

A Study on Human Rights Awareness Among Quarry Mining Employees

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Abstract

Human rights are universal basic rights that give equal rights to all individuals irrespective of caste, creed, religion, language, color, or culture. Human rights include all fundamental rights such as the right to equality, education, work and to lead a life with dignity. Human rights help to resolve conflicts and address grievances and discrimination to create a sustainable society. The objective of the present study is to understand the level of human rights awareness among quarry mining employees particularly from the mining sector. There are very few studies that focused on the mining employees on social aspects. Hence, the study was undertaken to assess the level of understanding and awareness among quarry mining employees in urban Bangalore, Karnataka, India. For the said purpose, a descriptive quantitative study using survey-based method was applied and data was collected through random sampling using survey questionnaires. Statistics and thematic analysis on quantitative data indicate urban employees had a general awareness of the subject, but lacked the essential awareness, particularly in terms of economic, social, and cultural rights.

Keywords: Awareness, Employees, Human Rights, Mining Sector

1.0 Introduction

Around 95 minerals are produced in India, which includes various metallic, non-metallic, fuel, and other minor minerals, which play a source of raw materials for multiple industries. According to 2021-2022, there are 11 major states which contribute almost 93 percent mining sector with Madhya Pradesh leading the way with 263 mines, followed by Gujarat (147), Karnataka (132), Odisha (128), Chhattisgarh (114), Andhra Pradesh (108), Rajasthan (90), Tamil Nadu (88), Maharashtra (73), Jharkhand (45), and Telangana (39)¹. India is the second largest country in the production of coal and cement which has almost 9 percent coal reserves worldwide. Moreover, the mining sector in India is

majorly occupied by the private sector than the public sector which has a huge share in the economic growth of the country. Likewise, the mining and metal sectors face major challenges with their workforce starting from the basic amenities to their livelihood. The majority of employees work in the unorganized sector, where they face serious human rights violations ranging from local communities to individuals, as well as environmental consequences.

1.1 Land and Resource Rights

The mining operations in India take place in various inhabited areas where indigenous people are highly facing the risk of livelihood. The depletion of resources can lead to the displacement of major communities,

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affecting their rights to land, culture, and traditional ways of life. In some cases, mining projects involve the acquisition of land from local communities. It is crucial to ensure that such processes are conducted transparently and that affected communities are adequately consulted and compensated. Almost 2.94 lakh hectares of land has been acquired for coal mining in India in recent years according to the Ministry of Mining. The compensation is calculated based on the land acquired starting from compensation on home, trees, employment for land, one-time payment, and lieu of employment. However, the compensation for acquiring land has been still an issue for major farmers and indigenous communities in these areas. The land that is unused for more than 5 years has to be returned back to the owner according to the Land Acquisition Act, 2013². Still now there are no proper sources where how many mining companies have returned the land to the owners if the acquired land is unused. The Samaj Parivartana Samudaya case was a landmark point in India's fight against illegal mining. The case underlined the importance of comprehensive mining sector regulation, as well as environmental and community rights protection. Following the intervention of the court in the case, multiple illegal mines were stopped and mining sector reforms were adopted, setting a precedent for other resource-rich regions in India and throughout the world³.

1.2 Labor Rights

11 states in India hold almost 93 percent of the mining sectors which is widespread with various quarries throughout the country. All these states are employed to work in the quarries most of them belong to the unorganized sector where they are migrants and contract laborers who work for low wages. Further, the employees who are employed by local inhabitants and nearby villages receive low wages without any form of labor benefits. On average, the wages differ for skilled and unskilled employees with Rs.350-683 who work on ground and below ground on an hourly basis or daily basis. In reality, those who come under contract or migrant mine employees receive only Rs.70-120 per day depending upon their skill⁴. These contract employees do not enjoy any benefits related to health, sanitation, maternity benefits, or any form of leave. Mines have a high risk of accidents

due to hazardous working conditions, and health care has been a major concern among mine employees. Because of a lack of safety equipment, demanding physical labor, and an abundance of health issues, mines have substantial health concerns. Mine employees are disadvantaged because they cannot afford expensive medical treatment, and their remote location and poverty prevent them from getting life-saving health care. There have been instances of child labor and forced labor in the mining industry. Companies need to implement measures to prevent and address these issues in their supply chains. Understanding human rights in the mining sector necessitates guaranteeing safe working conditions, fair compensation, and the protection of employees' rights.

