

## ***LABOUR POWER MIGRATION AND THE SUNDARBANS***

### **Context:**

*During the lockdown, **Kalipada Sardar**, aged 42, from Radhanagar in Gosaba Block, died after falling from a train while returning from outside work. This year, in the month of Shravan, **Swapan**, aged 49, from Korakati in Sandeshkhali Block, was working in paddy transplantation in Andhra Pradesh. While travelling with his team from one site to another in an auto-rickshaw, the vehicle overturned, leading to his death and leaving his family destitute.*

*Many others have suffered serious injuries—wounds to hands and legs that destroyed their working capacity. Countless families have broken apart, and even after such tragedies, middlemen and contractors often withhold or cheat them of their due wages.*

*Every year, **4–5 lakh men and women from the Sundarbans migrate out for paddy transplantation work**. The Sundarban Jana Sramajibi Mancha continues its efforts to support these migrant workers and their families—whether in recovering withheld wages or in providing help across all possible fronts.*

*Labour power migration refers to the seasonal or permanent movement of workers from one region to another in search of employment, driven by the demand and supply of human labour rather than by land or capital resources. In the Indian Sundarbans, this phenomenon has become a defining livelihood strategy for thousands of families. Fragile deltaic ecosystems, frequent cyclones, sea-level rise, salinity intrusion, and erosion undermine agriculture and fisheries, leaving local labour underemployed. At the same time, distant labour markets—such as construction hubs in Kerala and Tamil Nadu, brick kilns in Delhi-NCR and Telangana, fisheries in Kerala, and agricultural fields in Andhra Pradesh—demand cheap, flexible labour. The causes are thus twofold: “**push factors**” such as climate-induced livelihood loss, landlessness, and poverty, and “**pull factors**” like higher wages, regular work seasons, and recruitment networks. This cycle of labour power migration has reshaped the Sundarbans’ social and economic fabric, making mobility not just a response to distress but also an adaptive strategy for survival in a highly vulnerable region.*

## 1.

### A research-grounded picture of migrated labour from the Indian Sundarbans (the 19 CD Blocks listed across South & North 24-Parganas).

#### Snapshot: how common is migration?

- Rigorous delta studies (DECCMA, led by Jadavpur University) find **substantial household-level migration from the Indian Bengal Delta (IBD)**. A widely cited synthesis notes that **about 1 in 5 households has at least one migrant** from the Sundarbans blocks.
- The **push–pull is climate-sensitive**: sea-level rise in the IBD is measured **above the global average (~3.1 mm/yr)**, amplifying salinity, erosion, and cyclone impacts that depress local livelihoods and trigger mobility.

#### Who migrates (and when)?

- **Typical migrant**: a working-age man from a rural GP in blocks such as **Gosaba, Patharpratima, Namkhana, Sagar, Canning I/II, Basanti, Hingalganj, Sandeshkhali**—often migrating **seasonally** after the monsoon or a shock (embankment breach/cyclone).
- **Post-disaster surges**: After **Cyclone Aila (2009)**, studies recorded **sharp spikes in brick-kiln migration** even in villages with little prior kiln work (e.g., Gorkumarpur: from 1 household pre-Aila to 85 households post-Aila).
- **Women and youth**: Climate stress and livelihood loss have increased **female-headed migration (domestic work) and youth migration**; risks for girls (dropouts/early marriage/trafficking) are flagged in recent research and journalism syntheses.

#### Where do people go?

- **Construction corridors**: Seasonal out-migration to **Kerala and Tamil Nadu** is common—especially for **construction**—often for 4–8 months a year.
- **Marine fisheries**: There is **targeted migration of Sundarbans fishers to North Kerala harbours (e.g., Munambam, Ernakulam)** to crew mechanised boats; push factors include cyclone damage and salinity impacts on inshore fisheries at home.
- **Brick-kiln belts**: Migrants also head to **West Bengal's Gangetic kiln belts, Delhi-NCR and beyond**; brick-kiln labour is highly migrant-dependent and spatially clustered.

#### What work do they do?

- **Construction & allied trades** (helpers, masons, bar-bending) in South India.
- **Brick kilns** (family/jodi labour, piece-rate pay; widespread informality and debt-like advances).
- **Marine fisheries & seafood handling** in Kerala landing centres (deck work, unloading, ice plants; a growing share of this workforce is migrant).
- **Domestic work & services** (women), and **informal manufacturing/retail** in metro peripheries (Kolkata linkages; broader IBD literature review).

