comparison to 22 percent of artisans in untrained category. In Unnao it was 41 percent in trained category in comparison to 34 percent in Untrained Category. In Barabanki only 4 percent of the artisans were working at centre in trained category in comparison to 13.3 percent in untrained category. During the survey, it was observed that many of the artisans did not have proper light and space in their premises. They were working in very unhygienic conditions.

Table 5: Working place of artisans

Districts	Trained Artisans (% of overall respondents)			Un-trained Artisans (% of overall respondents)		
	n	Home	Centre/Addas	n	Home	Centre/Addas
Lucknow	75	45.4	54.6	75	77.3	22.6
Barabanki	75	96	4	75	86.6	13.3
Sitapur	75	68	32	75	41.3	58.6
Unnao	75	58.6	41.4	75	65.3	34.6
Overall	300	67	33	300	67.6	32.3

Figure 3: Working place of artisans

Referring to the Figure 3 it can be seen that overall, there was not any significant difference in working place of the artisans in both the categories. During the survey, it was found that new beneficiaries, those who have been never engaged in this type of activity were undertaken under the various project interventions undertaken by different agencies. Some of the NGOs provided various support services to the artisans after completion of the training program but it was not consistent. Most of the artisans were craving for more and regular work.

**Image 9: Artisans of Hasanganj, Unnao**

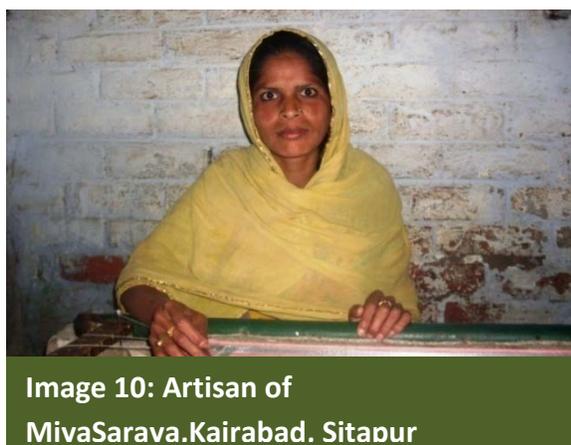
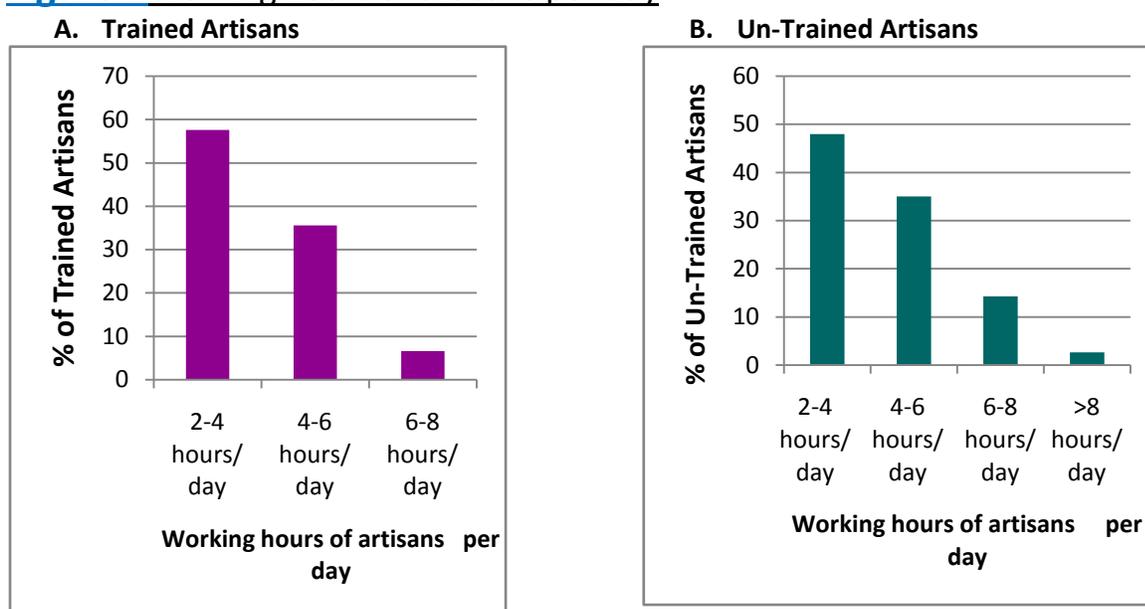
2.2 Working Hours

Table 6 indicates that in the trained category of artisans, 57 percent were working 2-4 hours in a day out of which it was 77 percent in Barabanki, 68 percent in Sitapur, 57 percent in Unnao and 28 percent in Lucknow. It was least in Lucknow indicates that the working hours of artisans in Lucknow were higher in comparison to other districts. It indicates that the artisans of Lucknow had better access to work and market linkage in comparison to other districts. Overall, 35 percent of the artisans were working 4-6 hours per day and 6.6 percent of the artisans were working 6-8 hours per day in the trained category.

In the untrained category of artisans, it was found that 48 percent were working 2-4 hours in a day when they were free from their daily chores while 35 percent of the artisans were working 4-6 hours in a day. Around 14 percent of the artisans were working 6-8 hours in a day. During our survey, it was found that some of the artisans were working more than 8 hours in a day out of which most of them were from the Chowk side of Lucknow.

Table6:Working hours of artisans per day

Districts	Trained Artisans (% of Overall respondent)				Un-Trained Artisans (% of Overall respondent)				
	n	2-4 hours/ day	4-6 hours/ day	6-8 hours/ day	n	2-4 hours/day	4-6 hours/ day	6-8 hours/ day	>8 hours
Lucknow	75	28	54.6	17.4	75	40	46.6	8	5.3
Barabanki	75	77.3	22.7		75	54.6	38.6	6.6	
Sitapur	75	68	26.6	5.4	75	28	29.3	37.3	5.3
Unnao	75	57.3	38.7	4	75	69.3	25.3	5.3	
Overall	300	57.6	35.6	6.6	300	48	35	14.3	2.66

Figure4:Working hours of artisans per day

**Image 10: Artisan of
MivaSarava.Kairabad. Sitapur**

Figure 4 shows that the majority of the artisans were working for 2-4 hours in a day in both categories when they were free from all types of daily chores. Most of them were home based workers. This percentage was higher in Trained Artisans category, one of its reasons was new beneficiaries living in remote/rural areas already engaged in agriculture, animal husbandry, horticulture and allied works were taken under various project initiatives. They did not find it as productive as they wanted it to be. Overall, there was no significant difference in the group of artisans working 4-6 hour/day. In the group of artisans working 6-8 hours/day, the percentage of untrained artisans were as high around 14 percent in comparison to trained artisans (6.7 percent) because during the survey some of the respondents belonged to the Chowk side of Lucknow which was one of the most concentrated areas and the artisans were traditionally engaged in this work for their subsistence and had no any other source of income.

as high around 14 percent in comparison to trained artisans (6.7 percent) because during the survey some of the respondents belonged to the Chowk side of Lucknow which was one of the most concentrated areas and the artisans were traditionally engaged in this work for their subsistence and had no any other source of income.

2.3 For whom artisans were working



Image 11: Artisan of Rustam Nagar, Lucknow

There were mainly three categories with those the artisans were working. They were middlemen, traders and Organizations/Groups/Federations. [Table 7](#) shows that in the trained category of the artisans 79 percent of them were working for middlemen. This proportion was higher in Barabanki, Sitapur and Unnao districts. Around 22 percent artisans were in direct contact with Traders in Lucknow whereas in Barabanki it was only 4 percent. Overall around 12 percent of the artisans were working with organizations/groups/federations out of which 40 percent were from Lucknow.

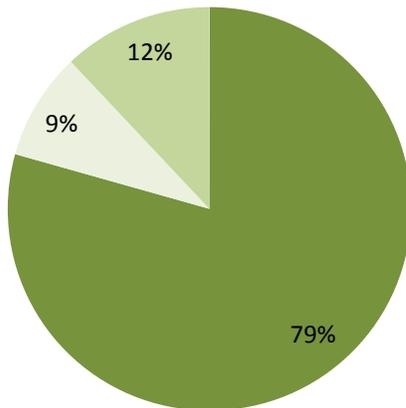
Table 7: Artisans working for whom

Districts	Trained Artisans (% of overall respondent (n))				Un-Trained Artisans (% of overall respondent (n))			
	n	Middle men	Traders	Organizations /Groups/ Federations	n	Middle men	Traders	Organization s/Groups/ Federations
Lucknow	75	37.3	22.7	40	75	69.3	16	14.6
Barabanki	75	92	4	4	75	85.3	14.6	
Sitapur	75	90.6	5.3	4	75	90.6	9.3	
Unnao	75	97.3	2.6		75	93.3	6.6	
Overall	300	79.3	8.6	12	300	84.6	11.6	3.6

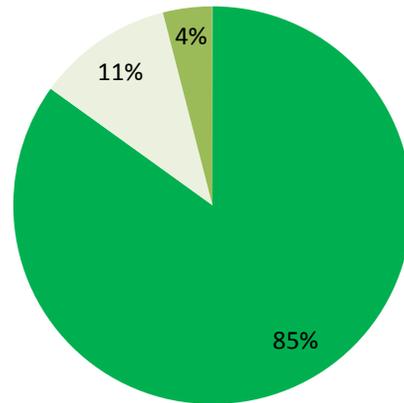
In un-trained category of the artisans majority of them were working for middlemen cumulatively in all surveyed districts around 84 percent, whereas 12 percent were working for traders and 4 percent for Groups/ Institutes/ Federations. Most of the respondents who were working for Groups/ Institutes/ Federations were from Lucknow and Barabanki.

Figure 5: Artisans working for whom**A. Trained Artisans**

- Middlemen
- Traders
- Organizations/ Groups/ Federations

**B. Un-Trained Artisans**

- Middlemen
- Traders
- Organizations/ Groups/ Federations



The artisans, those who were working for middlemen had a very less opportunity to bargain. Many of the Muslim artisans were depending badly on this craft for their subsistence and they did not have any other source of income. During FGDs they told that they were lacking regular access of work and it varies from season to season. They were craving for more and regular work with better wages. They were asking for government support in this regard.