1.3 Human Rights in India

Human Rights are those rights that safeguard all individuals to lead a life with freedom, respect, and dignity in society. These rights are non-discriminatory and have universal application irrespective of religion, caste, creed, gender, and race. These rights are safeguarded by every nation without restrictions. Nations across boundaries may differ in languages, culture, and tradition but human rights remain unaltered. The concept of Human rights is based upon the assumption that all are born with dignity and equality. Human rights are universal natural rights that are guaranteed by every constitution to their individuals irrespective of race, sex, religion, age, place of birth, etc. Human rights are required for peaceful co-existence and survival of human species⁵. The UDHR played an important role as a foundation for the emergence of Human rights in India. To respect the international treaties, resolutions, and acts, our constitution has also given much importance to our Directive principles of the state policy to incorporate various treaties by universal bodies in the country. Likewise, some major initiatives of incorporating human rights were established under the National Human Rights Commission (NHRC) which was based upon UDHR and Parris principles resolution in 1993. The National Human Rights Commission has a brief history which was incorporated by the Protection of Human Rights Act, of 1993, and gave the commission a statutory body of the Constitution of India. The major purpose of the commission is to ensure the

protection and prevention of human rights violations. Karnataka State Human Rights Commission (KSHRC) was established in 2007 under the Protection of Human Rights Act, of 1993; it also had the same composition, powers, and functions similar to National Human Rights Commission. Moreover, many constitutional bodies were set to safeguard the human rights of minorities, SC/ST, women, and children.

1.4 Human Rights Awareness

Human Rights awareness is the capacity of individuals to have consciousness of their basic rights. Individuals in a given society must acknowledge and exercise their basic rights for survival and existence. An awareness of these rights helps to combat discrimination, exploitation, injustice, human abuses, and human rights violations. Being self-aware and sensitizing individuals on this, empowers the society at large. It also helps people to participate in democratic decision-making processes and fosters mutual understanding of human rights between the government and the citizens to maintain human dignity and equality⁶. People should be aware of public policies within political, economic, and social systems that protect the rights of individuals. Awareness through networks, campaigns, and sensitization promotes a healthy and tolerant society. Consciousness of human rights allows individuals to resist any sort of violation that threatens one's peaceful existence. In a way, these rights give way to the sustainable development of mankind and enhance life in general. Despite globalization, the development of countries, and the existence of various campaigns, there still exist human rights violations in various forms. This is a serious problem and an impediment to societal progress⁷. Ignorance and lack of understanding on the subject are prime reasons for extreme human rights violation⁸. This can be sorted out as individual and collective efforts for justice, involving all communities and social groups.

1.5 Mining Employees and Human Rights Issues

Mine employees provide a crucial service, but they are at risk of death. Because employees are regularly obliged to operate in dangerous settings, roof collapses or crashes can swiftly escalate into serious concerns. Although serious

errors can occur from time to time, most construction firms and individuals working on huge projects take their time and use specific tactics to govern the environment.

Mine employees are vulnerable to a wide range of common injuries. Employees may get constant strain injuries, torn ligaments, and fall injuries because of the demands of the job. While within the tunnel, a cave-in is possible, which might result in catastrophic injuries, brain damage, suffocation, or worse. Depending on where the mine is being excavated, there is a chance of being exposed to radon, as well as silica or cement dust. All of these dangerous and uncomfortable exposures can result in occupational asthma, lung disease, and other health problems. In November 2023, 41 tunnel employees were under construction of the Silkyara-Barkot tunnel on Yamunotri National Highway, Uttarakhand collapsed. The tunnel employees were trapped for 18 days and finally rescued without any fatalities. This tunnel has collapsed around 20 times in the last five years, posing the greatest risk to tunnel employees' lives and risking their right to life. The most recent rescue operation illustrates unequivocally that tunnel employees require more awareness and training to cope with life-threatening situations since the right to life is a fundamental human right⁹. Likewise, many communities have resisted mining expansion owing to harsh restrictions, enforcement of existing laws, and corporate disregard for human rights. These communities have anticipated mining companies to provide them with jobs and funds, for the land acquired for mining. There are various issues raised on human rights violations that take place in the mining sector which is not exposed in the real-life scenario.