## Why are they moving? (drivers in the Sundarbans blocks)

### 1. Climate & environmental stressors

- **Sea-level rise, salinisation, bank erosion, and high-impact cyclones (Aila 2009; Amphan 2020)** reduce farm/fish productivity and damage housing/embankments—undermining returns to local labour.

### 2. Livelihood fragility

- Small/marginal holdings, low wage floors, and disaster-related asset loss push households to diversify income via migration. DECCMA's IBD profiles and working papers highlight these economic triggers.

### 3. Network effects & recruiter circuits

- Established **kinship/jobber chains** channel workers to **brick kilns and construction sites** across specific corridors.

## Risks and vulnerabilities en route and at destination

- **Informality & piece-rate pay with verbal contracts/advances**, long hours, exposure to heat/air pollution at kilns and sites; weak access to social protection.
- **Protection risks for women & children**, including **heightened trafficking vulnerability** in disaster-hit, impoverished delta GPs.

## Evidence threads:

**Household prevalence / climate link:** DECCMA syntheses of migration as an adaptation in deltas; Jadavpur University (School of Oceanographic Studies) contributions.

- **Measured environmental stress:** Elevated **Sundarbans sea-level rise (~3.14 mm/yr)**; island loss/salinity.
- **Post-Aila labour shifts:** Sharp **switch into brick-kiln work** documented at village level.
- **Destinations & sectors:**
  - **Kerala/Tamil Nadu construction** for men (FMR research note).
  - **Kerala marine fisheries** draw **Sundarbans fishers** to mechanised fleets.
  - **Brick-kiln belts** across WB/Delhi-NCR and other states depend on migrants (policy brief & spatial appraisal).

## How this maps 19 Blocks

- The pattern is strongest in **riverine/island blocks** repeatedly hit by cyclones/embankment failures—**Gosaba, Patharpratima, Namkhana, Sagar, Canning I & II, Basanti**—with **male seasonal migration** common; **North 24-Parganas' fringe blocks** (Hingalganj, Hasnabad, Sandeshkhali I/II, Minakhan, Haroa) show similar climate-livelihood pressures and outward mobility. (Synthesised from DECCMA IBD district/block profiling and cyclone impact studies.)

## What the official datasets can (and cannot) give:

- **Census 2011**: District handbooks and migration tables provide **migration by last residence** and basic characteristics for **South & North 24-Parganas** (useful to show structural out-migration and rural origins, though they lag recent cyclone impacts).
- **NSS 64th round (2007–08)**: The national **Migration in India** report and microdata round up **reasons, durations, and employment** patterns—handy for benchmarking **seasonal and employment-related migration** from West Bengal, even if not Sundarbans-specific.

### Practical implications for programmes in these blocks

1. **Seasonal support windows** (Oct–May): job cards portability, inter-state **PDS portability & wage transfers** targeted to Kerala/TN corridors; pre-departure orientation on contracts/entitlements. (Aligns with risks in kiln/construction sectors.)
2. **Sector-specific skilling & safety**: mason/helper upskilling for construction; **deckhand safety** and basic seamanship for Kerala fisheries lanes.
3. **Anti-trafficking & child-protection integration** in cyclone-hit GPs (school retention, bridge courses, vigilance committees).
4. **At-home livelihood buffers**: saline-tolerant crops, aquaculture diversification, and embankment-resilient farming—core adaptation measures highlighted in IBD research.

### Sources (selected, high-relevance)

- **DECCMA / Jadavpur University**: Key findings on **climate-migration link** in the Indian Bengal Delta; overview and knowledge base.
- **DECCMA Working Paper (Hazra et al., 2018)** on IBD’s **biophysical & socio-economic state** (gender & spatial lens).
- **Sea-level rise—Sundarbans**: Hazra/DECCMA summary of **~3.14 mm/yr** trend.
- **Post-Aila labour shift to brick kilns** (village-level evidence).
- **Brick-kiln migration patterns & risks** (CPR policy brief/appraisal).
- **Kerala/TN construction migration from Sundarbans** (FMR note).
- **Sundarbans fishers migrating to Kerala harbours** (2024 working paper).
- **Census 2011 district handbooks** (South 24-Parganas; general migration tables).
- **NSS 64th Round (Migration in India 2007–08)**—benchmark patterns & reasons.

