METHODOLOGY & OBJECTIVES

This chapter contains conceptual framework in first part, second part stress on review of literature. 14 reviews are taken on account which covers social security of unorganized workers, conditions of construction workers, problems of unorganized workers, & social security for unorganized workers. Then research methodology is introduced in brief. Next part introduces objectives of present study, hypothesis, limitations & chapters scheme of study.

Conceptual Framework:

1) Building Worker:

   Building worker means a person who is employed to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work for hire or reward whether the terms of employment be expressed or implied, in connection with any building or other construction work but does not include any such person who is employed mainly in a managerial or administrative capacity\(^1\).

2) Building or Other Construction Work:

   Building or other construction work mean the construction, alteration, repairs, maintenance or demolition, of or in relation to, buildings, streets, roads, railway, tramways, airfields, irrigation drainage, embarking & navigation work, flood control works (including storm water drainage work), generation, transmission, & distribution of power, water works (including channels for distributions of water) oil & gas installations, electric lines, wireless, radio, television, telephone, telegraph & overseas communications, dams, canals, reservoirs, watercourse, tunnels, bridge, viaducts, aqueducts, pipelines, towers,
cooling towers, transmission towers & such other work as may be specified in this behalf by the appropriate Government².

2) Establishment:

Establishment means any establishment belonging to, or under the control of, Government, any body corporate or firm, an individual or association or other body of individuals or who employees building workers in any building & other construction work; & includes an establishment belonging to a contractor, but does not include an individual who employees such workers in any building or construction work in relation to his own residence the total cost of such construction not being more than rupees ten lakh³.

3) Construction Site:

Construction site means any site at which any of the processes or operations related to buildings or other construction work are carried on⁴.

4) Workplace:

Workplace means all places where building workers are required to be present or to go for work & which are under the control of an employer⁵.

5) Wages:

Wages means a payment paid by an employer to his workers or employees as remuneration of their work that they have rendered for the employer. This remuneration may be weekly, fortnightly, monthly or annual. Thus wage means any monetary amount given by an employer
According to benham, “Wages are a sum of money paid under contract by an employer to a worker for the rendered”

6) Living Wages:

Living wages means the wages that may be sufficient to provide for the bare necessities as well as certain amenities for employees. It means the levels of wages that may be sufficient to provide for the bare necessities & such amenities that are considered necessary for the well-being of the employee & his family members in accordance with his social states.

According to The Fair Wage Committee Report, “The living wage would enable the male earner to provide himself & his family not nearly the base essential of food, clothing, shelter but measure of frugal comfort including education for the children, protection against ill health, requirements of essential social needs, & measures of insurance against the more import misfortunes against old age”

7) Minimum Wages:

According to Fair Wages Committee, “Minimum wages should provide not only for the bare necessities of a worker. It should also provide for the maintenance of efficiency of the worker. From this point of view, minimum wages must be sufficient to provide all requirements of education, health & other essential amenities”

Thus minimum wages means the minimum payment to worker so that he may be able in providing for basic needs for himself & his family members & to maintain his working efficiency & it should ensure a
minimum standard of living considering health, efficiency & well-being of the worker.

(8) Fair Wages:

It is very difficult to give a precise definition of fair wages because it varies from country to country & from time to time. Therefore, fair wages can be determined only after considering the specific circumstances of the industry for which the wages are to be determined. The term ‘Fair Wages’ has been defined in the Encyclopedia of social sciences, “Fair wages mean the remuneration which is paid to the workers for the job requiring equal efficiency, difficulty & pains.”

Prof. Pigou has defined the term ‘Fair Wages as, “Fair wages is the wage rate which is being paid to the workers of same states in the enterprises of the same type & of near- by areas.”

On the basis of above definitions it can be concluded that fare wages is the amount of wages that may provided the basic needs & amenities to the workers according to their social status. Fair wages is always more than minimum wages.

(9) Labour Welfare:

Labour welfare is a nebulous terms which has been defined differently by different people. The Encyclopedia of social science defines labour welfare as the “voluntary efforts of the employers to establish, within the existing industrial system, working & sometime living & cultural conditions of the employees beyond what is required by law the custom of industry & the conditions of the market.”
The committee on labour welfare, set up by the Government of India in 1969, in its report defined labour welfare to “include such services facilities & amenities as adequate canteen rest & recreation facilities, sanitary & medical facilities, arrangement for travel to & from work & for the accommodation of workers employed at a distance from their homes & such other services amenities & facilities including social security measure as contribute to improve the conditions under which workers employed”\(^{11}\).

In short on the basis of above analysis we can conclude that labour welfare activities are those enhance working capacity, efficiency to work of workers to secure for job & to maintain adequate living standard.

(10)Social Security:

Social security is a dynamic concept. It varies from time to time & country to country. Social security may provide for the welfare of person who became incapable of working by reason of old age, sickness & invalidity & are unable to earn anything for their livelihood. According to an American Committee of Expert, social security means, “security for employment, security in the availability of employment, security of reasonable standard of working conditions, security of some income while unemployed, security of retirement income, of recreation of self improvement of medical & ill health, or death”. International labour organization defines social security as “the security that society furnishes through appropriate organizations against certain risks to which its members are exposed”\(^{12}\).

Social security is a very comprehensive term & includes in its schemes of social insurance & social assistance as well as some schemes of commercial insurance. Social insurance scheme protects an individual from
failing to the depths of poverty & misery while social assistance is one of the devices according to which benefits are given as a legal right to the workers, who are illegal for such assistance. Commercial insurance includes all voluntary efforts & covers individual risk only. Social security includes security of employment, security of income, & security of work. Although social security measures had been introduced in many countries, in India they were introduced only after the independence of the country because of the lack of official sympathy & the weakness of trade unions. Thus, the importance of social security measures in India cannot be exaggerated.