1.6 International Labour Organization (ILO) Conventions

ILO Convention No. 176 - Safety and Health in Mines, 1995: This agreement specifies the standards for safeguarding mine, and tunnel worker's safety and health. It addresses a wide variety of issues, including risk assessment, training, emergency preparedness, and worker safety from hazardous chemicals.

ILO Convention No. 183 - Maternity Protection Convention, 2000: This convention is not specific to the mining sector, it emphasizes the protection of maternity

rights for female employees, particularly those in the mining industry.

1.7 ILO Declaration on Fundamental Principles and Rights at Work

This declaration outlines fundamental labor principles that apply to all employees, regardless of any industry. It concerns the freedom to form associations, the right to collective bargaining, the eradication of coercive and forced labor, and the abolition of child labor.

1.8 United Nations Guiding Principles on Business and Human Rights (UNGPs)

The UNGPs provide a global standard for mitigating the risk of negative human rights consequences from economic activity. They underline the need for companies, particularly those in the mining industry, to adhere to human rights principles throughout their operations.

1.9 United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

The UNDRIP protects the rights of indigenous peoples, including those who may be damaged by mining operations. It emphasizes the concept of Free, Prior, and Informed Consent (FPIC) and the right of indigenous peoples to participate in decision-making processes impacting their rights and resources.

1.10 Extractive Industries Transparency Initiative (EITI)

The Extractive Industries Transparency Initiative (EITI) is a global standard that promotes transparency and accountability in the extractive industries, including mining. It requires companies to disclose information regarding payments to governments and aims to ensure that resource wealth benefits all communities.

1.11 International Council on Mining and Metals (ICMM) Principles

The International Council on Mining and Metals (ICMM) is a trade association that brings mining and metals firms, as well as other stakeholders, together to promote

sustainable development and ethical mining business practices. The International Commission on Mining (ICMM) has created a set of ten principles known as the “ICMM Mining Principles,” which assist its members in meeting high Environmental, Social, and Governance (ESG) standards. The ICMM Mining Principles include a wide range of topics, such as sustainable mining and ethical corporate practices.

- Use ethical business practices and corporate governance systems: Companies must adhere to strict ethical and governance standards in their operations.
- Incorporate sustainability into your business strategy: To secure long-term success, mining corporations should include sustainable development in their business plans.
- Contribute to the host country’s and local communities’ social, economic, and institutional development: Mining companies are urged to positively contribute to the development of the communities in which they operate.
- Companies must emphasize safety and health standards and strive for ongoing improvement in these areas.
- Strive for continuous improvement in environmental performance: Environmental stewardship is a top responsibility, and businesses must go to considerable measures to minimize their environmental impact.
- Strive to enhance water management strategies continuously: Water conservation and pollution control are emphasized as critical aspects of good water management.
- Implement procedures that can be independently validated for successful and transparent stakeholder participation, communication, and reporting: Companies should engage stakeholders transparently and maintain open channels of communication.
- Mine closure and decommissioning must be carried out responsibly: To avoid negative consequences after the end of mining operations, responsible closure plans should be developed and implemented.
- Strive for continuous improvement in sustainable development performance: Businesses must

strive to improve their sustainable development performance regularly.

- Encourage and assist responsible metal and mineral product design, use, reuse, recycling, and disposal: Businesses are encouraged to examine the whole life cycle of their commodities, from design to disposal, to support responsible practices.

Although the ICMM Mining standards are optional, ICMM members commit to apply and adhere to them. The principles are meant to be congruent with other international accords and frameworks, such as the UN Guiding Principles on Business and Human Rights and the SDGs.

Members of the ICMM must have their compliance with these guidelines independently confirmed. The ICMM emphasizes transparency and responsibility in reporting, urging members to disclose their accomplishments and challenges in implementing the principles.