## 2.

### A case based report:

The movement of labourers from **Gosaba Block (South 24 Parganas, Sundarbans)** to **Andhra Pradesh** during the **monsoon season** to work in paddy fields is consistent with what researchers call “**agricultural seasonal migration circuits.**”

### Why Gosaba migrants go to Andhra Pradesh during monsoon

1. **Local push factors in Gosaba**

- **Flood-prone deltaic agriculture:** July–September is peak monsoon, when fields in Gosaba are waterlogged, saline, or cyclone-affected, leaving little wage work locally.
- **Livelihood gaps:** Small farmers and landless households in Gosaba often cannot depend solely on kharif paddy due to embankment breaches, salinity, and storm surges.

## 2. Pull factors in Andhra Pradesh

- **Labour-intensive paddy transplantation** in the Krishna–Godavari and coastal Andhra delta regions coincides with Bengal’s lean employment season.
- **Recruiter/jobber networks** have been active since the 1990s, bringing groups of men (sometimes whole families) from Sundarbans villages for sowing/transplanting work.
- Wages are often provided in **cash plus food/accommodation**—appealing to Gosaba households during the local off-season.

### Migration cycle

- **Timing:** Typically **June–September** (paddy sowing/transplanting season in Andhra Pradesh).
- **Return:** Workers come back after transplantation ends; some stay longer for harvesting (Nov–Dec).
- **Nature of work:**
  - Paddy transplantation and field preparation (knee-deep water work, long hours).
  - Sometimes also weeding and harvesting, depending on agreements.
- **Recruitment:**
  - Organised through **labour sardars (middlemen)** in Gosaba who contract with landowners or contractors in Andhra Pradesh.
  - Travel in groups (10–30 people), often by train.

### Risks and vulnerabilities

- **Physical strain:** Prolonged standing in water → skin diseases, fevers.
- **Poor contracts:** Mostly **verbal agreements**, advances, and dependency on sardars.
- **Accommodation & food:** Provided by farmers/contractors, but quality varies, leaving workers vulnerable.
- **Exclusion from welfare:** Migrants rarely access PDS, health care, or labour protections in Andhra Pradesh.

### Wider context

- This pattern is **less documented in national NSS/Census reports** because it is *seasonal and informal*.
- However, several NGO field studies (including those from Sundarban labour rights groups and Andhra farm labour research) note that **migrant flows from West Bengal to Andhra/Telangana for paddy work are longstanding and significant**.
- Gosaba, Patharpratima, Basanti, and Hingalganj are among the blocks most involved, due to **acute climate vulnerability** and lack of local employment in monsoon months.

### 3.

## EVIDENCE-BACKED PICTURE OF MIGRATED LABOUR FROM THE INDIAN SUNDARBAN BLOCKS (SOUTH & NORTH 24-PARGANAS)

### 0) Big picture: how common is migration from the Sundarban?

- In the Indian Bengal Delta (IBD) household survey (DECCMA), **18% of households had sent at least one migrant**; moves are mostly for work, predominantly men aged 21–40. Top destinations include **Kolkata**, and (inter-state) **Maharashtra, Tamil Nadu, Kerala**.
- Qualitative/press syntheses based on the same DECCMA work often phrase this as “**~1 in 5 households** in the Sundarbans have a migrant,” with **Gosaba** above the average. Treat that as a rounding of the 18% survey finding rather than a separate statistic.

It has been found that in a typical GP many families with at least one seasonal or circulatory migrant; male-dominated, but women’s mobility for domestic/service work is rising.

### 1) Block-wise migration corridors (who goes where)

Below I group blocks by corridor patterns that are best-documented in studies and NGO working papers. (Bold = stronger evidence.)

#### A. Coastal fishing belt blocks — **Kakdwip, Namkhana, Patharpratima; (also Frazerganj, Mousuni, Diamond Harbour range)**

- **Corridor:** to **Kerala’s north coast harbours (Beypore – Kozhikode; Ponnani – Malappuram)** for marine fishing crew & harbour work.  
– A 2021–24 field study traced **source villages in Kakdwip, Namkhana, Patharpratima** sending deckhands and harbour labour to **Beypore/Ponnani**; flow began ~2000s and accelerated in 2010s.
- **Seasonality:** men often leave **Nov–May** (Kerala trawling seasons), return for **June–Oct** fishing/monsoon farming at home; short-term “lean-season” trips are increasing.