11) Social Insurance:

The ILO defines ‘social insurance’ as a scheme that provides benefits for persons of small earnings granted as of right in amounts which combine the contributive efforts of the insured with subsidies from the employer & the state. Thus social insurance protects persons of small earnings.

12) Social assistance:

Social assistance is a device organized by providing cash assistance & medical relief, to such members of the society as cannot get them from their own resources. Appropriate allowances in cash or partly in kind should be provided for all persons who are in want & do not require internment for corrective care.

Social assistance programmes provide sufficient benefits to meet the minimum needs of a person’s poses small means. This is financed wholly from the general revenues of the state. Today social
assistance programmes cover programme like unemployment assistance, old age assistance & national assistance\textsuperscript{15}.

13) Unorganized Sector:

It is difficult task to define unorganized sector. The National Commission for Enterprises in the Unorganized Sector (NCEUS) define the unorganised sector as; “The unorganised sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale & production of goods & services operated on a proprietary or partnership basis & with less than ten total workers”\textsuperscript{16}.

14) Unorganised workers:

Informal sector or informal workers is the term used in current scenario alternate to unorganised workers. The national commission for enterprises in the unorganised sector defined unorganised or informal workers as follows;

“Unorganized workers consist of this working in the unorganized enterprises or household excluding regular workers with social security benefits provided by the employers”\textsuperscript{17}.

15) Casual Labour:

A person casually engaged in farm or non-farm enterprises of others (both household & non household), in return for wages on a daily basis. If engaged for a pre-determined period, such casual labour is termed as temporary labour provided the work engagement is less than 180 Days in any period of 365 days\textsuperscript{18}.
16) Organized Sector:

The sector of economy which is covered under one piece of legislation or as other for purpose of counting the level of employment, production, etc. In India, the term ‘Organized Sector’ is used to cover all establishments in the public sector & non-agricultural establishments employing 10 or more workers in the private sector. Other establishments & farm-activities are from the unorganized sector\textsuperscript{19}.

17) Self Employed:

A person who works for profit or fees in his own industry, business or profession is known as self employed. He is not employed either for pay or profit by someone else. He may employ person/ persons to work in his enterprise, e.g. a doctor\textsuperscript{20}.

18) Living Conditions:

The living Conditions is a composite concept which includes the quality of houses, waste disposal system, sewerage supply, environment pollution, entertainment & recreation of facilities, sickness, availability & use of health & medical institutions, education, food & nutritional level etc, of the persons. All these affect their productivity & health status, which in turn have direct bearing on their quality of life\textsuperscript{21}.

19) Wage workers:

Wage workers are persons employed among the unorganized workers, directly by employers or through agencies or contractors. Wage workers include casual & temporary workers or those employed by
household’s including domestic workers. It is also include regular workers in the unorganized workers\textsuperscript{22}.

20) Self employed in the unorganized sector:

These are workers who operate farm or non-farm enterprises or engage in a profession or trade, either on own account, individually or with partners, or as home-based workers. Own account workers include unpaid family workers also\textsuperscript{23}.

21) Net Domestic Product (NDP):

It is also commonly known as National Income (NI). It is a measure, in monetary terms, the market value of all final goods & services produced (without duplication) within the geographical boundaries of the country during a given period of time (generally one year)\textsuperscript{24}.

22) Net State Domestic Product (NSDP):

It is also commonly known as state income & is a measure, in monetary terms, the market value of all final goods & services produced (without duplication) within the geographical boundaries of the state during a given period of time (generally one year)\textsuperscript{25}.

23) Net District Domestic Product (NDDP):

Which is also commonly known as District Income, is a measure, in monetary terms, the market value of all goods & services produced (without duplication) within the geographical boundaries of the district during a given period of time (generally one year)\textsuperscript{26}. 

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24) Literacy Rate:

It is defined as the percentage of literates to the total population aged 7 years & above.

\[
\text{Literacy Rate} = \frac{\text{Total Literates}}{\text{Population age 7+}} \times 100
\]

25) Wage Workers in the Unorganised Sector:

Wage workers are persons employed for remuneration as unorganized workers, directly by employers or through agencies or contractors. Wage workers include casual & temporary workers, migrant workers, or those employed by households including domestic workers. Wage workers also include regular workers in the unorganized sector. Different groups of wage workers face different types/grades of vulnerabilities, which we examine at length in this report.

26) Unskilled Construction Workers:

Unskilled construction workers are defined as the workers engaged in unskilled work in the construction industry. Working as; bigari work, matikam work, watchman etc. They are working under the beldar or mistri or constructing work.

27) Semi-Skilled workers:

Semi-skilled workers are defined the workers working as a mistri, beldar, constructing workers etc. They are dominant workers on unskilled workers in respect to working conditions. They have got a skill by experience only & get more wages than unskilled workers. The supply of
these labourers are low than unskilled workers & succeed to make working conditions in the fever of them.

28) Bigari Workers:

‘Bigari’ is the category of workers in which most of the workers are involved. They come in the category of unskilled workers. They work as carrying stone, cement bags, sand, bricks, & work as a helper under the semi-skilled workers. They have been given less amount of wages to their work.

29) Mistri (mesons) workers:

It comes under the category of semi-skilled work. Mistri are the workers who work as to build a constructing work like, building, roads, etc. This category of workers is able to receive more wages compare to other construction workers. Supply of mistri workers is lower than demand for them & other types of workers.

Bigari & other workers have to perform under them. This job has some status among construction workers & society also compare to other construction workers. We can say that if you posses some skill, you are respectable person.