2.0 Statement of the Problem

Human rights are essential for the peaceful existence of humanity. Knowledge of human rights allows one to participate in any violation. Likewise, the study dwells on the quarry mining employees who are working under contract profession. Various studies have been conducted on quarry employees related to health but there are no studies or limited studies on the awareness level of their rights and human rights. The major problem of mining sector employees is not aware of their rights and most of them are migrant employees who are classified as contract laborers. In many situations, they work for cheap labor or bonded labor where the entire family is involved in fulfilling their daily livelihood. Some of them are illegal poachers of mining in coal fields, and mica mines where child labor is involved in various parts of India. Mostly women in illegal mines collect coal in the early morning from 6.00 am to 9.00 am before the legal coal mining starts. Many have lost their lives in illegal mining or physical injuries while involved in mining, like burning their hands, and legs, due to the extreme temperature of coal. Though these incidents happen people still involved in illegal mining for their daily survival. These incidents happen because of a lack of awareness and no legal ways to ensure new forms of livelihood. Mining jobs may be

physically demanding and dangerous at all times. It is critical to maintain safe working conditions, equitable compensation, and the protection of employees' rights. In the mining industry, child labour and forced labour have also been reported as they might fall under a contract or sub-contract within the contract. Companies must take action to avoid and cure supply chain vulnerabilities as in many instances in quarry mining, mica mining has been done illegally by children and bonded labourers. Mining activities can influence water quality and the availability of safe drinking water in society. Water rights must be safeguarded to maintain the well-being of affected populations in the mining areas. Mining's environmental impact, notably air and soil pollution, can have an impact on the health and well-being of the nearby communities, possibly infringing on their right to a healthy environment. Likewise, uncertainty over rights and benefits is a major source of issues among mining employees in the unorganized sector. Individuals working in the mining sector are not covered by labour laws, no job security, and usually work in informal and unsafe conditions.

Many employees in the mining sector have unclear contracts and terms of employment. Workers' rights are difficult to understand due to a lack of formality are not unionized and may have limited access to information on their rights, labor laws, and social security benefits. Employees in this sector may have various levels of education, and some may have poor reading and numeracy skills. As a result, people may find it challenging to understand and articulate their legal rights. Likewise, this present study was propelled by a curiosity to understand if employees belonging to quarry mining in urban Bangalore, have the necessary awareness about their human rights. To measure the awareness level of quarry mining employees on human rights, the Social phenomenology approach is used. This approach was developed by Edmund Husserl and Alfred Schutz and gives exposure to understanding oneself with the external environment to self-evaluate their awareness levels, feelings, thinking, knowledge, and behavior. It further elaborates that if one is aware about their self can meet higher standards of awareness in the growth of social action, situations, and social world¹⁰. The social phenomenology approach is applied to this study to self-evaluate and determine the awareness level of human

rights among employees. Andersen, E. S.¹¹. The X model questionnaire is framed for the study as it is applicable for personal input and output of their level of awareness. Accordingly, the objectives of the study are as follows.

2.1 Objectives

1. To determine the level of Human rights awareness among quarry mining employees.
2. To examine the level of awareness under various classifications of human rights among quarry mining employees.

2.2 Research Design

A quantitative research approach was used to understand the objective, systematic process of numerical data being used to analyze and quantify social processes and develop conclusions. The present study has adapted the quantitative method of research as it involves adequate and accurate interpretation of findings. Relatively, this method is suitable for the current study as it aims to study the level of Human rights awareness among quarry mining employees. Also, a normative survey approach and evaluation is being used to elicit opinions from respondents representing the population. The survey method using random sampling technique was used for this study.

2.3 Tools for the Study

A 2-point to 5-point Likert-type scale questionnaire was used for data collection as a tool to know the awareness level of human rights among quarry mining workers. Next, an X model tool is adopted in the questionnaire which can make the possible implications in arriving at possible input and output of an individual personally to achieve the input, process, and outputs. These personal inputs and outputs are fully based on knowledge, attitudes, beliefs, and awareness of any social system that is used in major research projects and project management. As a result, this model is used in arriving at input, process, and output in various social systems to get accurate information from the respondents.

Based on the above classification the questionnaire has been classified under three broad categories to collect data. The first section contained closed-ended questions to know their level of general awareness where

participants had to select an option to rate their human rights awareness. The second section asked participants to rate their awareness level of civil and political rights under 13 different classifications. The third section asked participants to rate their awareness of economic, social, and cultural rights under 13 different classifications.