#### B. Gosaba + neighbouring agrarian blocks — **Gosaba, Basanti, Kultali, Canning I/II**

- **Corridor 1 (seasonal agri):** to **Andhra Pradesh (paddy transplantation & weeding)** in the **monsoon window** (June–September), often via contractors for nursery raising / line transplanting. The field info about **Gosaba** → **AP** matches broader patterns of **monsoon-time labour gaps** in AP/Telangana paddy that draw in inter-state migrants. State wage series show **AP male daily wages for sowing/transplanting peaking ~₹500–535/day in late-2024**, which fits what recruiters offer for transplantation teams.
- **Corridor 2 (nearby urban):** to **Kolkata urban periphery** for construction, handling, wholesale markets, and **women into domestic work**. (Domestic work in Kolkata is sizeable but informal; 2022–24 studies highlight insecurity and lack of social protection.)
- **Corridor 3:** to **Kerala construction & services** for a share of men (see Section 2 wages). Kerala continues to absorb large inflows from **West Bengal**.

### C. Riverine/embankment-stressed & northern blocks — Hingaljanj, Sandeshkhali I/II (North 24-Parganas delta edge)

- **Corridor:** to brick kilns (Delhi-NCR, UP, parts of Telangana/AP), and **metro-periphery construction** under labour sardars; family/jodi migration common. National briefs describe kiln labour as **migrant-run, seasonal (Nov–May)** and **piece-rated**.
- **Also:** circulation to **Kolkata/Howrah** for informal manufacturing/retail and warehousing.

**Note:** Post-cyclone shocks (Aila, Amphan) repeatedly spike out-migration from low-lying GP's across **Gosaba, Patharpratima, Kultali, Hingaljanj** etc., pushing families into **kilns/construction** in the following seasons. (Multiple assessments document the shift but hard numbers vary by pocket.)

### 2) What work they do (by sector) — roles, wages, terms, risks

**The Realistic 2021–25 ranges** using official wage series + sector studies. Local offers can be a bit under/over depending on recruiter cuts, skill and demand.

#### (i) Labour-intensive paddy transplantation (AP)

- **Roles:** nursery prep, **transplanting in lines**, weeding; mostly men's teams, some women in weeding.
- **When:** **June–September** (monsoon).
- **Wages:** **₹450–₹530/day (men)** typical in AP as per Labour Bureau/CEIC series for “sowing/planting/transplanting & weeding”; local reports in bumper-demand seasons show higher per-acre quotes (contract mode).
- **Terms:** daily-cash, sometimes food+lodging; limited formal protection; travel/advance occasionally arranged by sardars.
- **Risks:** rain interruptions, cramped lodging; no paid off-days; weak accident cover.

#### (ii) Construction & allied trades (Kerala, TN, metro peripheries)

- **Roles:** unskilled helpers, bar-bending/carpentry assistants, scaffolding, tile/paint helpers; some graduate to skilled tasks.
- **Wages (Kerala):** **₹600–₹1,400/day** depending on district/grade/skill; studies and policy briefs consistently show **migrant day-rates within this band** and an expanding list of migrant job categories.
- **Terms:** daily/weekly cash; contractor-tied housing (sheds); limited written contracts. **Kerala** has relatively stronger inclusion initiatives than many states, but gaps remain.
- **Risks:** falls, heat stress, wage delays; variable compliance with minimum-wage notifications.

#### (iii) Brick kilns — “family/jodi” labour (husband–wife team), often with children

- **Where:** Delhi-NCR, UP, Haryana, Telangana/AP per recruiters; season **Nov–May** (kilns shut in monsoon).

- **Payment system: advances (pre-season) + piece-rate per 1,000 bricks;** families work to “repay” advance. Typical advances in field studies: **₹20,000–₹40,000 per family;** piece-rates vary widely by kiln/state.
- **Wages/piece rates:** Policy/NGO briefs note rates often **underpay relative to effort;** a technical review suggests that a fair rate could be **₹800–₹820 per 1,000** (illustrative calc), but many sites pay less; debt-bondage risks persist.
- **Scale (context):** India has **100k+ kilns employing millions;** highly informal and seasonal.
- **Risks:** heat stress, child labour exposure, restricted mobility, wage theft. (Multiple 2024–25 reports and features continue to flag abuses.)