30) Matikam & Khodai workers:

These types of workers working as to dig the land, pick up sand, carry dust etc. It is found that these workers belong to a specific category of cast. These workers posses some instruments for that purpose. Without their own instruments no worker could give a job from naka’s.
31) Constructing Workers:

Constructing workers come under the category of semi-skilled work. Constructing workers consists of slap workers, centering workers, penting workers etc. They possess some skilled in related field of construction work.

32) Naka (Kamgar Chauk):

It is a place where casual labourers stay in the search of employment. Demand & supply of labour is happened here intensively & fixed the wage rates. In short this place is known as labour market. Most of the workers especially construction workers stay at naka’s. Workers other than construction workers are very rarely stays at naka’s in the search of jobs.

These above concepts are being used in the process of this study. These are introduced in brief, so that a learner will get meaning of each concept.

Review of Literature:
This is the important part of study. Review of literature of specified subject provide knowledge that how to go ahead properly. It cleared a scope of study to new researchers. In this study fourteen reviews of related topic are taken on account. These are as following.

1) Chitra Ghosh, her research work is published under the title ‘Construction Workers’ in the book entitled, “Women & Work in India.” This study is based on primary as well as secondary data collection. She focused on women construction workers of Delhi in particular & in general overall India. To see the condition & problems of women workers in construction industry, interview method was used for the collection of primary data.
In her study, she found that construction working community was populated largely by immigrants from neighbour states which have more population of harijan & economic backward classes. These states were particularly Rajasthan, UP, & Bihar. She observed one important thing about this class: that there was wage discrimination between men & women workers in construction industry. Women were used to be provided low wages compared to men workers for the same work too. Second thing is, women workers used to play double roll at same time, as a construction worker at the construction site & house wife in the home.

She found that most of the workers were living in slum areas whereas basic facilities were not available & dirty climate was there. Social security measures were not implemented properly in India except in few states.

On the basis of this analysis she argued that women construction workers feces more trouble in respect of low wages, low status at worksite as well as home & double work load.

2) G.P.Sinha28, ‘Women in Construction Work’, this is a report based on a survey of women workers employed by the two major construction projects. One is Ganga Bridge Project & second is the storm Drainage Scheme in an around Patna city. 150 women were selected as a sample by random method for primary data collection. Samples were selected from three categories, viz, the permanent, the temporary & the casual.

Findings of this study-
A) Majority of respondents used to begin their working life as wage labourers very early in their childhood, which is before the age of 15 years that means child labour was found in this class.
B) Women workers recruited for unskilled jobs only such as earth work, loading or unloading bricks, shifting of stone chips or their cleaning, concreting etc,. There were three considerations about employing women. First, they were cheaper than the men workers. Second, they were docile by nature & better disciplined & third, there were some jobs which male workers were reluctant to accept. Hence, employment of women for such job is imperative.

C) Tribal women workers were ready only to accept job on the basis of gang. Reason was they were from distance places & feel unsecured if employed on individual basis.

D) These women workers were payed less than minimum wages & there were discrimination in paying wages between men & women for same work also.

E) Paid holiday was not found anywhere in this industry. This class worked more hours than fixed by law. Social security for this class were not implemented at any right.

F) Social conditions were bad of this class. On the basis of 1970-71 price level, almost all respondents found below poverty line. Tribal women were used to live without there families. Tribal women could manage to save little amount while non tribal families ran into deficit.

In such worse conditions women workers work on site & one thing was again that sexual harassment was there.

3) S. N. Tripathi29, “Women Construction Workers-Delhi”. This study was based on primary data (explanatory survey) conducted during June 1975 of 150 women construction workers, selected from nine major states in
various parts of delhi. Only married & above 20 years age respondents were selected. The main objective of this survey was to secure information regarding the social, economic & work life of the respondents.

It was found that women were employed as intermittent employment of casual nature & in this industry they employed only as unskilled labourer. Women were assigned as a carrying earth, mortar or bricks, crushing brick & working on hand pumps. This unskilled labour force mainly came from rural area where rural poverty exists in more acute form.

It was found that the respondents were working in this industry because of their poverty & unavailability of alternative with such wage rates even they were not getting minimum wage rates with deducting 25 to 50 paisa per day from their wages for agents & employer without providing any reason. Paid holiday were not found anywhere for this class. It is mentionable thing that all respondent families were below poverty line (according to the poverty line measured by Dandekar & Rath). Because of hard work, continuity of work till the seven month of pregnancy & absence of fulfillment of basic needs, early age of marriage, frequent pregnancies, lack of health & welfare facilities & absence of circumstances favorable to the survival of children & delivered at home about 40 percent of children were born & died. Such a high rate of maternity was there.

Social security was not found their about health also. They didn’t get pay during absence due to serious sickness too. They were intending to maintain big family & most of them were no knowledge about family planning & its importance because of their illiteracy. They had shown more interest in boys & one girl enough. They were not interested in the education of girls.
4) **K.N. Vaid & Gurudayal Sing’s**\(^{30}\) study published under title “Contract Labour in Construction Industry- a Study in Rajasthan.” It is comparative study. This was based on 450 interviews with respondents employed by eleven construction companies in April-July, 1964. Workers were categorized by their status in company in the prescribed structure that Company Agent/Director 1)Sub-contractors 2)Technical personal, Engineers,etc.,3)Staff personal accounts etc. Endure the second category, 1) Mistri 2) Head jamadars-, and Head beldars- Bandhanis beldar. Under third category, they mentioned Munshis. Scalar tried to explain comparative positions of socio-economic among mistris, workers & munshis.