**Image 12: Artisan of Prahaladpur, Laharpur, Sitapur**

Figure 5 shows that the majority of the artisans were working for Middlemen in both the categories. This percentage was higher in un-trained artisans' category around 85 percent in comparison to trained artisans category because 12 percent artisans in trained category were working for organizations/groups/federations that can be seen as support services by NGOs and other implementing organizations working for the welfare of handicraft artisans and also as a positive project impact indicator.

2.4 Estimated Wages



Image 13: Artisans of Mahamudabad, Sitapur

The wages were negotiable and generally not fixed and depended on the piece of work. Referring to the [Table 8](#), in the trained category of artisans overall 41 percent of the artisans were found in the wage group of Rs 10-20 per day. It was 69 percent in Barabanki, 40 percent in Sitapur, 49 percent in Unnao and 5 percent in Lucknow. Overall, 28 percent of the artisans were in the wage group of Rs. 20-40 per day, 11

percent were in wage group Rs. 40-60 per day, 13 percent of the artisans were in wage group Rs. 60-80 per day and around 6 percent of the artisans were in the wage group of Rs 80-100 per day in the trained category. In Barabanki only 6 percent artisans were in the wage group of Rs 40-60 per day, whereas it was 20 percent in Lucknow, 10 percent in Unnao and 8 percent in Sitapur.

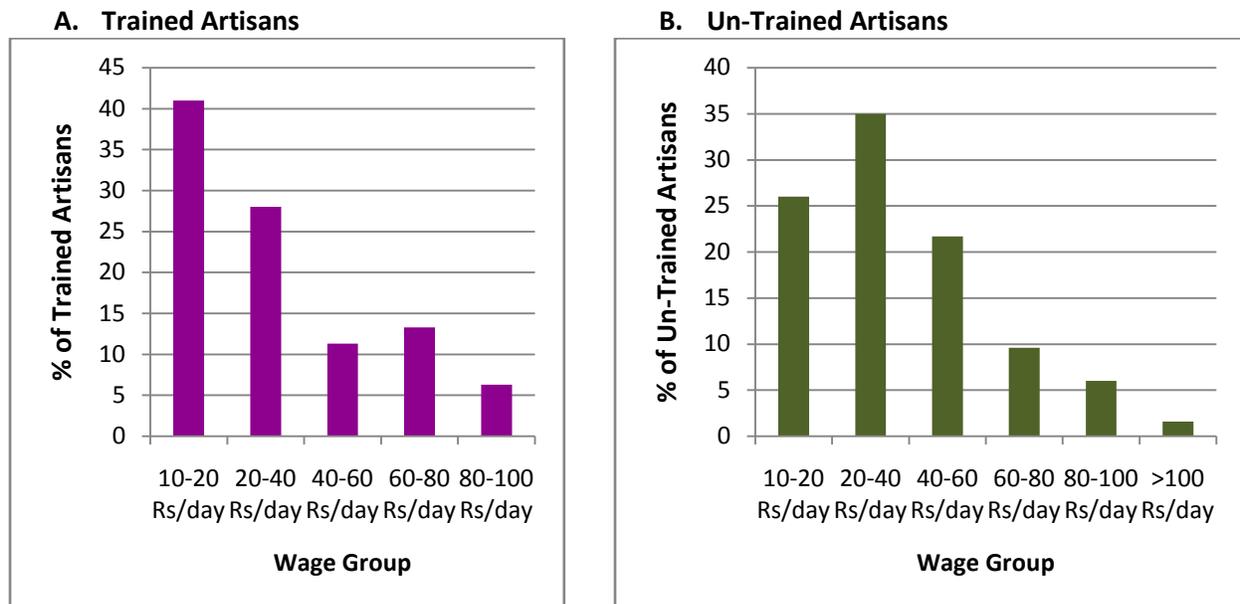
In Barabanki there were no artisans found in the wage group of Rs 60-80 and 80-100 per day, whereas it was 9 percent in Lucknow, 17 percent in Sitapur and 26 percent in Unnao. There were 14.6 percent artisans in Lucknow, 6.6 percent in Sitapur and 4 percent in Unnao found in the wage group of Rs 80-100 per day. In most of the cases, wages were not enough to satisfy their bare minimum needs, but the artisans continue to work and could not bargain.

Table 8: Wage Group (WG) of artisans

Districts	Trained Artisans in the Wage Group (WG) (% of n)						Un-Trained Artisans in the Wage Group (WG) (% of n)						
	n	10-20 Rs/ day	20-40 Rs/ day	40-60 Rs/ day	60-80 Rs/ day	80-100 Rs/ day	n	10-20 Rs/ day	20-40 Rs/ day	40-60 Rs/ day	60-80 Rs/ day	80-100 Rs/ day	>100 Rs/ day
Lucknow	75	5.3	50.6	20	9.3	14.6	75	2.6	57.3	20	9.3	4	6.6
Barabanki	75	69.3	24	6.6			75	18.6	57.4	21.3	2.7		
Sitapur	75	40	28	8	17.3	6.6	75	26.6	17.3	28	13.4	14.6	
Unnao	75	49	9.4	10.7	26.7	4	75	56	8	17.3	13.3	5.3	
Overall	300	41	28	11.3	13.3	6.3	300	26	35	21.7	9.6	6	1.6

In the un-trained category of the artisans overall 26 percent of the artisans were in the wage group of Rs 10-20 per day, 35 percent were in wage group Rs. 20-40 per day, 21.7 percent were in wage group Rs. 40-60 per day, 9.6 percent were in wage group Rs. 60-80 per day and 6 percent were in wage group Rs. 80-100 per day. Around 6.6 percent of the artisans of Lucknow were earning more than Rs. 100 per day. They all were from the Chowk side of Lucknow. Chowk is the centre point of this art. During the survey, it was observed that the artisans, engaged in Ari Zardozi work were earning better wages in comparison to simple embroidery work. Ari Zardozi work had more demand in the market and gives better earning in comparison to simple embroidery work.

Figure 6: Wage Group (WG) of artisans



Referring to the Figure 6, it can be seen that the percentage of 'trained artisans' category in Rs. 10-20 per day income/wage group was higher, i.e. 41 percent in comparison to 26 percent of untrained artisans. One of its reasons was new beneficiaries who had never been engaged in this kind of work and had any other alternative income. Many of them were from Hindu community who were selected under various training project initiatives and they did not find this work as productive as they wanted it to be. Whereas in the wage group of Rs. 60-80 per day the percentage of trained artisans were higher (13.3 percent) in comparison to un-trained artisans (9.6 percent) which can be seen as indicators of the positive impact of projects. There were also few artisans in untrained category, who were earning more than Rs 100 per day in Chowk side were highly traditionally skilled. The artisans, who were engaged in Ari Zardozi work, were earning better wages in comparison to simple embroidery work. The wages were depending on the duration of the work and the time devoted by artisans for this craft and artisans' own capabilities and professionalism.



Image 14: Artisan of Bishunpur, Deva, Barabanki

2.5 Savings, wages and wage rate



The majority of the artisans were not satisfied with the wages they were earning in compensation for their work. They did not find it enough even to fulfil their basic needs. In trained category of the artisans, [Table 9](#) indicates that overall only 23 percent of the artisans said that they have some monthly savings out of which 42.6 percent were from Lucknow, 16 percent were from Barabanki, 10.6 percent were from Sitapur and 21.3 percent were from Unnao. Overall, 19 percent of the artisans said that they are satisfied with the wage rate out of which 40 percent from Lucknow, 8 percent from Barabanki, 13.3

percent Sitapur and 14.6 percent from Unnao. In trained artisans' category only 14.6 percent of the artisans said about some increase in wages during last five years. Out of these respondents, most of them were in direct contact with the traders. It was observed that most of the artisans who responded positively towards wage rate satisfaction and monthly savings were unmarried and had no such family responsibilities.

In untrained artisans' category, only 11.3 percent of the artisans said that they had some monthly savings and only 11.3 percent were satisfied with the wage rate. However, 10.6 percent of the artisans had some increase in wages during the last five years. It was observed that many of the respondents who were satisfied with the wage rate were un-married in this category also.

Table 9: Responses of artisans on savings, wages and wage rate

Districts	Trained Artisans(% of n)			Un-Trained Artisans(% of n)		
	Monthly Savings (n=75 in each district)	Satisfaction to wage rate (n=75)	Increase in wages (n=75)	Monthly Savings (n=75)	Satisfaction to wage rate (n=75)	Increase in wages (n=75)
Lucknow	42.6	40	13.3	8	5.3	6.6
Barabanki	16	8	8	6.6	16	14.6
Sitapur	10.6	13.3	9.3	17.3	14.6	12
Unnao	21.3	14.6	8	13.3	9.3	9.3
Overall	22.6	19	14.6	11.3	11.3	10.6

Overall, 22.6 percent of the trained artisans said that they had some monthly savings in comparison to 11.3 percent in un-trained artisans' category. Overall, 19 percent of the artisans in the trained category were satisfied with the wage rate in compared to 11 percent in untrained category. It can be seen as an indicator of the positive impact of the projects. However, it was observed that the portion of unmarried artisans in the trained category was bigger than in the untrained category of artisans during our survey because un-married beneficiaries were taken-up under various training project initiatives. Many of them were from Hindu community and they were also engaged in some other productive work like agriculture, animal husbandry, horticulture etc.

2.6 Marketing Concern

Table 10 shows that overall 8 percent of the artisans in the trained category some time sell their products directly to customers at various platforms like Exhibitions, Mahotsav, fair, etc. It was 14.6 percent in Lucknow, 8 percent in Barabanki, 5.3 percent in Sitapur and 4 percent in Unnao. Overall, 5.6 percent of the artisans said that

they participated in exhibitions organized by various government agencies in order to have direct exposure to buyers. Exhibitions provide a better platform to artisans to understand the current market trend and it also improves their marketing skills. Most of the artisans did not have opportunities and capabilities to produce and sell their products on its own. Most of the artisan did not find any such mechanism to help them to produce and sell on their own. Overall, only 6.3 of the artisans in un-trained category any time sold their products directly to customers. In un-trained category of artisans none of them participated in any exhibitions and had any exposure to the market.