2.4 Instrument Validity and Reliability

The instrument developed for the level of awareness of human rights among employees was used to collect data. To establish the validity of the instrument, the human rights awareness level of employees from the quarry mining sector was conducted through the review and gathered opinions among experts to generate this instrument. In addition, a pilot study was conducted to establish the reliability of the instrument. Further, the instrument was reviewed by another panel of researchers before it was distributed to the participants. As a result, the present outcome has been proven to be valid and reliable.

2.5 The Population of the Study

The target participants for the study were based on contract employees from the quarry mining sector in Bengaluru, Karnataka, India. The study comprises 320 employees selected randomly from 47 quarry mining sectors in and around the outskirts of Bengaluru. The survey was conducted through a structured questionnaire to understand the level of awareness among the quarry mining employees.

2.6 Sources of Data

The data required for this study were drawn from both secondary and primary sources. Secondary data were obtained from journals, periodicals, academic publications, reports websites, etc. Primary data were collected from the employees in quarry mining sector institutions based on the questionnaire.

3.0 Data Analysis

The collected data has been compiled and processed with the application of simple statistical tools such as average and percentage which were used under the Level of Human rights awareness among employees in the

Table 1. Demographic profile

Demographic Profile	Grouping	Total (N = 320)
Age	18-25	40
	26-33	25
	34-41	20
	42 ^	15
	Total	100
Gender	Male	50
	Female	50
	Total	100
Education	Primary	50
	Secondary	25
	Higher Secondary	15
	Degree	10
	Total	100

quarry mining sector with due attention to the general awareness of human rights and other human rights based on social, economic, political, civil and cultural factors. The analyzed data is presented in table form and graphical representation. After the analysis is over major findings are drawn and presented in sequential order.

3.1 Demographic Profile

According to the data, the majority of employees are between the ages of 18 and 21, with a 40 percent average, 26-33 years with a 25 percent average, 34-41 years with a 20 percent average, and 42 years and above with a 15 percent average. It is also to be noted that the study

included both genders, with 50 percent participation on average. Finally, 50 percent of employees have graduated from elementary school, 25 percent from secondary school, 15 percent from higher secondary school, and 10 percent hold a bachelor's degree (Table 1).

The Table 2 represents the general awareness of human rights, among the quarry mining employees where almost 62.35 percent of them answered positively about their awareness of human rights whereas 37.65 percent showed a lack of general awareness.

For the question (Sl. no. 5), 'Do you know what Human Rights are sometimes called as?' with options such as Basic Rights, Natural Rights, Moral Rights, and

Table 2. General awareness questions on human rights

S. No	Awareness Level on Human Rights	Yes/No	Total (N = 320)
1	Do you have Rights?	Yes	100
		No	-
		Total	100
2	Do you know your rights are been safeguarded and protected?	Yes	87.5
		No	12.5
		Total	100

Table 2 Continued

3	Do you know everyone has human rights?	Yes	65
		No	35
		Total	100
4	Do you know the government has the moral and legal duty to protect your rights?	Yes	61
		No	39
		Total	100
5	Do you know what Human Rights are sometimes called as?	Basic Rights	23
		Natural Rights	42
		Moral Right	24
		All	11
		Total	100
6	Who has Human Rights?	Criminals	10
		Refugees	30
		All Humans	45
		All	15
		Total	100
7	Some groups require special Human Rights	Yes	12
		No	88
		Total	100
8	Who looks after Human Rights?	State Legislations	53
		National Legislations	30
		International Legislations	5
		All	12
		Total	100
9	Where can you claim your Human Rights?	Constitution	12
		Judiciary	14
		International Treaties	5
		Government	40
		All	29
		Total	100
10	Do you know the government has the moral and legal duty to protect your rights?	Yes	79
		No	21
		Total	100
11	Do you know in India we have NHRC/KHRC to protect your Human Rights?	Yes	32
		No	68
		Total	100

Source: Computed

Table 3. Awareness level of civil and political rights

S. No	Civil and Political Rights	Yes	No	Total (N = 320)
1	Vote	100	-	100
2	Education	69.5	30.5	100
3	Public Service	56.25	43.75	100
4	Basic facilities	41.6	58.40	100
5	Employment	39.5	59.5	100
6	Free and Fair Trial	33	67	100
7	Liberty and Security	45.5	55.5	100
8	Equal before law	32.6	67.4	100
9	No discrimination	45	55	100
10	Freedom of Religion	90.5	9.5	100
11	Property	62.5	37.5	100
12	Free from torture	77.6	22.4	100
13	Free assembly	58.6	41.4	100
	Total	57.85	42.15	100

Source: Computed

all, 42 percent of the employees answered Natural rights, 24 percent have answered moral rights, 23 percent have answered as Basic rights and 11 percent have answered all rights respectively.