It was concluded that casual workers were paid by time wages & they were recruited through jamadars & poses right to hire & fire workers at any situation while mistris were recruited by company managers. It is found that mistri’s condition was better than workers & they were paid more than twice of workers. Most skilled workers’ background were urban & 90 percent literacy rate was their while most of workers belong to rural area & less than 40 percent literate. Hindu religion’s worker found high in this class, whereas majority of workers were harijans. One thing is there, there were more earners in the family of workers than other two groups & dependency load was highest in the munshi group. Even though, the monthly family income was lowest. Most of respondents other than munshis migrant from rural areas of Rajasthan as well as other states like Punjab, Delhi, Western U.P., Sourashtra Region of Gujarat, Khandesh districts of Maharashtra & Andhra Pradesh in search of high wages.
It was found that workers had migratory nature from one company to another & from one jamadar to another because of insecurity of job at certain place, jamadar & company. When workers are unable to find a job in this industry, they tend to return their villages & work in agriculture & related field particularly in rainy seasons. In lean agricultural years, they moved to other places & kept themselves with whatever comes before them. A majority of workers comes from agricultural stock, mistris & munshis from white color families.

5) Kalyan Das\textsuperscript{31} has worked on “Construction Workers of Guwahati City; Employment Employability & Social Security”. This study has been done on the prime objective is to understand the dynamism in the labour market of the construction sector in Guwahaty City.

This study was based on primary data collection. A total 166 respondents (construction workers) were selected from all segment of construction work- masons, carpentry, plumbing, mosaics, electrical & steel fabrications were covered for that study. A fair representation was given to all segments of construction workers through stratified random sampling. Four localities were selected by equal wattage in the city.

a. It revealed by interacting the workers that the workers entry to large extent is push from rural areas & particularly from the group, landless labourers, marginal farmers, social as well as economic backward classes. It is found that some workers preferred construction jobs in respect to get an easy & paid more remuneration compare to other informal jobs. There has fixed working hours in construction industry it is found rarely in other informal sector.
b. He found that the skilled workers remarked that the job of construction preferred more than other informal jobs.

c. It was found that almost workers had a dream to be skilled from non-skilled & it gets a time from 1 to 5 years to become non-skilled to skilled workers.

d. It was found that most of the women workers belonged to the Muslim community from undivided Bengal. Male workers live in kacha houses & very few live in pacca houses. Most of the families were found to be living in deplorable conditions. It was also found that just one sixth of the families had electricity at their home. In short there were very poor living conditions of this section.

It was found that there were no instances that workers had participated in some kind of strikes in the city. Few workers had reported participation in some kind of strikes for better wages & outcome was in fever of them.

e. Most of the workers in their sample were not aware of any welfare fund for workers in construction sector. Just 20 male workers showed their awareness about the Building & Other Construction Workers welfare Cess Fund.

f. It was reported that there were gender wage differentiation on the ground of gender in the labour market & some justified that as men do more work than women. Moreover few felled that differences existed in the nature of work.

6) S.P. Kalabrani’s research paper published under the entitled “Inclusive Growth & the Status of Construction Workers”. This work is based on secondary data & few construction workers interviews were taken.
First of all the importance of construction industry in economic development & creation of job opportunities for a section which is diverted was focused by her by taking review of literature of published research work.

She tried to introduce a new concept ‘inclusive growth’ accepted by India in 11th five year plan. To avail large number of opportunities, enlarge people’s capability, make avail appropriate access & ensuring social security are main four attributes of inclusiveness,. It was tried to see the inclusive growth of this section is happened or not. On the basis of review of literature she pointed that this working class was least educated, more excluded by society.

Main findings of this study are as; all the workers were below poverty line, level of education was low, they were unable to meet both ends, family situation, poverty & hunger force them to take up this work, only masons (a skilled class of construction worker) were only able to save, trade unions could be joined only masons. In this work harijans are many; there were absence of social security for this class in all states except Kerala, medical expenses met by them (worker) by borrowing.

7) **Priyanka Mishra**’s research work was published under the titled “Labour Market Discrimination & Reservation Policy”. It was explained that the discrimination is a cause of labour market failure & a source of inequity in the distribution of income & wealth & it is usually subject to government interventions through regulation & legislation. Discriminatory treatment of minority groups leads to lower wages & reduced employment opportunities. This is basically due to the distances of
workers & employers for working with people of different ethnicity, employer ignorance & occupational crowding effects. The result is that groups subject to discrimination earn less than they could & suffer a fall in relative living standards.

It introduced social categories discrimination among castes in India. Socially backward class faced with caste-related discrimination & deprivation of marginalized social groups like scheduled castes (SC’s), scheduled tribes (ST’s), other backward classes (OBC’s) & women. The Indian state has used the reservation policy in selected public spheres. This is only for government sector but most of the workers worked in private sector where there is no security against caste base discrimination. Particularly SC’s/ST’s welfare remains without protection against caste discrimination. It was suggested that the reservation policy was the best tools to avoid such inhuman practices. In a few cases government intervention against such type of discrimination & protect them in private sector. It is necessary to implement reservation policy guarded themselves by showing ‘loss of quality’ in productive system.

According to survey it was found that neither private sector nor government sector employees favor the reservation system being extended to the private sectors. They feel that the SCs/STs/OBCs etc. are not capable of meeting the job requirements of the private sector. Also they feel that when they are being given privilege in education, they should then develop their potential to compete with general candidates for employment.

8) Sapan Prakashan discussed the issue of Gender Discrimination under the titled “Gender Discrimination & Inclusive Growth in the Informal Labour Market in India”. It has been shown the conditions &
situation of informal labour in the era of globalization. The process of globalization forced labour market into informal sector. One good thing is happened that women’s participation increased in earning labour force. But percentage of availability of jobs for women in unorganized sector & particularly household sector where absence of unionization is found. It is argued that lower the earnings of family, women’s participation in the workforce are high & vice versa. Globalization resulted increases of women’s employed in low paid & low skilled areas. It was found that in the globalization era women’s participation tend to increase in informal sector but in low paid compare to men workers.