Table 10: Responses of artisans on marketing concerns

Districts	Trained Artisans (% of n)		Un-Trained Artisans (% of n)	
	Sell by artisans themselves (n=75)	Participation in Exhibition (n=75)	Sell by artisans themselves (n=75)	Participation in Exhibition (n=75)
Lucknow	14.6	5.3	4	
Barabanki	8	12	10.6	
Sitapur	5.3	5.3	5.3	
Unnao	4		5.3	
Overall	8	5.6	6.3	

2.7 Artisans who were member of Self Help Group

Table 11 shows that overall 14.6 percent artisans were member of SHGs in the trained category in comparison to only 1.6 percent in untrained category. It can be seen as a positive project impact indicator. Self Help Group (SHGs) promotes saving habit in poor artisans and provide easy inter-loan for various needs.

Table 11: Artisans who were members of Self Help Group (SHG)

Districts	Trained Artisans Member of SHG (% of n)	Un-Trained Artisans Member of SHG (% of n)
Lucknow	1.3	5.3
Barabanki	28	
Sitapur	28	1.3
Unnao	1.3	
Overall	14.6	1.6



Image 16: Artisan of Palhari, Banki, Barabanki

2.8 Loan/ Debt/Borrow



Image 17: Artisans of Rendua, Banki, Barabanki

Table 12 shows that the majority of the artisans borrowed loan/debt/borrow due to various needs. It was overall, 55.6 percent in trained category and 56 percent in untrained category. Overall in the trained category 79 percent of the respondents borrowed it from their relatives, 8.5 percent from groups/federations/ institutions and 11.3 percent from middlemen/traders and only 0.5 percent borrowed it from banks, whereas in the untrained category Overall, 67 percent borrowed from their relatives, 3.6 percent from groups/federations/ institutions and 27.6 percent from middlemen/traders and only 1.2% borrowed it from banks. Most of the artisans avoid borrowing

from middlemen or traders. They were afraid that they can be badly entangled in the web of middlemen/traders and it can worsen their condition. There were only 1.2 percent of the artisans in untrained category and 0.5 percent in trained category who took loan from a bank. During the survey, it was observed that most of the artisans neither found it easy to take loans from banks nor they were aware about the various formalities even they were scared of it. The percentage of institutional loans in the trained category were slightly better than un-trained category which shows a positive impact indicator of training and support initiatives taken up by various agencies for the artisans.

Table 12: Loan/debt/borrow by artisans

Districts	Trained Artisans(% of n)					Untrained Artisans(% of n)				
	n	Middle Man/ Traders	Groups / Federations / Institution	Relatives/ Friends	Bank	n	Middle Man/ Traders	Groups / Federations / Institution	Relatives/ Friends	Bank
Lucknow	50	8	2	90		56	19.6	7.1	73.2	
Barabanki	53	11.4	20.7	66	1.8	48	33.3	2	60.4	4.2
Sitapur	28	21.4	7.1	71.4		38	29	2.6	68.4	
Unnao	36	8.3		91.6		26	36.6		65.4	
Overall	167	11.3	8.5	79.6	0.5	168	27.9	3.6	67.3	1.2

3 Status of Artisan Card / Health Insurance Card

The artisan card is the identity proof of artisans and it entitles them to avail the various types of government benefits. According to the survey **Table 13** shows that overall 31 percent artisans in the trained category had artisan card out of which it was 38 percent in Lucknow, 56 percent in Barabanki and 30 percent in Sitapur. Most of the artisan cards were made under the project initiatives of development commissioner handicrafts and under the STEP project of ministry of women and child development. Although many of these artisans did not have enough information regarding the use of

artisan card to get benefits from it. The majority of the artisans were not aware about health insurance card and they did not have it either.

In un-trained category it was found that most of the artisans were not aware about artisan card and health insurance card and they did not have it. During the survey and focus group discussions they were told about how to get artisan card and avail the benefits of it. Most of the artisans were eager to get their artisan card issued. They did not have any health risk cover. Many times their economy ends in overall fiasco whenever the serious health problem occurs.

Table 13: Status of Artisan Cards/ Health Insurance Card

Districts	Trained Category (% of n)		Un-Trained Artisans Category (% of n)	
	Artisan Card Holders	Health Insurance Card Holders	Artisan Card Holders	Health Insurance Card Holders
Lucknow(n=75)	38.6	2.6		
Barabanki (n=75)	56			
Sitapur(n =75)	30.6			
Unnao(n= 75)				
Overall	31.3	0.6		



Image 18: Artisan of Bishunpur, Deva, Barabanki showing her ArtisanCard

4. Education and Account Practices

4.1 Educational Status of Artisans



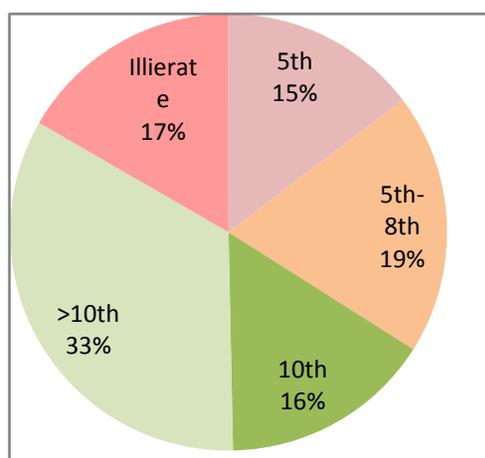
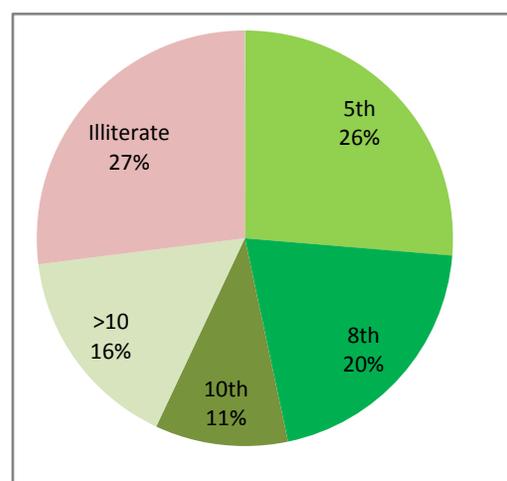
Image 19: Discussion with artisans of Mujasha, Malihabad, Lucknow

In our survey majority of the respondents were literate as it can be seen in [Table 14](#), in trained category Overall, 83 percent were literate. Out of which 14 percent obtained primary level education, 19 percent upper primary, 16 percent high school and 33 percent studied high school and above. During the study literate artisans were preferred in the study so that the real situation of artisans can be known.

Table 14: Educational Status of Artisans

Districts	Trained Artisans(% of n)						Untrained Artisans(% of n)					
	n	Primary	Upper Primary	High School	Above High School	Illiterate	n	Primary	Upper Primary	High School	Above High School	Illiterate
Lucknow	75	18.7	22.7	18.6	34.6	5.4	75	28	24	14.7	10.7	22.6
Barabanki	75	20	21.3	14.6	16	28	75	21.3	21.3	4	10.7	42.7
Sitapur	75	12	24	5.3	36	22.6	75	41.3	16	5.4	9.3	28
Unnao	75	8	9.3	24	48	10.6	75	14.6	20	17.3	33.3	14.7
Overall	300	14.7	19.3	15.7	33.6	16.7	300	26.4	20.3	10.3	16	27

In un-trained category 73 percent of the respondents were literate. Out of which 26 percent of the respondents had a primary level of education, 20 percent upper primary, 10 percent high school and 16 percent studied more than high school.

Figure 7: Educational status of artisans**A. Trained Artisans****B. Un-Trained Artisans**

Referring to the Figure 7 it can be seen that only 17 percent of the artisans in trained category were illiterate in comparison to 27 percent in untrained category. It shows educated beneficiaries were preferred under the various training initiatives. Overall, 33 percent of the artisans had studied more than high school in the trained category in comparison to 16 percent in the untrained category.

4.2 Status of bank account of artisans and its operation



Image 20: Discussion with artisans of Mujasha, Malihabad, Lucknow

It is imperative that each woman artisan should have her personal account in a bank in order to promote financial security and saving habit among artisans. Table 15 shows that Overall, 60 percent of the artisans had a personal bank account out of which 88 percent of them were able to operate it in the trained category, while in untrained category only 38 percent of the

artisans had their personal bank account out of which only 82 percent were able to operate it. In village Mujasha, Malihabad, Lucknow where 40 interview schedules were filled with the trained category, it was found that the majority of the respondents had Bank Account. It can be seen as a positive project impact indicator undertaken in the STEP scheme of the ministry of women and child development.

Table 15:Accounts of Artisans in Bank and its operation

Districts	Trained Artisans (% of n)		Untrained Artisans (% of n)	
	Artisans who had their personal account in bank (n=75)	Artisans who were capable to operate their respective bank account (n=75)	Artisans who had their personal account in bank (n=75)	Artisans who were capable to operate their respective bank account (n=75)
Lucknow	58.6	53.3	38.6	86.2
Barabanki	53.3	40	26.6	80
Sitapur	65.3	56	33.3	60
Unnao	65.3	65.3	53.3	95
Overall	60.6	88.4	38	82.4

5. Health Related Issues

5.1 Sensitization on Health& Hygiene

The status of participation in the health sensitization camp of artisans has been shown in **Table 16**, it indicates that overall, 32 percent of the artisans participated in the health sensitization camp in the trained category in comparison to only 11 percent of artisans in untrained category. By this it was obvious that trained artisans were more aware towards various initiatives undertaken for them in comparison to the untrained category.