For the question (Sl. no. 6), Who has Human Rights? With the option of Criminals, Refugees, All Humans and All, 45 percent of the quarry mining employees have answered as All Humans, 30 percent answered Refugees, 15 percent answered All (including Criminals, Refugees, All Humans) and 10 percent answered Criminals respectively.

In response to the question (Sl. no. 8), Who looks after Human Rights? With the option of State, National, International Legislations, and All, 53 percent of the quarry mining employees have answered as State Legislations, 30 percent have answered as National Legislation, 12 percent have answered as All Legislations, and 5 percent have answered International Legislations.

In response to the question (Sl. no. 9), Where can you claim your Human Rights? With options such as Constitution, Judiciary, International Treaties, Government and All, 40 percent of the employees have answered as Government, 29 percent of the quarry mining employees have answered All (including Constitution, Judiciary, International Treaties, Government), 14 percent of the employees have answered as Judiciary, 12 percent have answered as Constitution and 5 percent have answered as International Treaties respectively.

As per the Table 3 and Figure 1 on Civil and Political rights level of awareness includes the right to vote, education, public service, basic facilities, employment, free and fair trial, liberty and security, equality before the law, no discrimination, freedom of religion, property, free from torture, free assembly, etc. Among quarry mining employees it is found that the majority of 57.85 percent have awareness and 42.15 do not have awareness of civil and political rights.

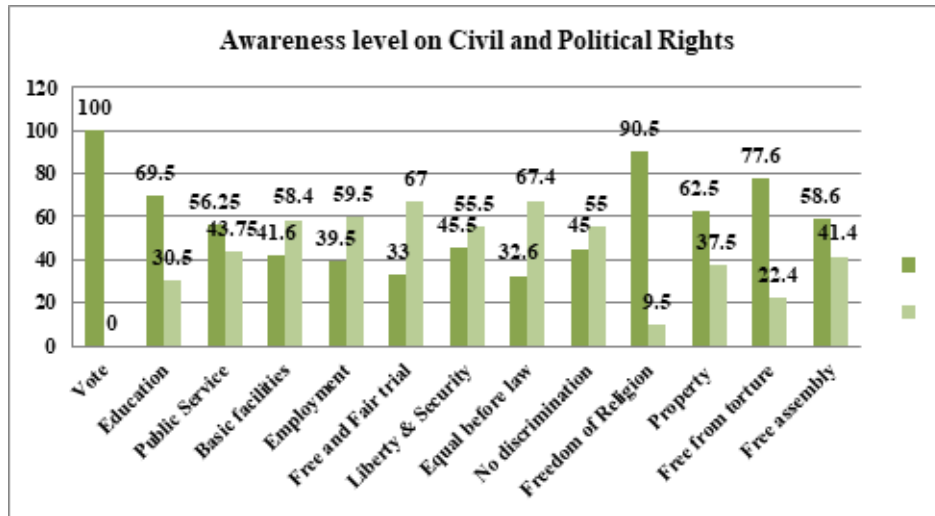


Figure 1. Civil and political rights.