9) C.P. John\textsuperscript{35} Introduces social security is the protection which society provides for its members, through a series of public measure, against the economic & social distress. Further he introduced “The Kerala Building & other construction Workers welfare scheme 1989”, which has been in operation since 1990. This study was held on the prime objective to evaluate the operation of KBCWWF. For that purpose secondary data & primary data were collected through survey method. It was area specific- study & samples were drawn from both urban & rural area.

Findings –

He found that about 85 percent labour were in unorganized/ informal sector in kerala. Kerala is a state where welfare schemes & social security schemes found in working for unorganised workers. There has a history of such schemes almost more than three decades in Kerala. Social security benefits are given in the form of provident funds, Paid to workers on superannuation, monthly pensions
& gravity, social insurance is given in the form of ex gratis payment in the event of disability or death; a modest payment is made in the event of treatment for ill-health welfare assistance consist of financial assistance for housing, education of children and marriage of daughters.

It is found that the fund was insufficient to meet unorganized workers disbursements. There were no well-stated principles with regard to contribution of employers & to the welfare funds. Only 15 states formed the welfare funds. But it is found that in the fund, Government’s contribution & also employer’s contribution is irregular. The coverage ratio of welfare funds in Kerala quite dismal due to the poor attractiveness of expected benefits KBCWWF cover impressive construction workers compare to that in other welfare funds. The objective of providing welfare benefits to all those who were in need, still remain an unachieved target.

The household survey of construction workers conducted in the Mazhuvannur Panchayat revealed that the social status of construction workers was not better than that of the other poverty-ridden groups. Literacy levels, health status, & housing conditions of construction workers were below the state average. That means even though there is a provision of welfare fund for this particular class the social status was not better than other poor people.

Income from construction work was hardly sufficient to meet basic family requirements, even though the employment rate among the families of construction workers’ was quit low. The average monthly family income of the members of the welfare fund was found to be lower than that of the non-members.
Even though the majority of (54 percent) the construction workers were satisfied with the then functioning of the KBCWWF, 84 percent opinion that then benefits were inadequate to meet their needs. Despite the fact that KBCWWF was constituted for the welfare of construction workers in the unorganized sector, it could not reach up to every worker due to the voluntary nature of membership & poor attractiveness of the provisions of the fund. It was found that the lack of awareness & illiteracy was not the major factor which prevented the construction workers from joining the welfare fund; the determinant factor had undoubtedly inadequate of the anticipated benefits.

In short they found that the targets which were formulated to achieve through KBCWWF were not achieved adequately because of above mentioned reasons. While it is noticeable thing that the Kerala state has enacted this law in 1989 & government of India enacted it in 1996, further state of Maharashtra started it to implement from 2007. It concludes that the Kerala state is most aggressive in respect to social security & labour welfare in India.

10) Jayashree Dam, P. Choudhary\textsuperscript{36} worked on “Social Security for Workers in the Unorganized Sector” It studied on the base of primary as well as secondary data. It was area specific search, Guwahati city was selected by them. They introduced first-of-all the definition of organized & unorganized /informal sector in rural as well as urban area.

They found that the growth was happen in the unorganized Sector right from 1991 in both areas. Apart from rural urban migration, in
inter/intra state migration, natural growth rate of population & immigration are responsible for fast growth of urban unorganized or informal sector. They found several causes of increase unemployment & unorganized workers in the urban area.

According to the statutory provisions the workers of unorganized sector are entitled to enjoy following benefits as per existing provision of social security measures.

1) The women’s compensation Act, 1923.
4) The Employees provident fund Act 1952.

Due to lack of financial & administration system & other several reasons its operation largely has remained limited in organized sector only. Lack of awareness, literacy still & process of recruitment are also responsible because of which workers of unorganized sector have failed to drawn attention of appropriate authority.

They found that government formed committees time to time to introduce different economic packages for economically weaker section of society living in urban & rural areas. But because of bureaucratic process & lack of transparency desired goals could not be achieved. They found that in Guwahati city, workers work in unorganized sector particularly in shops, hotel, garages, the biggest problem existed their they were neither the amount could be paid in time nor in full. It was found that in the garage boys were being worked without any remuneration in monetary term. They were simply provided
meals & tea by the owners since were trainees’. These workers job on the mercy of owner. There were jobs insecurity in this section In short there were no any social security found in any respect to unorganized worker although it was in statutory provision.

11) **K.M.Naidu & others**\(^{37}\) in their paper dealt extensively on the macro aspects of social security of labour in India. The idea of the authors is to examine whether economic reforms helped to increase social security benefits to workers & to what extent. The view of subject social security gained much significance after the award of Nobel Prize in economics to Prof. Amartya Sen in 1998 for his outstanding contributions in the field of welfare economics. Economic reforms are expected to benefit the labour both in the organized & unorganized sector. But they found that in actual practice the implementation of reforms (first generation) since 1990 had benefited mostly the elite & rich class, reforms were mostly bypassed the deprived & vulnerable sections of society. This process resulted in jobless growth, removed of employed due to closure of uneconomic units, stoppage of new recruitment, forced removal of employed persons through VRS scheme etc. It is also resulted in casualization & marginalization of labour, transformation of organised to unorganised labour, deprivation & vulnerability.