Table 16: Health Sensitization Camp

Districts	Trained Artisans Yes (% of n) (n=75 in each district)	Un-Trained Artisans Yes (% of n) (n=75 in each district)
Lucknow	38.6	9.3
Barabanki	21.3	10.6
Sitapur	41.3	14.6
Unnao	28	12
Overall	32.3	11.6

5.2 Status of Institutional Deliveries (Childbirth)

Institutional deliveries means ensuring that every woman who is pregnant reaches a hospital or medical facility in time. **Table 17** shows that 13 percent of deliveries took place at artisans' home in trained category in comparison to 30 percent in un-trained category of artisans. It shows that the trained artisans were more aware about institutional delivery in comparison to the untrained artisans. Overall, 21 percent deliveries of married women in the trained category reported in a private hospital, 54 percent in government hospital and 11.3 percent in both government and private while untrained category it was reported as 12 percent in a private hospital, 55.6 percent in government hospital and 1.1 percent in both government and private hospital in our survey.

Table 17: Status of pregnant women and delivery of babies

Districts	Trained Artisans(% of n)					Untrained Artisans(% of n)				
	n	At their Home	In Private Hospital	In Govt. Hosp	Both in Govt. & Private Hospital	n	At their Home	In Private Hospital	In Govt. Hosp	Both in Govt. & Private Hospital
Lucknow	29	17.2	13.8	37.9	31	66	30.3	12.1	57.5	
Barabanki	50	12	20	60	8	60	20	18.3	58.3	3.3
Sitapur	24	16.6	8.3	75		39	30.7	2.5	66.7	
Unnao	12		75	25		13	77	23		
Overall	115	13	21.7	54	11.3	178	30.3	12.9	55.6	1.1

6. Status of House and Sanitation



Image 21: Artisan of Anawari, Nindura, Barabanki

Table 18 and Figure 8 show that 54 percent of the artisans had Semi Pucca House in the trained category in comparison to 51 percent in untrained category. In trained category 32 percent of the artisans had Pucca House and 13 percent of the artisans had Kachcha House. Whereas in untrained category 25 percent of the artisans had Pucca House and 24 percent of the artisans had Kachcha house. The artisan of the Lucknow had the highest percentage of Pucca houses in both categories- 48 percent and 41 percent respectively. While Sitapur had the highest percentage of Kachcha houses in both

categories. It was observed that many of the artisans did not have proper light and space and were working in very unhygienic condition. It was badly needed for those who were working at Addas.

Table 18: Status of House

Districts	Trained Artisans(% of n)				Un-Trained Artisans(% of n)			
	n	Kachcha House	Pucca House	Semi-Pucca House	n	Kachcha House	Pucca House	Semi-Pucca House
Lucknow	75	9.3	48	42.6	75	16	41.3	42.6
Barabanki	75	12	37.3	50.6	75	26.6	20	53.3
Sitapur	75	21.3	29.3	49.3	75	41.3	21.3	37.3
Unnao	75	10.7	14.7	74.6	75	14.6	16	69.3
Overall	300	13.3	32.3	54.3	300	24.6	24.7	50.7

Figure 8: Status of House

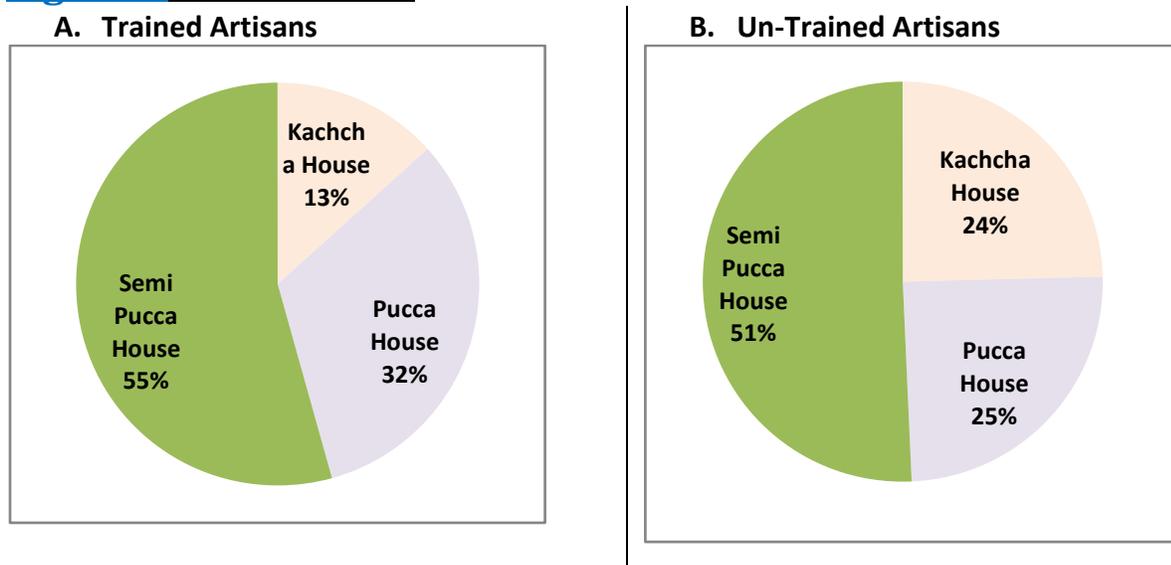


Table 19: Availability of Toilets in Artisans Premises

Districts	Trained Artisans Premises Yes (% of n) (n=75 in each district)	Un-Trained Artisans Premises Yes (% of n) (n=75 in each district)
Lucknow	57.3	80
Barabanki	20	26.6
Sitapur	80	41.3
Unnao	37.3	42.6
Overall	48.6	47.6

Table 19 shows that overall 48.6 percent of the artisans had a toilet in their premises in the trained artisan category, while in the un-trained category, 47.6 percent of the artisans had a toilet in their premises. It was observed that percentage availability of toilets was higher in urban area in comparison to rural area. In Barabanki only 20

percent artisans had a toilet in their premises because most of the trained artisans interviewed during the survey were belonging to rural areas. The 80 percent respondents under trained category in Sitapur district had a toilet in their premises; most of them were from urban areas.

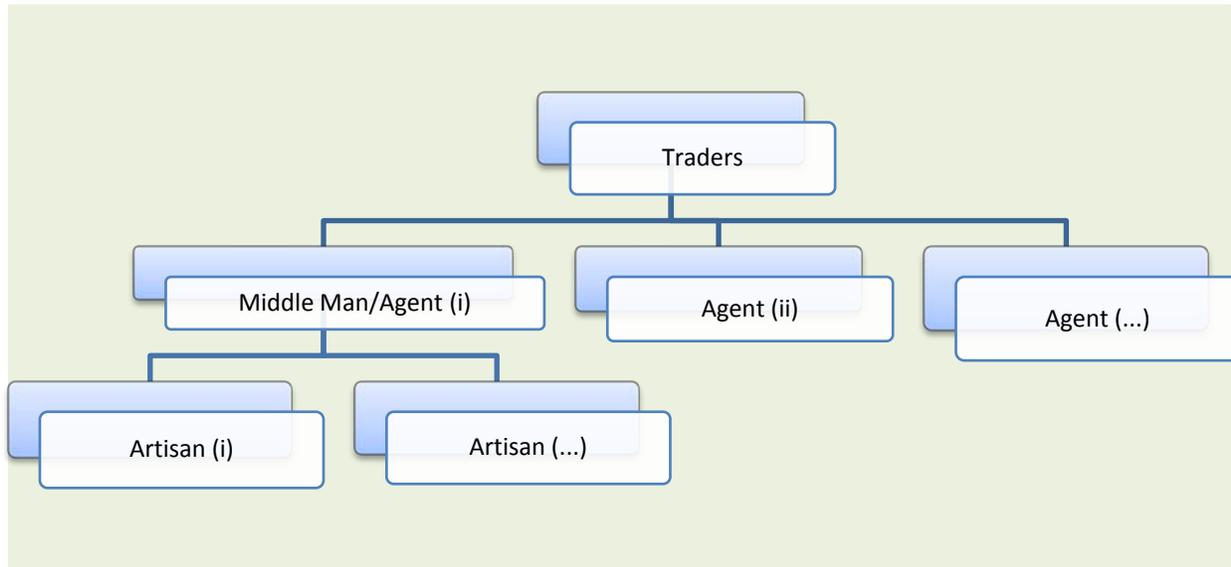


Image 22: Sensitization and FGD with artisans of Novakheda, Sidhauri, Sitapur

7. Findings based on discussions with Middlemen and Traders

Overall, 16 middlemen and 8 traders were interviewed during the survey of the districts. It was found that there was mostly three- tier system. In this system trader was the chief regulator.

Figure 9: Framework of the Industry



There was a substantial difference in selling price of the completed article and the actual cost. The major part of this difference goes into the hand of the traders. The traders normally work with 8-12 agents/middle men. Each middle man/agent works with 10-50 artisans. Artisans are the main functional unit of the Industry. However, in some cases traders make direct contact with artisans or artisans make direct contact with the traders, in this case, both traders and artisans get the best return on their work. Most of the agents/middle men work with artisans on the basis of commission. The payment is made on the basis of pieces prepared by the artisans and it is mostly in cash. Most of the artisans want to work from their home in free time, but they have very limited opportunity to bargain. In some cases middle men and traders provide loan/debt to artisans in advance. Many times it happens that due to the immense pressure of needs and limited opportunity the artisans who took loan/debt from middle men/traders fail to return the loan/debt on time and get entangled in this cycle. In the changing situation of market pattern and product quality, the trader prefers artisans who are more capable and skilled. Some of the embroideries like Chikankari have good market in summer while some others like Ari-Zardozi, Mukesh etc. have a good market at the time of festivals and marriage season. The traders wished that they should get relaxation in different type of taxes from the government. Most of the traders were not performing any activities for the welfare of handicraft artisans except wage based work.