Table 4. Awareness level on economic, social and cultural rights

S. No	Economic, Social and Cultural Rights	Yes	No	Total (N = 320)
1	Social Security	56.5	43.5	100
2	Social Capital	36	64	100
3	Social Insurance	43.5	56.5	100
4	Social Services	18	82	100
5	Social Integration	28.5	71.5	100
6	Marriage and Family	12	88	100
7	Equal Pay for work	45	55	100
8	Safe work environment	36	64	100
9	Work skills	21	79	100
10	Health	39	61	100
11	Protect Culture	25	75	100
12	Protect distinct Script	15	85	100
13	Protect distinct Language	32	78	100
	Total	31	69	100

Source: Computed

As per the Table 4 and Figure 2 on Economic, Social and Cultural Rights, the level of awareness is observed on the rights on Social Security, Social Capital, Social

Insurance, Social Services, Social Integration, Marriage and Family, Equal Pay for work, Safe work environment, Work skills, Health, Protect Culture, Protect distinct

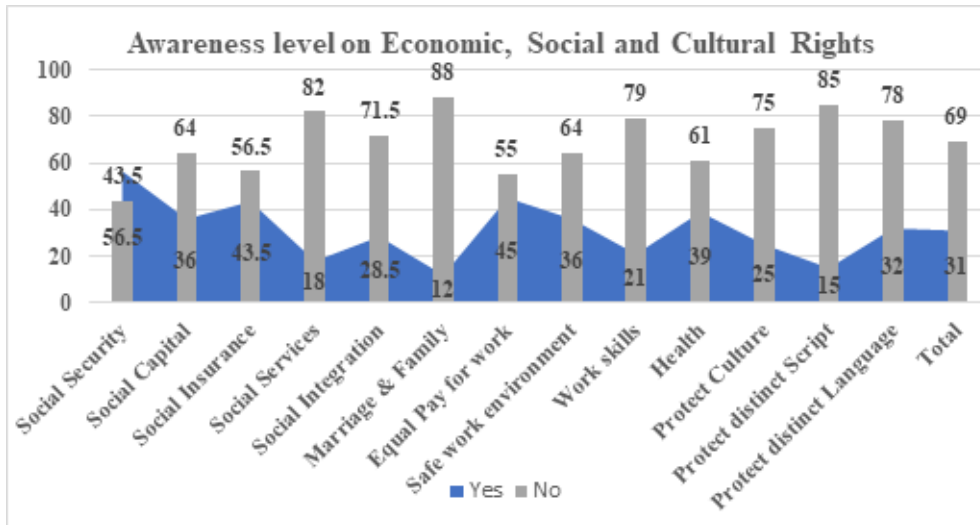


Figure 2. Economic, social and cultural rights.

Script, Protect distinct Language, etc. The data shows that 69 percent of the employees have lack of awareness and 31 percent of them have awareness of Economic, Social and Cultural rights.

4.0 Findings

The study examined the level of awareness of Human rights among quarry mining employees under various classifications of human rights; from general awareness questions to rights on civil, social, economic, cultural, and political rights. An analysis of the survey and data indicates the following.

1. Majority of the employees are aware of Human rights and its implications.
2. Most of the employees have an awareness of civil and political rights.
3. The majority of the employees are less aware of economic, social and cultural rights.

4.1 Relevance of the Study in Mining Sector

The study has not been co-related with any other studies in mining as the major studies which were conducted in India focus mainly on the aspects of environment, health, sciences, etc. There are no relevant studies that focus only on human rights awareness or on rights of the contract employees in the mining sector. This study has attempted

to know the basic awareness of human rights among mining employees would be a milestone in viewing this perspective. Likewise, studies related to human rights awareness in various fields can be identified but from the point of mining employees, no attempts have been made. Human rights awareness acts as a defense mechanism to fight against all violations. A lucid understanding of human rights and their implications helps the mining employees to articulate their rights, understand conflicts/situations, and help others. Further, the employees should be encouraged to know about their rights with local bodies and NGOs that work for the marginalized. Everyone working in quarry mining must be kept secure by adopting the necessary safeguards. The following are some of the most common areas for safety training on explosives, handling machines, disaster management, environment management, first aid training, etc. Employees can also help to ensure their own safety by adopting preventative measures like wearing suitable safety equipment. In some cases, steel helmets, protective clothing, rubber gloves, goggles, and steel-toed shoes may be advised to be given to contract employees sufficiently.

5.0 Conclusion

The purpose of this study is to understand the level of understanding of basic human rights among quarry

mining employees. Through random sampling and questionnaires, the study collected data from employees from various quarry mining employees in Bangalore. An analysis of the data revealed that employees had a general awareness and still lacked the essential awareness, particularly in terms of economic and social rights. To address this, the study also recommended the inclusion of human rights awareness to employees through local bodies and voluntary organizations.

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