CHAPTER - 2

REVIEW OF LITERATURE
Labour welfare fund schemes have a place of paramount importance in the National economy in securing the financial security of their members. Having discussed the main aspects of the study, this chapter explores relevant literature relating to the study. Specifically the chapter examines the literature relating to the labour welfare measures among unorganized construction workers in Kerala. This chapter also reviews previous research studies relating to the topic, enabling a discussion on the gaps in the existing literature.

“Bread, a house, adequate clothing, education, good health and above all the right to work with dignity on the world's boulevard” B. R. Ambekhar

Conventions and recommendations of ILO (1949)\(^1\) in its 26\(^{th}\) conference, held in Philadelphia recommended some of the measures in the area of welfare measures, which include adequate protection for life and health of workers in all occupations, provision of adequate nutrition, housing and facilities for recreation and culture - the assurance of equality of educational and vocational opportunity etc.

Srinivasana (1956)\(^2\) an experienced executive dealt with the workers engaged in Kolar Gold Mines in Karnataka. He deals with aspects like socio-economic conditions of workers, details of the welfare problems in the mining industry and puts forth suggestions to resolve them. The author studied the level of indebtedness, absenteeism, income and expenditure, socio-economic background of workers in Kolar Mines.

Ando and Modigliani (1963)\(^3\) comment that individuals behave rationally to allocate their consumption and savings so as to maximize their expected life time utility. They state that the main motivation for saving is to accumulate resources
for later expenditure and in particular to support consumption at the habitual standard when retired. The model takes it for granted that people have the self disciplined to plan for the future and carry out their saving plan. However, certain empirical literature proved that many individuals fail to behave according to the conventional models and face inadequate savings on retirement.

Labour Bureau (1975) brought out by the Labour Bureau, Simla, in commemoration of International Women’s year 1975, reveals various aspects like the extent of women employment in organized and unorganized sector. This book contains statistical interpretations of women employment, wages, vocational training imparted to women workers, and evaluation of working conditions of women workers in India. It also highlights the role of the Central as well as State machinery in respect of women’s welfare and implementation of various labour laws.

G.K Ramanujan (1984) in his article indicates the growth of industry and industrial relations, socio-economic and political developments in the country, laying more emphasis on the need for a new culture in industrial relations.

Abdul Aziz (1984) the book is fraught with issues like role of trade union in promoting economic development, the need for and strategy to organize the agricultural labourers, the relevance of Gandhian approach in industrial relations, and workers’ views on participative management. An attempt has also been made to evaluate the policy of the Government in relation to bonus, structure of wages etc. Some important suggestions have also been made in respect of equity in wages, bonus and unionization of the agricultural bonus.
The ILO (1984) recommended that, “The protection which society provides for its members through a series of public measures against the economic and social distress that otherwise would be caused by the stoppage or substantial reduction of earnings resulting from sickness, maternity, employment injury, invalidity and death; the provision of medical care; and the provision of subsidies for families with children”.

Anand S.C (1986) points out that mobility of certain construction workplaces may also affect the provision of welfare facility. Some construction workplaces such as house construction sites are stationary, while others such as those for the laying of pipelines and construction of road ways, canals, railways and water ways move as the work progresses so that the site conditions are even more temporary.

V. Shobha (1987) conducted an empirical study of female agricultural labour in Telugana. It examines their status and position from various angles. The study that provides an insight into the details and background of the discrimination and exploitation of female agricultural labour focusing attention on the socio-economic status, levels of participation both inside and outside the family, work culture, and agricultural labour, throws light on the living conditions of women in the lower strata of the society.

J.A Labour (1988) explained how the construction industry developed from the master builder system into design and construction specialties and how these have affected view points on responsibility. The author describes the issues regarding the liability of the designers in the conventional design-bid-build system. It was discussed that designers are supposed to contribute more in achieving the safety goals. The construction industry had 15 victims per 1000 workers in 1996 as
compared to 4 per 1000 workers in all other industries combined. The frequency of
disability injuries was 5300 per 100,000 as compared to 3100 per 100,000. The
reports of the last 45 years prove the trend that the construction industry has very
high fatality and injury rates.

**Ann Davis, Lucy Gibson, (1994)** describe a process through which
organizations might seek to implement interventions relating to employee well-
being. They emphasize the importance of a comprehensive needs assessment, both
in obtaining the breadth of information needed to design appropriate interventions
and in providing baseline information to evaluate programme effectiveness for a
particular situation and highlights their design implications. Finally, provides
guidance on programme implementation and evaluation and discusses some of the
advantages and disadvantages of different approaches to tertiary welfare provision.

**Young’s (1995)** argued that, the role of site engineers is to improve safety at
sites. In order to acquire completely general project goals of better value, reduced
costs and lower risk, engineer on the frontline must take the lead in implementing
inventive, yet practical approaches that strategically incorporated safety concerns
into the project management development.