#### (iv) Marine fisheries & seafood handling (Kerala)

- **Roles:** trawl crew (deckhands), unloading/icing, harbour coolie work, filleting/processing.
- **Share of migrants:** New national study reports **migrants = 58% of Kerala’s marine fisheries workforce** (harvest, post-harvest, market). Sundarbans men are a visible subset alongside Odisha/TN migrants.
- **Crew pay norms:** Kerala harbours often use a **daily bata + profit-share + sale of “kachra” waste fish.** In Sundarban-to-Kerala corridor study, **bata was ₹400–₹500/day** for small vs. bigger boats (2021–22 baseline), with profit share on trip settlement.
- **Seasonality:** steady through the year except **June–July trawl ban** (unemployment/return home).
- **Risks:** no written contracts, night-sea hazards, injury without formal insurance, cramped harbour housing.

#### (v) Domestic work & services (women), informal retail/manufacturing (metro peripheries)

- **Where:** Kolkata/MMR/NCR per networks; women from **Canning/Kultali/Basanti/Gosaba** often take up part-time or live-out jobs.
- **Wages:** highly varied (task-based monthly sums); research on Kolkata shows **low pay, weak legal coverage, negligible health/pension**—ongoing demand for a minimum wage framework.
- **Risks:** harassment, no leave, sudden job loss.

### 3) Numbers that matter:

- **Household prevalence:** **~18%** of IBD households had a migrant (DECCMA survey across 1,315 HHs). In some Sundarban pockets (e.g., **Gosaba**), field reports say **higher than average**, but keep “1 in 5” as the defensible talking point.
- **Kerala fisheries:** **~58% of workers are migrants;** West Bengal (incl. Sundarbans) is a key source.
- **AP monsoon paddy:** recent official wage series show men’s **sowing/transplanting** day-rate in **AP peaked around ₹530/day in late-2024;** typical offers to WB teams sit in **₹450–₹530** depending on district/season.

- **Kerala construction: ₹600–₹1,400/day** depending on grade/skill/district (from state notifications & studies).
- **Brick kilns: advances ₹20–40k/family; piece rates widely ₹600–₹800 per 1,000 bricks** (illustrative calc suggests ~₹820/1,000 is needed for fairness, but many kilns pay less). **Season: ~6–8 months** non-monsoon.
- **Women’s domestic work:** fragmented; low/no social security in Kolkata studies; push for minimum wage continues.

#### 4) Protections & “securities” migrants *can* use (and gaps)

- **Ration portability (ONORC):** all states are on board since mid-2022; **migrants can lift NFSA grain anywhere** via Aadhaar/POS (helpful for AP/Kerala seasons). Awareness remains the main gap.
- **e-Shram registration: 30+ crore workers** registered nationally by late-2024/early-2025; useful as an **ID for unorganised workers** to access schemes and for state verification—but benefits in destination states are uneven. Encourage registration/updates before departure.
- **Minimum wages:** Kerala updates frequently (construction & harbour labour covered under scheduled employments); AP has occupation-wise agricultural wage tracking; enforcement at worksites is the challenge.

#### 5) Block → Corridor → Work cheat-sheet

- **Gosaba: AP paddy transplantation (Jun–Sep); Kolkata domestic/services; some Kerala construction/fisheries.** Quote **₹450–₹530/day** for AP agri; **₹600–₹1,400/day** construction (Kerala).
- **Kakdwip / Namkhana / Patharpratima: Kerala marine fishing & harbour work** (Beypore/Ponnani); **Nov–May** peak; **bata ₹400–₹500/day + share** (2021–22 baseline).
- **Canning I/II / Basanti / Kultali: AP paddy** (monsoon), **Kolkata construction & domestic,** some **Kerala construction/services.** Use wage bands above.
- **Hingalganj / Sandeshkhali: Brick kilns (NCR/UP/Telangana) Nov–May; advances ₹20–40k/jodi, ₹600–₹800/1,000 bricks** typical; high risk of wage theft/child labour—target prevention & safe return work here.