IV

Comprehensive analysis of various projects undertaken for the welfare of handicraft artisans



COMPREHENSIVE ANALYSIS OF VARIOUS PROJECTS UNDERTAKEN FOR WELFARE OF HANDICRAFT ARTISANS

1. Details of overall number of trained artisans interviewed under the various training projects/schemes undertaken for the welfare of handicraft artisans

As shown in **Table 20**. Overall 300 artisans were interviewed under trained category, out which 75 artisans were interviewed in each district.

Table 20: Details of the number of trained artisans interviewed under the various projects/schemes undertaken for the welfare of handicraft artisans

Name of District	Name of Block	Name of different Scheme/ project initiatives	Numbers of respondent	Overall Numbers of respondent
Lucknow	Malihabad	Support To Training And Employment Programme For Women (STEP) Scheme under Ministry of Women and Child Development, Government of India	33	75
	Malihabad	Skill up-gradation project Scheme under Jan Shikshan Sansthan (JSSs) the Ministry of Human Resource Development (HRD), Government of India	07	
	Bakshi Ka Talab	Skill Enhancement Training Program from Telco	29	
	Lucknow Urban Area	Skill Up-gradation program from District Urban Development Authority (DUDA) Uttar Pradesh	6	
Barabanki	Deva	Design, Development Workshop Scheme under Development Commissioner (DC) Handicraft, Government of India	34	75
	Nindura	Skill up-gradation program from Art Action, Singapore	18	
	Deva	Integrated Design, Development Workshop Scheme under DC Handicraft, Govt. of India	11	
	Banki	Skill Enhancement Training Program from Telco	12	
Unnao	Mohan	Skill up-gradation project implemented by JSSs under HRD, Government of India	75	75
Sitapur	Mahmudabad	Skill up-gradation from District Urban Development Authority (DUDA) Uttar Pradesh	09	75
		Skill up-gradation project implemented by JSSs under HRD, Government of India	19	
		Skill up-gradation from St Josef Community Centre	25	
		Design, Development Workshop Scheme under DC Handicraft, Govt. of India	22	
				300

2. Duration of the Training Projects

Table 21: Duration of the Training Project

District	n	Time duration of the training (In percentage of overall respondents (n))	
		1/2 month, -3 months	3 month-6 months
Lucknow	75	4	96
Barabanki	75	70	30
Sitapur	75	64	36
Unnao	75	-	100
Overall	300	34	66

Table 21 shows that the training duration of overall, 34 percent of the artisans in the trained category was from 1/2 month to 3 months while training duration of 66 percent artisans was 3-6 months. Shorter duration training has a less overall impact in comparison to longer duration training.

3. Status of Resources/Inputs provided to artisans during training



Image 24: Artisans of Malihabad, Lucknow during

Various types of training inputs/resources are provided by different departments/ government agencies (central/state)/corporate (under CSR) and other bilateral agencies to ensure smooth running of training programs and for a positive impact of the project on the lives of the poor. The stipend is an important provision made under the project for poor beneficiaries in order to compensate their loss when they are away from their productive works. It also minimizes dropouts of trainees during the training program and ensures successful completion

of the training program. Table 22, shows that only 16.6 percent of the trainees' artisans said that they received a stipend during training programs and 83.4 percent said that they did not get any stipend during the training programs. However, during the focus group discussions and referring to the table 20, 55.6 percent of the trainees participants said that there was no provision of stipend made under the project for them, out of which 33.6 percent (101 respondents) were under the training initiative of Jan Shikshan Sansthan (JSSs) (a ministry of HRD initiatives), 13.6 percent, (42 respondents) under the training initiative of Telco, Lucknow (under CSR) and 8.3 percent (25 respondents) were training initiative St Josef community centre Sitapur. The majority of the respondent told that they had been provided raw material and equipments.

The survey indicates that only 56 percent of the artisans were provided training certificate after completion of the training program. The various reasons (during the FGDs) behind non-receipt of the certificate were

- Dropouts of trainee participants before completion of the training programs,
- Non adherence of the implementing organization towards the terms and conditions made under the projects, and
- No obligatory provision made under some training programs.

Table 22: Resources/Inputs received by artisans during training

District	Various inputs received by artisans during the training (%) (n=75 Respondents each district)				
	Stipend (n=75)	Raw Material (n=75)	Equipments (n=75)	Refreshment (n=75)	Certificate (n=75)
Lucknow	14.6	97.3	93.3	54.6	57.3
Barabanki	20	98.6	98.6	-	14.6
Sitapur	32	64	96	32	56
Unnao		100	100	-	97.3
Overall	16.6	90	97	21.6	56.3

4. Exposure Visits

Exposure visit is one of the important components of effective and integrated training projects. It provides platform for better learning and adoption in the area of skill enhancement and marketing. Table 23 shows that overall only 11 percent of the artisans had the opportunity to participate in exposure visits. It was 19 percent in Lucknow, 17 percent in Sitapur and only 8 percent in Barabanki.

Table 23: Status of Exposure visits			
Sr.	Name of District	n	Exposure Visits (n=75) No (%)
1	Lucknow	75	14(18.6)
2	Barabanki	75	6 (8)
3	Sitapur	75	13 (17.3)
4	Unnao	75	-
	Overall	300	33 (11)



Image 25: Artisan of Mujasha, Malihabad, Lucknow

General Sensitization

The training programs which integrate general sensitization on the issues related to life skill education have a greater and positive impact on the lives of beneficiaries. **Table 24** shows that only 28 percent of the artisans responded that they were sensitized on some of such issues. The General sensitization program could have covered issues of rights and

entitlement. As we know that major portion of the artisans were from Muslim community. During FGD it was found that most of them were not aware about various schemes available for them.

Table 24: Status of general sensitization during training

Sr.	Name of District	n	General Sensitization No (%)
1	Lucknow	75	31 (41.3)
2	Barabanki	75	24 (32)
3	Sitapur	75	29 (38.6)
4	Unnao	75	-
	Overall	300	84 (28%)

Influence of the various project initiatives on lives of poor

6.1 Artisans' responses towards the benefits of the training programs

Table 25 indicates that 50 percent of respondents availed overall benefits in terms of income, skill and improved their living standard and economic conditions. It was 93 percent in Lucknow, 24 percent in Barabanki, 44 percent in Sitapur and 44 percent in Unnao. There were various causes of low percentage in Barabanki. **Table 21** shows that the 34 percent of the training was of very short duration ranging 1/2 month to 3 months. The impact of shorter duration training often quickly lost if there is no follow-up and support service. In the rural areas, the beneficiaries who were already engaged in agriculture related activities did not find it as beneficial as they wanted it to be. It was observed during the survey at many places that there were not any direct market linkage and resource support except middlemen.

Table 25: Benefits of the training programs

Sr.	Districts	n	Overall Benefits respondents in each district	Benefits in terms of skill enhancement only
			No (percent)	No (%)
1	Lucknow	75	70 (93.3)	05(6.6)
2	Barabanki	75	18 (24)	57(76)
3	Sitapur	75	30(44)	45(60)
4	Unnao	75	33(44)	42(56)
	Overall	300	151 (50.4percent)	149(49.6%)

6.2 Analysis of project influence based on responses on various project indicators

Table 26 shows Overall project influence on the lives of the poor artisans based on various project indicators during our survey. Overall, 61 percent of the artisans in the trained category had their personal bank account in comparison to 38 percent in untrained category. It happened due to various initiatives and efforts taken up by implementing agencies during the project interventions. Overall, 6 percent of the artisans participated in exhibitions to get real experience of the market and to improve the marketing skill. Overall, 31 percent artisans had Artisan Card in the trained category where it was nil in the untrained category.

Table 26: Analysis of project influence based on response on various project indicators

Impact Indicators	Category of Artisans (Percentage of overall respondents)	
	Trained Artisans	Untrained Artisans
Artisans who had own bank account	61	38
Participation in Exhibitions	6	-
Artisans who had their Artisan Card	31	-
Artisans who were members of the SHGs	15	2
Artisans response towards monthly savings	23	11
Artisans response towards satisfaction with wage rate	19	11
Artisans working with organizations/federations/groups	12	4
Delivery of babies in hospitals	87	70
Participation in health and hygiene sensitization camp	32	11



Image 26: Sensitization and FGD with artisans of Goyal, BKT, Lucknow

Although during FGD it was found that most of the artisans were not aware enough to avail the benefit of Artisan Card. Overall, 15percent of the artisans in the trained category were member of SHGs in comparison to 2 percent in untrained category. Overall, 23 percent of the artisans in the trained category responded that they had some monthly saving, in comparison to 11percent of the artisans in untrained category, however many of them were unmarried. In trained category 12 percent of the artisans who were working with organizations/federations/groups in comparison to 4percent artisans in untrained category. The artisans got better forward and backward linkages with organizations/federations/groups. In our survey, 87 percent institutional deliveries reported in the trained category in comparison to 70 percent in un-trained category. Overall, 32 percent of the artisans participated in the health sensitization camp in the trained category in comparison to only 11 percent of artisans in untrained category. By this it was obvious that trained artisans were more aware towards various initiatives undertaken for them in comparison to theartisans of untrained category.

5. Gaps in various project interventions

- The fact has emerged from the analysis that the major portion of the women artisans working under this craft were Muslims (Table 4: 42 percent in trained category and 59 percent in untrained category). On one side, they were earning low wages on the other they were not aware about the various government schemes available for them so that they could claim benefits. They were also facing various social problems. There was a lack of comprehensive initiatives focusing their issues.