There are several social security scheme are effectively implement for organised labour in India. In the case of unorganised sector two approach are followed; 1) Growth promoting schemes 2) Support oriented security schemes. The first creates employment for deprived & vulnerable sections of society & improve their social & economic security.
This is done through accelerating the rate of GDP, implementations of policies for individual sector for employment generation.

The support oriented social security programmes concentrated on land reforms to help the poor, promotional security measure like EGS, JRY, IRDP, SGSY, basic need like primary education health, PDS, ICDS, reducing social exclusion etc. Such types of several schemes were introduced for this section but the impact of social security schemes depends upon effective implementation by government.

They found that economic reform demands to withdraw the state intervention form economic activities however according to authors’, state intervention is must in the labour related activities, particularly affecting unorganized labour. It was found that as a proportion of GDP, the share of social sector expenditure had not increased during the reforms period except 1999-2000 in the total expenditure of center & state put together

They conclude that the economic reforms are enabling to protect by social security to unorganized labour while it enhanced their depravedness, poverty, vulnerability, casualization etc.

12) B. Vanitha introduced a situation of construction worker in India respect to social security under the title “Social Security for-* Workers in The Informal Construction Sector”. This attempt was made to focus on the conditions & character of workers in the construction industry. For that purpose 250 workers were selected from Coimbatore city. On the basis of secondary data it was found that more than 50 percent of world’s population excluded from any form of social security protection. Particularly it was found in informal sector. This informal sector intern
yields low income & low productivity. There has insecurity & insecurity breeds fear, impoverishment & socially irresponsible behavior. It was found that the construction workers economic situation was too bad to cross poverty line. Their living conditions were so poor. There were absence of basic amenities & not available any kind of social security in respect to job security, equal treatment to all workers, & equal remuneration to same work etc.

13) G.Subbayamma & Vijaya Kumar studied on the topic “Social Security for Women Workers in India”. They found in their study that women contribute much labour & receives less social security. They were deprived of wants & vulnerable about several forms of risks. Recognizing this fact, government of India has formulated quite a few social security schemes for women workers & this research work was examined some of such schemes in nutshell.

They have indicated that, ‘workers in the unorganized sector have to often face problems of irregular employment, unstable income & absence of any legal protection in regard to income, employment & health & safety measures (Papola-1993). It is therefore essential to provide social security for the unorganized workers from the view point equity & social justice. Access to social protection is therefore considered a basic human right, as well as a measure of human welfare (ILO). It is found them that women workers suffer from a higher incidence of unemployment than men & form about half of the total unemployed persons. NSS data revealed that gender based wage differentials exist in almost all sector of the economy. Women get lower wages than their male counterparts even for the equal nature & amount of work being performed by them. There was high
uncertainty of employment for women workers. There were also found that women workers suffer from high income insecurity & uncertainty & due to the stagnation in the labour market, women workers can not move out easily from areas of low wages to areas of high wages.

This study is concentrated on some government’s social security programmes especially for women labourers. It is found that (Development of Women & Children in Rural Arias) programme found several problems in the implementation. Despite the problems, the DWCRA is the only programme of its kind which aims at empowering the rural women through economic means.

14) Ministry of Labour\textsuperscript{40} published a Report of the National Commission on Labour. It is on the unorganized specially. About the construction workers their findings are as; they found that most of the construction workers are employed on casual basis unstable employment & earnings are the basic characteristics of construction workers. In this sector, survey shows that women could not get even minimum wages. It is found that skilled workers secure jobs directly from employers but unskilled workers by & large, are engaged through intermediaries who introduce the workers to contractors on a commission basis & it is compulsory for labour to pay commission to the intermediaries. Women engaged in construction work are the most exploited. Due to the frequent change in their work & instability deprive them & their children from primary facilities like health, water, sanitary facilities, education & ration cards as well as safety norms are violated.
Unorganized construction labour has been described as sweat labour, & violation of laws on minimum wages, equal wages, child labour, contract labour, inter-state migrant workers. Construction workers like many others in the unorganized sector remain invisible & vulnerable, voiceless & un-unionized.

It is found that there are very few laws for the security of construction workers & applicability of this for labour is very poor. Their working hours are not being regulated; it depends upon the mercy of mistri. At the time of casting slabs, rest is given to workers only after the casting is over. Health & welfare amenities stipulated in the labour laws are not provided to these workers. The only water for drinking water supplied for construction workers. Members of the study team were told that the first aid boxes were kept at the site office, not at the spot where work is carried on. They hadn’t found anywhere a crèches facility for the children of working women at worksite though this is the statutory obligation of employers’. One another statutory obligation of employers is to provide adequate accommodation facilities to workers with availability of all necessary amenities. Study team found only the accommodation facility was provided only Kacha houses made by iron plate or free bricks or only one room without any sanitation facilities. In short construction workers live at worksite in makeshifts shelters provided by the contractors. Typically, shelters measure about 2.5 meters & are erected elbow like barracks. These hutments are made of flimsy material, are poorly ventilated, & unhygienic to live in. Water supply is generally provided. Under these circumstances, one would assume that women workers would be unable to protect themselves in respect to keep their privacy, to avoid falling in to the clutches of
undesirable elements or to perform their multiple roles. To provide maternity leave is a statutory obligation but it is not found anywhere such facilities provided at any construction sites. It concludes that there is no facilities available for this vulnerable class in any respect either human rights or legislative measures.

15) SEWA, (Self Employed Women’s Association)41 ‘Survey of Construction Workers’ A survey was conducted to study the Socio-economic aspects of construction workers. The objective was taken for this survey was to advocate immediate enactment of this (The Construction Workers & Welfare Act & enacted by Gujarat Government.) Act. It based on primary data collected from random sampling method. 250 samples (125 men & 125 women) were taken from the different area of Ahmedabad. The key findings of this survey are as following:

1) The majority of women workers (68.8%) had worked as head loaders on construction sites. 90% women workers were engaged in unskilled work (manual carrying/transferring construction material) & only 10% were in semi-skilled work.