**C.J Kilbert and R.J Coble (1995)** clarified the relationship, and overlap among
protection and environmental problems. The study was based on the experience in
the USA, but the problems discussed are very generic in nature. The authors
recommended integrating safety and environment methods and combination of
OSHA AND EPA. The study assumes that a single agency dealing with a well
defined area will be more effective than several agencies with overlapping issues
and responsibilities. The authors also suggested that the service provider should be
provided with a bid package that clearly identifies the responsibilities of contractor and owner for safety and environment requirements was further, they suggested that legal duties must be clearly communicated to the potential bidder at the time of invitation to bid. The suggestion is that in many cases the contractors are not aware of their implicit legal responsibilities in relation to health and safety issues.

**Becker G.S (1998)** developed a model for analyzing the political competition among special groups between tax payers and subsidized agents. They corrected the paternalistic theory by claiming that the government favors the more political powerful groups. It is concluded that the political equilibrium is more likely to be influenced by the efficiency of each group in exerting political pressure over the paternalistic side of the government.

**Mulligan C.B and Sala-i-Martin’s (1999)** comment that, first applied the notion “single – mindedness” to social security, which assumed while workers care about a large variety of issues, relevant to their different occupations and industries, non-workers are more united in their political action. Generally speaking, the preferences of groups and their ability to focus on the consumption of goods or issues, enable them to achieve great political power and eventually to obtain the most favorable policy.

**Koehn and Reddy (1999)** in his article points out that the construction industry is labour-intensive, particularly in developing countries, it involves more workers per activity on site. Typically, 2-10 times as many workers per activity are utilized compared with developed countries.
Pravin Sinha (2001) indicates that construction industry is the second largest industry in India next to agriculture, which is the largest single employer of the Indian workforce. As the employment relations in the sector are of informal nature the same is grouped under the Unorganized Sector of the Indian economy. The unorganized Sector employs over 90% of the workforce, yet they remain ignored by the State administrative machinery, jurisprudence and the unions. The opening up of the Indian economy has led to the influx of not only foreign players but also foreign capital. This has led to rapid development activities in all spheres. Consequently, one observes construction works are being undertaken, both by institutions [government and private] and individuals. The construction sector has also witnessed introduction of new technology, with object to reduce the project completion period. These developments have placed new demands on the construction workers. The trade union of construction workers too has had a positive effect on the creation of employment through coordination with employers and up-gradation of skills and better management of construction sites. The national federation of construction labour, for example, through its organizational efforts has positively influenced the workers’ eagerness to go for skill development and thus enhancing the pace of construction work as also their earning levels.

Toole T and Sokol (2002) recommend that to prevent health hazards at work, all possible sources should be identified before commencement of construction work. Hazards at construction site may come from hazardous substances used onsite and also environmental variables may create additional risks as heat and noise. Most construction accidents result from basic root causes such as lack of proper training,
deficient enforcement of safety, unsafe site conditions, not using the safety equipment that was provided and a poor attitude towards safety.

K. P Kannan (2002) examines the evolution of the welfare funds for informal sector workers in the state of Kerala in India. The paper finds that welfare fund model of collective care arrangements for the informal sector in Kerala showed considerable innovation in its design and organization, its functioning is embedded in the bureaucratic system giving rise to a number of problems. The model offers a minimum of social security to the informal sector workers who are unprotected. The ever-increasing demand for more and more welfare funds for each and every sub-sector of the informal sector can be viewed as a desperate reaction of the workers for measures of social security in an unprotected labour market. A long history of mobilization and organization and poor policies of the governments in power, the working and living conditions of an average worker in the informal unorganized sector in Kerala are perceptibly better than those of two / three decades ago. One of the biggest challenges facing Kerala is the problem of unemployment. Reducing unemployment and enhancing the social security cover to the majority of the people are two crucial issues that a liberalized economy will have to face. The welfare fund model of Kerala provides useful pointers to alleviating the problem of insecurity among the workers in the informal sector.

V. Krishnamurthy and R.P Nair (2003) focus on the welfare fund for construction workers, which commenced in November 1994 and provided a range of welfare measures such as benefits for fatal and nonfatal accidents as well as grants for education, marriage and funerals. Manual workers over the age of 15 can register with the Board and pay 25 rupees as an insurance premium to cover
accidental death or disability. In practice, however, workers are registered through their trade unions but the level of registration is low - 18% of two million workers in the sector. Of the 90,000 members identified in a survey conducted under the study, only 200 had received any monetary benefit from their membership. Employers pay 0.3% of each construction contract to the welfare fund but compliance is a problem and the benefits are too small to make a difference to living conditions. The study recommends that the contribution rate can be increased to 1% if the following two conditions are met 1) there is in-depth study done on the reasons for the large current surplus of the fund and 2) there is a clear plan about how the current surplus and the increased future resources will be used for greater coverage and improved benefits. It concludes that there is a need for the various welfare funds to operate on a more uniform basis and that consideration should be given to achieving a greater degree of integration under one single board.