- The artisans were not aware enough to avail the benefits of government schemes available for them to the extent they should have.
- Since majority of artisans were working for middlemen (**Table 7:**Overall, 79 percent in trained category and 84 percent in untrained category), artisans had a very less opportunity to bargain. The majority of the artisans lacks institutional support services.
- The very less percentage of artisans (**Table 22:**only 17 percent of the artisans in the trained category) received a stipend during training program which is an important component of any training program in order to compensate the loss of poor artisans when they are away from their work.
- A big portion of artisans (**Table 22:**44 percent of in the training category) was not provided a certificate after completion of the training program.
- Very less percentage (**Table 23:**11 percent in the trained category) of artisans had the opportunity to participate in exposure visits.
- The very less percentage of the artisans (**Table 24:** 28 percent of the artisans in the trained category) responded that they had the opportunity to participate in general sensitization camps covering various important issues pertaining to improving their lives except training in skill development.
- The major percentage of artisans (**Table 25:** 49.5 percent of the artisans in the trained category) said that they had only skill enhancement, but they did not get any positive change in their income. It pulls our attention on various causes and shortcomings of project implementation. The probable reasons could have been related to selection of beneficiaries, forward and backward linkages, follow-up of the training program, support services etc.
- Many of the artisans did not have their personal bank account (**Table 15:**39.3 percent in the trained category and 62 percent in un-trained category).
- The very less percentage of artisans (**Table 10:**only 5.6 percent of the artisans in the trained category) participated in exhibitions.

V

Major findings during observations and FGDs



MAJOR FINDINGS DURING OBSERVATIONS, AND FOCUS GROUP DISCUSSIONS

The FGDs were organized in each respective village after completion of individual interview of artisans. During FGDs sensitization camps were also organized on women related issues, including sensitization regarding the rights and entitlements of the artisans at organization level. But the time duration of these camps were very short.

Mujasha, Malihabad, Lucknow

- The artisans were demanding training on other Income Generating Activities to ensure job security and to increase their income.
- The artisans had very less opportunity to bargain because they depend on middlemen and traders to work and wages.
- Most of the artisans did not have regular work. They want more and regular work.
- Although there was an increase in income after training, but they did not find it sufficient.
- They were wishing for marketing support and direct contact with the traders.
- It was found that NGOs working in that area promoted savings habit and facilitated the artisans in opening their personal account in the bank.



Image 28: FGD with Artisans of Mujasha, BKT, Lucknow

Goyala, Bakshi Ka Talab, Lucknow

- The artisans were demanding sensitization program on various issues related to women.
- The artisans had no access to direct marketing.
- The artisans were desiring for regular and more work.
- Most of the artisans did not have toilets in their premises owing to which they face serious health and privacy problems. The area is under process of urbanization.
- The artisans were demanding for training on other IGA activities to improve their wages/income and to diversify their skills.
- Most of artisans did not have artisans card and health insurance card, during the FGD and general sensitization program all had shown interest to get these.

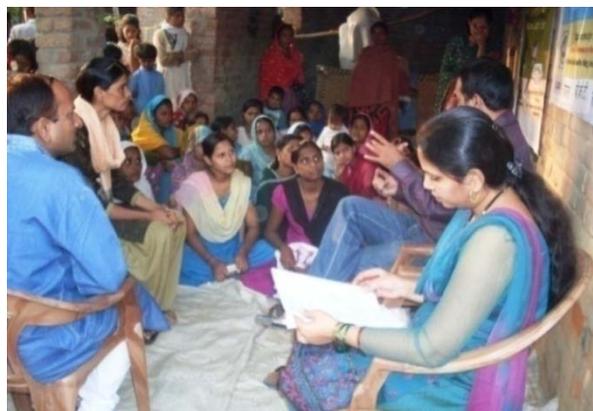


Image 29: FGD with Artisans of Goyala, BKT, Lucknow

Janata Nagari, Musalchi Tola and Madeyaganj, Lucknow (Urban Areas)

- Some of the artisans who were young and energetic wished to do this work at large scale, but they were lacking resources to manage it.
- Most of artisans did not have artisans card and health insurance card. After the FGD and general sensitization program they showed interest to get these.
- Some of the artisans were asking for economic support in marriage of their daughter.
- Artisans were living in very un-hygienic conditions.
- Most of the artisans were belonging to BPL families and some of them did not have a ration card.



Image 30: FGD with artisans of Masalchi Tola, Lucknow

Rustam Nagar (Urban Area)

- This locality is situated in an urban area of Lucknow near Chowk. This place can be called the heart of this craft.
- Most of the artisans were working at Adda-Ari and Zari-Zardozi works.
- Most of them had no proper working space in their premises. Artisans were living in accommodations of less than 400 square feet area.
- Most of the artisans were observed malnourished and were living in an unhealthy condition.
- Most of the artisans did not have artisan card and health insurance card.
- Most of the artisans were belonging to BPL families.
- Most of the female artisans had no other income/wages and were depending on middlemen for work and wages.



Image 31: FGD with Artisans of Rustam Nagar, Lucknow

Katara Visen Beg and Noor Badi Harwad, Lucknow (Urban Area)

- Most of artisans did not have artisans card or health insurance card.
- Most of the artisans did not have proper working space, especially in ARI and ZARDOZI work.
- The majorities of the artisans were Muslims and were not aware about the various government schemes available for them.
- Many of the artisans were belonging to BPL families, but they did not have Ration Card.



Image 32: FGD with artisans of Katara Visen Beg, Lucknow

Bulakihar, Malihabad, Lucknow

- The artisans were not satisfied with wages.
- The artisans want integrated training on IGA activity to ensure their livelihood and secure their future.
- They were calling for long term projects for Overall improvement in their life.
- Most of the artisans did not have artisan card and health insurance card.
- Some of the artisans were well educated, but they had no regular employment.



Image33: FGD with artisans of Bulakihar, Malihabad, Lucknow

Bishunpur, Deva, Barabanki

- The period of training program was very short. Many of the artisans said that they did not find any change in their wages after completion of the training program.
- The artisans were calling for more integrated and long term training programs.
- They were facilitated by the NGOs working in the area to get their artisan card issued, but they were not aware how to get benefit from this card.
- Most of the artisans did not have electricity in their premises
- There was no electricity in the village and many of the artisans had no toilet facility in their premises.
- Some of the artisans were students. They were asking for government support to continue their education.
- There were some incidences of domestic violence found with some artisans.



Image 34: FGD with artisans of Bishunpur, Deva, Barabanki

Anawari, Nindura, Barabanki

- They were asking for more intensive public interventions for improving their living standard.
- Most of the artisans were not satisfied with the wage rate. They told that they did not get any change in wage rates during last 5 years.
- Most of the artisans did not have artisans card and health insurance card.
- Most of artisans did not have a toilet facility in their premises.
- Some of the artisans were living in a rented house.
- Many of the artisans were belonging to BPL families, but were lacking Ration Card.



Image 35: FGD with artisans of Anawari, Nindura, Barabanki

Amarsanda, Nindura, Barabanki

- Some of the artisans were in debt they needed money for repayment.
- The majority of the artisans were Muslims and they were not aware about the government schemes available for them.
- The incidence of the dowry problem was reported with some of the artisans.
- Most of the artisans did not have agriculture land and they were badly depending on this craft for their subsistence.
- There were two artisans who were handicapped.
- Some of the artisans had serious health problems in their family and finding it difficult to bear the exorbitant cost of treatment.



Image36: FGD with artisans of Amarsanda, Nindura, Barabanki

Chhatena, Deva, Barabanki

- Most of artisans did not have artisan card and health insurance card.
- There were no significant changes in their income/wages after attending the training except the enhancement in skill.
- Many of the beneficiaries were belonging to the Hindu community. They did not find it as productive as they wanted it to be.
- They were calling for training on other IGA which have the potential to enhance their income and wages.



Image37: FGD with artisans of Chhatena, Deva, Barabanki

Palahari, Mati, Rendua, Banki, Barabanki

- Most of the artisans were not satisfied with wages and income from this activity.
- Most of them were very keen to do something which can provide them better earning.
- They were calling for training on other potential IGA that could diversify their skills and enhance their income.
- Most of artisans did not have artisan card and they were very keen to get it.



Image38: FGD with artisans of Mati, Banki, Barabanki

Gadi, Deva, Barabanki

- There were no significant changes in their income/wages after attending the training except enhancement in skill and product quality.
- Most of the beneficiaries were belonging to the Hindu community.
- Due to the poor wage rate they had low interest in this activity.
- There was no marketing supports or institutional support available to them.



Image39: FGD with artisans of Gadi, Deva, Barabanki

Phutaha Mahal, Kajiya, Tilak Nagar Mohan, Mohan Kota, Aliganj, Khurd Mohan, Husain Gari, Hasanganj, Unnao

- Most of the artisans were working for middlemen and they had a very less opportunity to bargain.
- Extension of activity was reported in the Hindu community after project intervention.
- Most of the artisans did not have artisans card and health insurance card.
- They were asking for a right based sensitization program for women.



Image40: FGD with artisans of Hasanganj, Unnao

Paigambarpur, Sagat Kila, Mahamudabad Khas, Purani Bazar, Sherapur, Mahmudabad, Sitapur

- Most of the artisans did not have any other source of income except this craft.
- The majority of the artisans did not have agriculture land.
- The majority of the artisans were not aware about the schemes available to them.
- Some of the artisans did not have toilet in their premises.
- Most of the artisans were working for middle men and did not have regular work.



Image41: FGD with artisans of Mahamudabad, Sitapur

Khairabad, Sitapur

- The majority of the artisans were very keen to have some government intervention in the form of training and sensitization program for them.
- The majority of the artisans were living below the poverty line; still they did not have Red Card.
- There was no any institutional support available to them.



Image42: FGD with artisans of MiyasarayaKhairbad, Sitapur

Novakheda, Kuwarpur, Sidhauri, Sitapur

- Most of the artisans did not have regular work. They were craving for more and regular work.
- The majority of the artisans did not have any land holding or had very small land holding although they were living in rural areas.
- The majority of the artisans were working for middle men.
- Most of the artisans were not aware about their rights and entitlements.
- They were asking for government support to improve their living standard and economic condition.



Image 43 FGD with artisans of Novakheda, Sidhauri, Sitapur

Prahaladpur, Laharpur, Sitapur

- The majority of the artisans were working for middlemen.
- The majority of the artisans were not aware about their rights and entitlements.
- The majority of the artisans did not have artisans card and health insurance card neither they were aware about its benefits.