2) It was found that 65% of the women’s families had been doing construction work from one generation to the next, while the remaining women joined this sector to support their families mainly due to the non availability of other work & the closure of the textile mills in the city.

3) The average daily wages of the female workers were found to be substantially lower than the male workers. The average daily income of the female worker was Rs. 60, as against Rs. 128 for the male worker, who
earned more than double that of the women. Annual income of men workers are double the female worker.

4) Majority of women workers complained about chronic body aches, especially in their limbs, hands & head after they joined the construction sector, while some also complained about back-pain, chest pain, and skin diseases etc. In case of male workers, majority of them complained of pain in their limbs, hands, & headache.

5) Majority of workers complained that they were not provided any basic amenities except drinking water at workplace.

6) They didn’t give any extra benefit like bonus, weekend paid holiday, paid holiday for any celebration day.

It is found that construction activities demand physical labour, hard work & strain from the workers. Therefore women workers wanted favorable changes in their work conditions.

**Overview of the Review of Literature**

Findings of the previous studies in general are as follows:

1) Most of the unorganized workers are living below poverty line. They are not enough protected by appropriate lows.

2) High level of unemployment is found in unorganized workers. The share of unorganized worker in total employment increased but not increases in the facilities provided them which are necessary to make their life more joyful.
3) Some social security measures were taken by the government for the unorganized workers like employment creation programmes like, Rural Employment Guarantee Act-2005 & some other Acts. Despite this, this class is unable to get the fruits of this Act due to illiteracy & lack of unionization among them.

4) Construction workers come from rural areas & specifically the backward class in respect to both economic & social. They enter directly in the construction industry. Because it requires less skilled & provides greater payment compared to other unorganized work.

5) These workers are living either at the workplace in a single room without any basic amenities or in the area where the unavailability of basic facilities like, pure drinking water, road, school, lighting, toilet, bathroom, etc. & dirty climate is there.

6) In some cities of India, construction workers are recruited through contractors. Some amount of payment is deducted for the fees of contractors without giving any reason.

7) More than 50 percent workers prefer to stay at naka in searching of jobs. The workers stay at naka to demand more wages than regular employees. But those staying at naka are unable to get a job more than 4 or 5 days in a week. That means there has an excess supply of labour at nakas.

8) ‘Equal pay for equal work’ is not found in regard to construction workers on the ground of sex. Women construction workers are given almost half payment which is given for men workers for same work.
9) Safety equipments like net, hand glows, shoes, goggles are not be provided in adequate form to the workers at construction sites.

10) Labour welfare facilities, like, pure water for drinking, rest rooms, canteens, crèches facilities, first aid box at working place, toilet, bathroom separate for men & women etc., are not provided even it is mentioned in the law regards to labour welfare.

11) Generally women workers are recruited only for unskilled job such as earth work, loading or unloading of bricks, shifting of stone chips or cleaning, concreting etc. According to G.P.Sinha, ‘There are three considerations about employing women. First, they are cheaper than male workers. Second, they are docile by nature & better disciplined & third, there are some jobs which male workers were reluctant to accept. Hence, employment of women for such job is imperative.

12) It is general thing that workers working in this industry because of their poverty & unavailability of alternative with such wage rates even though women workers are not getting minimum wage rates.

13) The illiteracy rate is higher in the unskilled workers in construction industry compare to skilled workers.

14) Majority of workers are migrant & from harijan class of the society.

15) Construction workers’ ability to save is very low. Only exceptional respondents could manage to save a few amounts those more family members are in work.
16) There is high intensity of addicted persons in the workers & their families. Bidi, tobacco, wine, etc, are the main addiction among this class.

17) Women construction workers play double duty. First they serve at home & then be ready to work at construction worksite under the mistri. Due to their hard work & double duty, absence of rest, low intake food in the mill, unavailability of health facilities, are the causes to more infant & before born mortality is there. 18) Women construction workers are more vulnerable. Sexual harassment of women workers would be done by mistri, contractor at some workplace.

These are the general findings of the review of literature taken in this study. My study is about construction workers in the Aurangabad city. Aurangabad city is located in the Marathwada region in Maharashtra state. This region is known as economical & social backward. No one study on large extent was done on this topic in this city as well as region. Several changes were happened about social security of unorganised workers in India in the reform period. One task of that is the Government of India enacted “The Building & Other Construction Workers (Regulation of employment & Conditions of Service) Act, 1996”. It is our little task to see either this law is being implemented after three years of passing the rule in Maharashtra state entitled “The Maharashtra Building & Other Construction Workers (Regulation of Employment & Conditions of service) Rules, 2007., or not.
RESEARCH METHODOLOGY

RATIONAL OF TOPIC:

Labour plays an important role in economic & social progress of all sectors of a country. The construction industry’s importance in the formatting of economic as well as social progress is impressive, it produces infrastructure facilities which supports production of goods & services & produces houses, offices, schools, hospitals which support to enhance living standards of society. Construction work is labour intensive sector; it creates employment opportunities for who are diluted from other job also. Construction workers work hard in the process of construction of any thing. So, the role of construction workers is very important in the improvement of living standard of people. Here it is essential to see the socio-economic conditions of construction workers, either they are getting enough remuneration or not, their working conditions, their consumption pattern, educational status, health conditions & social status to be justified with them.