According to the Bureau of Labour Statistics (2004)\textsuperscript{21} the construction industry stands out from other employments as having one of the highest worker injury and fatality rates. Construction comprises a very small percentage of the overall workforce. Yet, the incidence rate of nonfatal injuries and illnesses exceeds that of many other industries. The construction industry has the more fatalities than any other industry.

C.P John (2004)\textsuperscript{22} argues that the large gaps existing between the rich and the poor, and organized and unorganized workers have led in several countries to attempts at providing social and economic security to the poor and to the unorganized sectors. In Kerala, the introduction of modern techniques of
production and growth of capitalist production relations had important implications for traditional crafts as well as craftsmen in Kerala. The social security system among craftsmen was embedded in the craft and caste traditions and practices. The customs and practices of the craft as well as of caste groups were eroded in the processes of change that transformed caste-based occupational traditions and the social structure itself.

**Sharma (2006)** United Nation Development Programme (UNDP) states that for most people, a feeling of insecurity arises more from worries about daily life (like will they and their families have enough to eat or will they lose their job?) than from the dread of a cataclysmic world event.

**Venti (2006)** argued that, the sophisticated consumers, who are aware that they have self control problems, are able to overcome these problems by engaging in commitment mechanisms that regulate their actions. One can commit oneself by cutting up credit card to prevent overspending. Moreover, social organizations, governments or financial institutions are able to improve welfare by providing similar self control safeguards. Under such circumstance it intuitively seems that a paternalistic government could improve the welfare of the society by enforcing the myopic individuals to savings programs such as compulsory employer pension, mortgage payment plans and public pensions that are perhaps the most effective saving devices. These mechanisms usually have one thing in common i.e, restrict short-term spending. Pension system is considered as a good method to discipline the individuals who have self control problems to save.

**S Sakthivel, Pinaki joddar (2006)** advocate that, India’s workforce comprises nearly 92 per cent in the unorganised segment, with the entire farm sector falling
under the informal category, while only one-fifth of the non-farm workers are found in the organised segment. Estimates suggest that in the non-farm sectors, as we move up the income ladder, the share of the informal sector gradually declines. However, as far as the agricultural sector is concerned, irrespective of economic class, the share of the unorganised workforce remains flat. Further analysis reveals that the coverage of social security schemes has been extremely sparse among the economically and socially vulnerable sections. The pro-rich, pro-capital policy of the present regime is reflected in the recent downward revision of the interest rate to the subscribers of provident fund. Further, the move towards defined contributory schemes away from defined benefit schemes of pension funds is fraught with danger. Therefore, we argue that given the poor affordability and lack of an institutional mechanism, any design of social security that relies heavily on a contributory basis is bound to fail dismally. The coverage of social security schemes has been largely against economically and socially vulnerable sections. While regular workers are largely covered by the provident fund regime, the ever increasing army of casual and contract workers, even in the organised sector appear to have been discriminated against, not to speak of the entire self-employed, which accounts for a significant proportion of India’s workforce.

Stout et al. (2006)\textsuperscript{26} point out that, in the National Institute for Occupational Safety and Health Science blog that research to practice programme 2006, conducted by NIOSH mentioned construction workers suffer from injury, disability and death from workplace incidents.

Kwong-leung Tang Chau-Kiu Cheung (2007)\textsuperscript{27} conducted a survey of 1240 welfare recipients in Hong Kong to investigate the effectiveness of various
measures for raising the recipient’s work motivation and diminishing their welfare dependency. The measures examined include the Intensive Employment Assistance Project (IEAP), Community Work (CW) program and disregarded earnings arrangements. Findings reveal the effectiveness of these measures. Particularly, help received from services of the IEAP was the principal factor in the effectiveness of the IEAP and IEAP was effective for welfare recipients who were older or less skilled. The findings thus offer support to the generality of the claim about the effectiveness of welfare to work program.

Shobha Mishra and Dr. Manju Bhagat (2007) in the article pointed out that labour welfare activities in an industrialized society have far reaching impact not only on the workforce but also all facets of human resources. Labour welfare includes all such activities but also ensures improvement in spiritual and emotional quotient. It comprises long term and short term goal toward building a human society.

Adems D.Plessis, Gumbie, A and Willis (2007) reported that, among the construction workers, welding goggles and shields can be used to prevent eye damage that might be caused by bright lights and heat as well as from arc welding and also added that head injuries could be caused by activities such as falling objects, spillage and debris from conveyer belts, electric shocks and head bumping.