Image44: FGD with artisans of Prahaladpur, Laharpur, Sitapur

VI

Recommendations



Recommendations

- The majority of the women artisans were earning very low wage rate under this craft and were deprived of various technical and managerial support. The funding organizations-state government (District Urban Development Authority(DUDA), Uttar Pradesh Mahila Kalyan Nigam etc), central government (Ministry of Handicraft, Ministry of Women and Child Development, Ministry of Rural Development, CAPART etc.) and other private agencies working for welfare of these artisans, ***should focus on empowering the existing artisans with new market led skill enhancement training programs with integrated approach (livelihood creation and supporting activities by imparting training on technical, managerial and behavioral skills) for rapid adoption of latest technology by the artisans and enabling the artisans to cope with emerging demand and globalizing economy.***
- The majority of the women artisans were extremely poor and had very low income and growth ***so it is essential to make the provision of stipend including provision of raw materials and equipments etc. in the skill enhancement training programs*** to compensate their loss of income from their productive work, which will help in reducing dropouts of the participants and enhance their willingness to join the training program under the various initiatives undertaken by state /central government and other private/bilateral agencies working for artisans.
- The certificate of skill training is a written testimony which helps the artisan to get a better work/job and wages in the changing market demands. The central /state government and other private agencies should ***make certification of training program compulsory after successful execution of such training program either it is short term or long term.Participants should be provided with a certificate of training when they fulfill certain parameters designed in their training program may be in the form of practical test during the training. It will improve the quality of training.***
- The sponsoring agencies working for welfare of handicraft artisans ***should promote and give priority to skill enhancement training program proposals that also include comprehensive approach to improve the lives' of poor artisans like sensitization of artisans on their rights and entitlements, providing backward and forward linkages, raising awareness on reproductive child health, imparting life skill education on various aspects of lifeto*** achieve significant and measurable impacts of the project activities as per the targets and objectives of the project.

- The majority of the women artisans had very limited opportunity to visit the different regions- intra-districts or inter-districts or interstate to learn from each other in the area of their craft and to view practical examples of different successful practices. ***The sponsoring agencies (state/central and other private agencies) working for the welfare of handicraft artisans should promote exposure visits, especially in long term initiatives.***
- The majority of the women artisans were lacking knowledge about the modern market trends and had very limited opportunity to interact directly with buyers, the various agencies working for welfare of artisans like Development Commissioner handicraft, Ministry of Women and Child Development, Khadi & Village Industry Commission, Ministry of Rural Development, CAPART and other bilateral/private agencies ***should promote participation of artisans exhibitions/trade shows/various mahotsava by organizing sensitization camps in the artisans concentrated area, providing them free of cost stalls in exhibitions, travelling and transportation charges including boarding and lodging.*** It will not only increase their knowledge about current market trends, but also it will diminish middlemen involvement in this sector.
- Artisan Card is the identity proof of an artisan and the study reveals the fact that the majority of the women artisans did not have artisan card. Development commissioner handicraft, state /central government and other bilateral/private agencies ***should organize sensitization camp on the need and importance of artisan card for an artisan and promote registration/issuance of the card.***
- The working environment of the majority of the women artisans was not pleasant and the poverty worsens the situation of these artisans' to sustain their lives. In such difficult circumstances, if any unforeseen health hazard comes into their family, the family's economy ends in total fiasco. The study reveals the fact that the majority of the women artisans did not have any health insurance. Keeping this in view ***various central /state government and other private/bilateral agencies working for the welfare of artisans, especially the Development Commissioner Handicraft should time to time organize sensitization camps in artisans' concentrated areas on Rajiv Gandhi Shilpi Swasthya Bima Yojana (RGSSBY) and promote their linkage with RGSSBY.***
- The majority of artisans did not have their personal bank account. Keeping this in view the various ***central governments/state government/bilateral agencies working for the welfare of artisans and lead bank of the area should organize sensitization camps in artisans' concentrated areas to open the bank account and may promote its linkage with Pradhan Mantri- Jan Dhan Yojana (PMJDY).***

- During the Focus Group Discussions with artisans the fact reveals that the majority of the artisans were lacking regular job/work availability and were wishing to diversify their source of income. ***The local level organizations-NGOs and other bilateral agencies working for the welfare of artisans should find out some other source of income (need based and demand driven) in the particular area which can utilize the working potential of the artisans and enhance their income and ensure their regular work availability.***
- The study reveals the fact that the major portion of the women artisans under this craft were poor Muslims. They play the multi-faceted roles in the family. On one hand, they were carrying out cooking, fetching water, sending children to school and on the other they were extensively working under this craft to support the family income. In spite of their important contributions these artisans were suffering from various constraints and discrimination in their life and were left out of development trajectory. They had insufficient knowledge about their rights and entitlements and were badly entangled in the poverty cycle. Keeping this in view ***the sponsoring agencies working for the welfare of handicraft artisans should promote and design a comprehensive and specific program, (like program comprising of new market led skill enhancement training, leadership development, sensitization on schemes related to minority welfare, life skill education, addressing gender based/local issues etc.) which can pull them above poverty line and address the various issues and social problems of these Muslim women artisans by involving local Panchayati Raj Institutions, religious leaders and local level organizations.***
- ***The sponsoring agencies may promote the selling of articles of women artisans through establishing a separate website, either by itself or by public-private partnership or linkages with similar institutions as a tool to diminish middlemen involvements and promote online marketing.***
- ***The artisans may be mobilized and trained about forming their own cooperative society to deal with their own affairs. Through it, they can sell their products directly to traders/consumers at offline/on-line mode. It will also give the cumulative bargaining power to deal with middlemen/traders.***

VII Conclusions

There were enormous numbers of handicraft women artisans working in and around Lucknow in Uttar Pradesh under this craft. The finding reveals the fact that major portion of artisans under this craft were Muslims, they were traditionally engaged with this craft. The majority of Muslim artisans did not have any other source of income except this craft. The majority of the artisans were not aware about their rights and entitlements. They had poor knowledge about the various government schemes available for them. Majority of artisans were low paid, marginalized and left out of development trajectory. Preponderantly, the artisans were working for middlemen near their habitat and their wages were very low and negotiable. In most of the cases the artisans were not satisfied with the wage rate neither they felt any substantial change in the wage during the last five years in comparison to rising prices of daily needs. Many of the artisans did not have their personal bank account; neither they had any monthly savings. Most of the artisans were malnourished and were facing various health concerns and were also lacking any health insurance. When the comparisons executed between the trained handicraft women artisans and un-trained handicraft women artisans on the ground of the various aspects and impact indicator like status of personal bank account of artisans, status of artisan card holders, status of monthly savings and other various issues related to them, some positive changes were reported under the various project initiatives, but it was not enough. This all call out for long term comprehensive initiatives that can address the need based issues of these artisans in order to improve overall status of these artisans' life and enabling them to claim their rights and entitlements.

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APPENDIX 1

Tables of Comparative Analysis of Status of Trained and Un-Trained Artisans on the ground of Districts in Number

Table 4: Distribution of artisans according to their category

Districts	Trained Artisans Category in number of artisans (%)					Un-Trained Artisans Category in number of artisans (%)				
	n	GEN	OBC	SC	Minority (Muslims)	n	GEN	OBC	SC	Minority (Muslims)
Lucknow	75	-	18	26	31	75		16	24	35
Barabanki	75	18	17	24	16	75	1	20		54
Sitapur	75	2	1	1	71	75		2	2	71
Unnao	75	22	33	12	8	75	16	18	24	17
Overall	300	42 (14%)	69 (23%)	63 (21%)	126 (42%)	300	17 (5.6%)	56 (18.6%)	50 (16.6%)	177 (59%)

Note:- n denote number of Overall respondents

Table 5: Working place of artisans

Districts	Trained Artisans in number of artisans (%)			Un-Trained Artisans in number of artisans (%)		
	n	Home	Centre/Addis	n	Home	Centre/Addis
Lucknow	75	34	41	75	58	17
Barabanki	75	72	03	75	65	10
Sitapur	75	51	24	75	31	44
Unnao	75	44	31	75	49	26
Overall	300	201 (67%)	99 (33%)	300	203(67.65%)	97(32.3%)

Table 6: Working hours of artisans per day

Districts	Trained Artisans in number of artisans (%)				Un-Trained Artisans in number of artisans (%)				
	n	2-4 hours/ day	4-6 hours/ day	6-8 hours/ day	n	2-4 hours/day	4-6 hours/ day	6-8 hours/ day	>8 hours
Lucknow	75	21	41	13	75	30	35	6	4
Barabanki	75	58	17	-	75	41	29	5	
Sitapur	75	51	20	4	75	21	22	28	4
Unnao	75	43	29	3	75	52	19	4	
Overall	300	173 (57.6%)	107 (35.6%)	20 (6.7%)	300	144 (48%)	105 (35%)	43 (14.3%)	8 (2.6%)

Table 7:Artisans working for whom

Districts	Trained Artisans in number of artisans (%)			Un-Trained Artisans in number of artisans (%)				
	n	Middle men	Traders	Organization/ Groups/ Federation	n	Middle men	Traders	Organization /Groups/ Federation
Lucknow	75	28	17	30	75	52	12	11
Barabanki	75	69	3	3	75	64	11	
Sitapur	75	68	4	3	75	68	7	
Unnao	75	73	2	-	75	70	5	
Overall	300	238 (79.3)	26 (8.6%)	36 (12%)	300	254 (84.6)	35 (11.6)	11 (3.6)

Table 8:Wage Group (WG) of artisans

Districts	Trained Artisans in the Wage Group (WG) in number of artisans (%)						Un-Trained Artisans in the Wage Group (WG) in number of artisans (%)						
	n	10-20 Rs/ day	20-40 Rs/ day	40-60 Rs/ day	60-80 Rs/ day	80-100 Rs/ day	n	10-20 Rs/ day	20-40 Rs/ day	40-60 Rs/ day	60-80 Rs/ day	80-100 Rs/ day	>100 Rs/ day
Lucknow	75	04	38	15	07	11	75	2	43	15	7	3	5
Barabanki	75	52	18	05	-	-	75	14	43	16	2		
Sitapur	75	30	21	6	13	5	75	20	13	21	10	11	
Unnao	75	37	7	8	20	3	75	42	6	13	10	4	
Overall	300	123 (41%)	84 (28%)	34 (11.3 %)	40 (13.3 %)	19 (6.3%)	300	78 (26 %)	105 (35 %)	65 (21.7 %)	29 (9.6 %)	18 (6%)	5 (1.6 %)