#### 6) What this means for the frontline work (quick program pointers)

1. **Departure counselling & paperwork:**
  - ONORC demo + **Mera Ration** app, **e-Shram** registration/updates, bank account verification, emergency contacts.
2. **Sector-specific packs:**
  - **AP paddy teams:** rain gear, basic first-aid, contractor receipt templates in Bangla/Telugu; wage card with **₹450–₹530** benchmark.

- **Kerala fisheries:** personal flotation tips, sea-injury hotline list; explain **bata + share** math; June-July trawl-ban unemployment planning.
  - **Brick kilns:** anti-debt bondage brief; **advance receipts**, weekly piece-count logs, child-safeguarding script; preferred corridors with NGO support.
3. **Hotspot outreach:** prioritise **Gosaba, Kakdwip, Namkhana, Patharpratima, Kultali, Hingaljanj** GPs for pre-season camps (May–June & Oct–Nov).
  4. **Destination partnerships:** tie up with **CMID/Kerala** labour offices near **Beypore/Ponnani**, and district labour lines in **AP's coastal districts** for paddy season.

### Sources (core, recent, and sector-specific)

- **DECCMA/IBD household & migrant findings** (who migrates, where, % households):
- **Kerala fisheries migration share (58%):**
- **Sundarbans→Kerala fisheries corridor & wage norms (blocks named):**
- **AP agri wages for sowing/transplanting (benchmarks):**
- **Kerala construction wages / migrant differentials & policy context:**
- **Brick kiln labour dynamics (seasonality, piece-rate/advance, jodi labour):**
- **Domestic work in Kolkata (conditions/insecurity):**
- **ONORC portability & e-Shram scale:**

## 4.

### Samples For 4 Key Blocks (Gosaba, Kakdwip, Namkhana, Hingaljanj) Block Migration Fact Sheets (Draft)

#### 1. Gosaba Block

- **Peak migration months:** June–September (monsoon, paddy work in AP); October–April (Kolkata & Kerala construction/service).
- **Destinations:** Andhra Pradesh (paddy transplantation), Kolkata city (construction, domestic work), Kerala (construction).
- **Wage bands:**
  - Paddy transplantation (AP): ₹450–₹530/day (men); ₹350–₹450/day (women in weeding).
  - Construction (Kerala): ₹600–₹1,400/day depending on skill.
  - Domestic work (Kolkata women): ₹3,000–₹6,000/month, usually without benefits.
- **Pre-departure checklist:**
  - ✓ Carry Aadhaar + ration card → activate ONORC (One Nation One Ration Card).
  - ✓ Register/update on e-Shram portal.
  - ✓ Keep emergency contacts in writing.
  - ✓ Agree wages in advance with sardars, get written note if possible.
  - ✓ Pack raincoat/soap/first aid for AP paddy.

## 2. Kakdwip Block

- **Peak months:** November–May (Kerala fishing season); off-season short trips to Kolkata.
- **Destinations:** Kerala (Beyppore, Ponnani harbours – fishing crews, harbour labour).
- **Wages:** Bata ₹400–₹500/day + profit share + sale of waste fish.
- **Checklist:**
  - ✓ Know the “bata” rate before leaving.
  - ✓ Safety at sea: carry basic flotation device.
  - ✓ Keep health card + medicine kit.
  - ✓ June–July = Kerala trawl ban → plan alternative income at home.

## 3. Namkhana Block

- **Peak months:** November–May (Kerala fisheries & construction).
- **Destinations:** Kerala harbours (crew, unloading), Kerala construction sites.
- **Wages:**
  - Fisheries: ₹400–₹500/day + share.
  - Construction: ₹600–₹1,400/day.
- **Checklist:**
  - ✓ Clarify advance/settlement with boat owner/contractor.
  - ✓ Pack warm clothes + raincoat.
  - ✓ Keep family contact info safe.

## 4. Hingaljanj Block

- **Peak months:** November–May (brick kiln season).
- **Destinations:** Brick kilns in Delhi-NCR, UP, Telangana.
- **Wages:** Advance ₹20,000–₹40,000/family; piece rate ₹600–₹800 per 1,000 bricks.
- **Checklist:**
  - ✓ Get receipt for advance.
  - ✓ Keep piece-count records weekly.
  - ✓ Avoid sending children to kilns – health & education risks.
  - ✓ Register in e-Shram before departure.