Several studies were done on the problems of unorganised workers & their status in the society in India by researchers & committees. Construction workers are also focused by some researchers. Marathwada region is known as economically & socially backward region of Maharashtra state. The Aurangabad city is known as capital city of Marathwada region & also one of the economically progressive cities. It is found that construction workers are concentrate in this city from whole region besides of Vidarbha region. Such city presents the situation of construction workers of Marathwada region as well as the capital cities of backward states & region. This city is not studied deeply by any researcher. Second thing is that, there is a law made for the welfare of construction
workers by the central government of India. That is “Building & Other Construction Workers (Regulation of Employment & Conditions of Services)” Act-1996, which started to implement from 2007 in the Maharashtra state. It is a task to see whether this act is implemented or not. Such study on this subject & in this region is not done broadly.

Objectives of This Study

The chief objective of this study is to asses the socio-economic conditions of casual/unskilled labour in construction industry in Aurangabad city. Following are the objectives of this study.

1) To understand the problems of unorganized workers in general & construction workers in particular.
2) To see the socio-economic aspects of construction workers.
3) To see the structure of asset holding of these labourers.
4) To study the working conditions of these labourers.
5) To study the level of living standards of these labourers.
6) To see either legislative safeguards are implemented for them or not.

Hypothesis: -

1) Standard of living is very poor of unskilled construction labourers.
2) Construction workers not posses any physical assets.
3) Working conditions of these labourers are very poor.
4) Neither social security nor legislative safeguard are implemented for them.
Research Methodology:-

This study is based on primary data & also secondary data. Secondary data used in the introductory part of the study about organized & unorganised workers plus construction workers on broad sense.

Secondary Source:

For secondary data, NSSO’s several reports, Employment reviews of various years, CSO’s reports, Economic Survey of India, Economic Survey of Maharashtra, Aurangabad Zone office, Municipal Corporation of Aurangabad, Census of India, and District Socio-Economic Reviews referred.

Primary Source:

300 male workers & 50 female workers were selected simple randomly for the collection of primary data. Questionnaires, observations & inquiry methods were used to collect the primary data. Questionnaires fill-up from almost all parts of the Aurangabad city. Information collected from nakas as well as work sites. 156 questionnaires were collected from construction sites & 144 from Nakas. Mukundwadi (14), Shahaganj (32), T.V.Centre (64) & Usmanpura(44) are Kamgar Chouk from where primary data is collected (figures in bracket shows questionnaires collected from mentioned place).

Cidco, Dr. B.A.M.University, Beed Bypass, Javaharnagar, Bhavisingpura, Baba petrol pump, Darga, Contonment, Aurangpura, Shivajinagar, Usmanpura, Chatrapati Nagar, Waluj, Kranti Chouk, Satara parisar, T.V.Centre are the main areas of Aurangabad city from where data is collected of workers those were working on worksites.

Some statistical tools like average, percentage, growth rates etc. have been used for the analysis in this study.
Limitations:-

The present study is based on the primary as well as secondary data. The appropriate secondary data is not found, so the study is on the base of available data only. The primary data collected from the labour from Nakas’ & worksites. So the samples were taken as they available at nakas & worksites.

This group is not well literate to inform their actual living standard & they fear of their employer to give appropriate information of their working conditions. The data about their income & expenditure is on the basis of given information & it almost approximately. The current data of about construction workers is not found in any offices even in employment office & workers are migrate without any knowledge about laws & registration as construction workers makes imperfect data. So the data given of total construction workers in Aurangabad city is not faithful 100 percent.

PRESENTATION OF STUDY:

The present study has been classified into five chapters.

Chapter-I: INTRODUCTION

Chapter first introduces the importance of labour in the economic development of a country in the first part. Importance of construction industry, conditions of organised & unorganised workers in India, Provisions made for the unorganised workers, employment in
construction industry & at last rational of topic discussed in the first chapter.

Chapter-II: RESEARCH METHODOLOGY & OBJECTIVIES

Second chapter introduces the research methodology used for this study. In the first part, concepts used in study introduced under the title conceptual framework. In the second part review of literature is given in brief relates to the subject. Fifteen reviews of done research were given in this chapter. Objectives of study, Hypothesis, limitations & Chapter scheme discussed in further parts of chapter.

Chapter-III: WORKING CONDITIONS OF UNSKILLED LABOUR IN CONSTRUCTION INDUSTRY IN AURANGABAD CITY

In the third chapter the situation of unskilled workers in construction industry in Aurangabad city has been studied. Further “The Building & Other Construction Workers (Regulation of Employment & Conditions of Services) Act, 1996, introduced & seen whether it applied or not. The working conditions of construction workers in Aurangabad city has been seen deeply in this chapter.

Chapter-IV: SOCIO-ECONOMIC CONDITIONS OF CONSTRUCTION WORKERS IN AURANGABAD CITY

This chapter relates to the socio economic conditions of unskilled workers in construction industry in Aurangabad city. It has been seen by taking on account the age group of workers, the population of workers families by gender wise, their literacy rate, marital status, age at marriage of worker & their life partner, working days of workers, working members of their family members, income status of their family,
expenditure pattern of their family members & availability of basic amenities for them have been studied in this chapter. The saving ratio & deprivation Index is also seen.

Chapter-V: SUMMARY OF CONCLUSIONS & RECOMMENDATIONS

In the last chapter of study, main conclusions of this study & recommendations to tackle the problems of studied class have been given.
REFERENCES:

2) Ibid, pp-6.
4) Ibid, pp-33.
9) Ibid, pp-69
13) Above mentioned (6), pp-8.
14) Above mentioned (12), pp-84.


22) Ibid, pp-728.


24) Ibid.

25) Ibid.


38) G.Subbayamma & Vijaya Kumar (2003), “social security for workers in the Unorganized sector”, ed. by K.M. Naidu,