Table 9:Responses of artisans on saving, wage and wage rate

Districts	Trained Artisans			Un-Trained Artisans		
	Monthly Saving (n=75 in each districts)	Satisfaction to wage rate (n=75)	Any Increase in wage (n=75)	Monthly Saving (n=75)	Satisfaction to wage rate (n=75)	Any Increase in wage (n=75)
Lucknow	32	30	25	6	4	5
Barabanki	12	06	06	5	12	11
Sitapur	8	10	7	13	11	9
Unnao	16	11	6	10	7	7
Overall	68 (22.6%)	57 (19%)	44 (14.6%)	34 (11.3%)	34 (11.3%)	32 (10.6%)

Table 10: Responses of artisans on marketing concerns

Districts	Trained Artisans in number of artisans		Un-Trained Artisans in number of artisans	
	Sell by own (n=75)	Participation in Exhibition (n=75)	Sell by own (n=75)	Participation in Exhibition (n=75)
Lucknow	11	4	3	
Barabanki	6	9	8	
Sitapur	4	4	4	
Unnao	3		4	
Overall	24 (8%)	17 (5.6%)	19 (6.3%)	

Table 11: Artisans who were members of Self Help Group (SHG)

Districts	Trained Artisans Member of SHG in number of artisans	Un-Trained Artisans Member of SHG in number of artisans
Lucknow	01	4
Barabanki	21	
Sitapur	21	1
Unnao	01	
Overall	44 (14.6%)	5(1.6%)

Table 12: Loan/debt/borrow by artisans

Trained Artisans					Un-Trained Artisans				
n	Middle Men/ Traders	Groups / Federations / Institutions	Relatives/ Friends	Bank	n	Middle Men/ Traders	Groups / Federations / Institutions	Relatives/ Friends	Bank
50	4	1	45	-	56	11	4	41	
53	6	11	35	1	48	16	1	29	2
28	6	2	20	-	38	11	1	26	
36	3	-	33	-	26	9	-	17	
167	19 (11.3)	14 (8.5)	133 (79.6)	1(0.5)	168	47(27.9)	6(3.6)	113(67.3)	2(1.2)

Table 13: Status of Artisan Cards/ Health Insurance Card

Districts	Trained Artisans		Un-Trained Artisans Category	
	Category in number	in number	in number	
	Artisan Cards Holders	Health Insurance Card Holders	Artisan Cards Holders	Health Insurance Card Holders
Lucknow(n=75)	29	2		
Barabanki (n=75)	42			
Sitapur(n=75)	23			
Unnao(n=75)	-			
Overall	94 (31.3%)	2(0.6)		

Table 14 : Educational Status of Artisans

Districts	Trained Artisans in number						Untrained Artisans in number					
	n	Primary	Upper Primary	High School	Above High School	Illite rate	n	Primary	Upper Primary	High School	Above High School	Illiterate
Lucknow	75	14	17	14	26	4	75	21	18	11	8	17
Barabanki	75	15	16	11	12	21	75	16	16	3	8	32
Sitapur	75	9	18	4	27	17	75	31	12	4	7	21
Unnao	75	6	7	18	36	8	75	11	15	13	25	11
Overall	300	44 (14.7)	58 (19.3)	47 (15.7)	101 (33.6)	50 (16.7)	300	79 (26.3)	61 (20.3)	31 (10.3)	48 (16)	81 (27)

Table 15:Accounts of Artisans in Bank and its operation

Districts	Trained Artisans in number		Un-Trained Artisans in number	
	Artisans who have their personal account in bank (n=75)	Artisans who are capable to operate their respective bank account (n=75)	Artisans who have their personal account in bank (n=75)	Artisans who are capable to operate their respective bank account (n=75)
Lucknow	44	40	29	25
Barabanki	40	30	20	16
Sitapur	49	42	25	15
Unnao	49	49	40	38
Overall	182(60.6)	161(88.4)	114(38%)	94(82.4)

Table 16:Health Sensitization Camp

Districts	Trained Artisans Yes in number (n=75 in each districts)	Un-Trained Artisans Yes(in number (n=75 in each districts)
Lucknow	29	7
Barabanki	16	8
Sitapur	31	11
Unnao	21	9
Overall	97(32.3%)	35(11.6%)

Table 17:Status of institutional delivery of married women

Districts	Trained Artisans in number)					Untrained Artisans in number				
	n	At their Home	In Private Hospital	In Govt. Hosp	Both in Govt. & Private Hospital	n	At their Home	In Private Hospital	In Govt. Hosp	Both in Govt. & Private Hospital
Lucknow	29	5	4	11	9	66	20	8	38	
Barabanki	50	6	10	30	4	60	12	11	35	2
Sitapur	24	4	2	18		39	12	1	26	
Unnao	12	-	9	3		13	10	3		
Overall	115	15 (13%)	25 (21.7%)	62 (54%)	13 (11.3%)	178	54 (30.3%)	23 (12.9%)	99 (55.6%)	2 (1.1%)

Table 18: Status of House

Districts	Trained Artisans in number			Un-Trained Artisans in number				
	n	Kachcha House	Pucca House	Semi Pucca House	n	Kachcha House	Pucca House	Semi Pucca House
Lucknow	75	7	36	32	75	12	31	32
Barabanki	75	9	28	38	75	20	15	40
Sitapur	75	16	22	37	75	31	16	28
Unnao	75	8	11	56	75	11	12	52
Overall	300	40 (13.3%)	97 (32.3%)	163 (54.3%)	300	74 (24.6%)	74 (24.7%)	152 (50.7%)

Table 19: Availability of Toilets in Artisans Premises

Districts	Trained Artisans Premises Yes in number (n=75 in each districts)	Un-Trained Artisans Premises Yes in number (n=75 in each districts)
Lucknow	43	60
Barabanki	15	20
Sitapur	60	31
Unnao	28	32
Overall	146(48.6%)	143(47.6%)

APPENDIX 2

Distribution of Trained-Artisans according to their Category (village level data)								
Sr.	Name of District	Name of blocks	Name of Village	Total Respondent Interviewed	Category (In Nos of Respondents)			
					General	OBC	SC	Minority (Muslims)
1	Lucknow	Malihabad	Mujasha	40	-	9	19	12
2	Lucknow	Bakshi Ka Talab	Goyala	29	-	8	7	14
3	Lucknow	Lucknow	Janata Nagari	6	-	1	-	5
1	Barabanki	Deva	Bishunpur	19	-	-	4	15
2	Barabanki	Nindura	Anawari	18	-	3	14	1
3	Barabanki	Deva	Chatena	11	3	7	1	
4	Barabanki	Banki	Palari	12	2	7	3	
5	Barabanki	Deva	Gadi	15	13		2	
6	Sitapur	Mahamudabad	Paigambarpur	18		1		17
7	Sitapur	Mahamudabad	Sagat Kila	24			1	23
8	Sitapur	Mahamudabad	Mahamudabad Khas	11	2			9
9	Sitapur	Mahamudabad	Purani Bazar	12				12
10	Sitapur	Mahamudabad	Sherapur	6				6
11	Sitapur	Mahamudabad	Bhattha	4				4
12	Unnao	Hasanganj	Phutaha Mahal	13	9	4		
13	Unnao	Hasanganj	Kajiyana	14	1	9	3	1
14	Unnao	Hasanganj	Tilak Nagar	19	2	17		
15	Unnao	Hasanganj	Mohan	13	7	1	5	
16	Unnao	Hasanganj	Mohan Kota	4		1	1	2
17	Unnao	Hasanganj	Aliganj	6	1	1		4
18	Unnao	Hasanganj	Khurd Mohan	2	2			
19	Unnao	Hasanganj	Husain Gari	4			3	1
	Total			300	42	69	63	126

Sr.	Name of District	Name of blocks	Name of Village	Total Respondent Interviewed	Category (In Nos of Respondents)			
					General	OBC	SC	Minority (Muslims)
1	Lucknow	Bakshi Ka Talab	Goyala	11	-	1	1	9
2	Lucknow	Lucknow	Rustam Nagar	12	-			12
3	Lucknow	Lucknow	Katara Vigen Beg	10	-	2	8	
4	Lucknow	Lucknow	Noorbadi Harwara	8	-		8	
5	Lucknow	Lucknow	Janata Nagari	10	-	3		7
6	Lucknow	Lucknow	Masalchi Tola	9	-	1	4	4
7	Lucknow	Lucknow	Madeyaganj	10	-	4	3	3
8	Lucknow	Malihabad	Bulakihar	5	-	5		
9	Barabanki	Nindura	Amarsanda	5	-			5
10	Barabanki	Nindura	Anawari	7	-			7
11	Barabanki	Deva	Chatena	4	-	4		
12	Barabanki	Banki	Mati	15	-	3		12
13	Barabanki	Banki	Rendua	3	-	2		1
14	Barabanki	Banki	Palari	9	-	9		
15	Barabanki	Nindura	Bajagahani	32	1	2		29
16	Sitapur	Sidhauli	Novakheda	25		1	2	22
17	Sitapur	Sidhauli	Kuwarpur	20		1		19
18	Sitapur	Khairabad	Miya Saraya	15				15
19	Sitapur	Laharpur	Prahaladpur	15				15
20	Unnao	Hasanganj	Azamatgari	8	1	2	1	4
21	Unnao	Hasanganj	Husaingari	17	8	1	8	
22	Unnao	Hasanganj	Kabilagari	12	5	1	1	5
23	Unnao	Hasanganj	Pakara	31	2	14	8	7
24	Unnao	Hasanganj	Khalanga	7			6	1
	Total			300	17	56	50	177