Fiona Murie (2007) indicates that International health and safety standards to protect construction workers are already in effect but are often ignored by managements. Conforming to these standards and implementing other measures described by the author could substantially reduce the high incidences of injuries,
illnesses, and fatalities arising from work in this industry Sustainable development in construction includes a clear and strong component prevention of risks to the safety and health of the workforce. The recent ILO guidelines on Safety and Health Management Systems, as well as the Global Reporting Initiative and an ever-growing number of voluntary corporate social responsibility systems are integrating management of occupational health into business management systems in all sectors. Health and safety at work is very clearly a development issue, and there should be close cooperation between governments, employers and workers for prevention.

A.C Dhas & M. Helen (2008) pointed out that the unorganised workers account for about 93 per cent of the total workforce and there is a steady growth in it over the years in India. It is argued that India had a long tradition of informal social security and social assistance system directed particularly towards the more vulnerable sections of the society but underwent steady and inevitable erosion. The social security initiatives of the Centre, States and NGOs implemented during the past indicated that the needs are much more than the supports provided and the efforts must be targeted and vast enough to cover the growing unorganised workers. It is argued that the major security needs of the unorganised workers are food security, nutritional security, health security, housing security, employment security, income security, life and accident security, and old age security. India has a long tradition of social security and social assistance system directed particularly towards the more vulnerable sections of society. The institution of self sufficient village communities, the system of common property resources, and the system of joint families and the practice of making endowments for religious and charitable
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institutions provided the required social security and assistance to the needy and the poor of the nation. These informal arrangements of social security measures underwent steady and inevitable erosion. It was argued that even after independence, the State was concerned more with the problems of industrial and organized work force and neglected the rural and unorganized labour force on social security matters to a greater extent, till the recent past.

Binoy Joseph, Joseph Injodey and Raju (2009)\textsuperscript{32} in the article point out that the structure of welfare state rests on it social security fabric. Government, employers and trade unions have done a lot to promote the betterment of workers’ conditions.

Basu .K (2009)\textsuperscript{33} mentioned some of the health problems in his study on work site injuries in female construction laborers included, severe muscular pain, intestinal problems, fever, cough and cold, pain and more serious ailments like pneumonia, tuberculosis and leprosy.

Survey by Indian Labour Organization (ILO 2009)\textsuperscript{34} found that 165 out of every 1000 workers are injured in the construction sector. Construction work is featured by high labour turnover, constantly changing work being carried out simultaneously. All these factors caused by temporary nature of the job create a high-risk environment.

Shaikh Mehmood Hassan and Shaukat Ali (2010)\textsuperscript{35} reveal that unorganized sector is the main characteristic of Indian economy covering maximum hands working towards its growth. This sector accounts for more than ninety percent share in the economy against the organized sector. This sector lacks formal relationship between the employer and the employed, security and regularity of
payment, stability of job or employment, deprivation and devaluation of real cost of the labour. It includes Contract labour including construction workers, casual labour, labour employed in small scale industry, handloom/power loom workers, beedi and cigar workers, employees in shops and commercial establishments, sweepers and scavengers, tribal labour and all others who are unprotected. They have constraints such as casual nature of employment, ignorance and illiteracy, small size of establishments with low capital investment per person employed, scattered nature of establishments etc. Many acts have been brought into force to provide protection to the labour of this sector. Various bills have been passed for the welfare of labour of this sector from time to time. But either the implementation is not proper or large groups of workers are unaware of it.

A.Sabarirajan, T.Meharajan and B.Arun (2010)\textsuperscript{36} point out that the textile industry is one among the important industries in India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being a highly labour intensive industry it needs to concentrate more in the area of employee welfare. In this study they select Salem district in Tamil Nadu for identifying various methods and also to identify the effectiveness of the methods. The study shows that 15% of the employees are highly satisfied with their welfare measures, 39% of the employees have average satisfaction with their labour welfare measures and 16% of them are highly dissatisfied. Welfare measures play an important role in employee satisfaction and it results in improved quality of work life.

Nazhat Parveen and Dr. N.H. Patil (2010)\textsuperscript{37} viewed that women are playing a dominant role in certain aspects in the informal sector such as agriculture, construction etc. Women construction workers are exploited because they are
socially backward, unorganized, uninformed and poor. Women and children are paid wages at comparatively low rates as compared to men. A system of bondage exists and gets extended from one generation to another. There is a need for a unified legislation on construction workers that must provide an independent enforcement authority for its enforcement at state as well as district level. There is also the need on the part of the government to enforce strict legislations pertaining to the life and security of the women construction workers such as providing safety at the workplaces and subscribing to insurance policies of these workers. Construction workers should also be screened for health before the work commencement.

Beena Narayan (2010)\textsuperscript{38} in the research paper states that construction workers and unorganized sector workers are most vulnerable in India. The relationship between employer and employee is temporary and their working hours are uncertain. Basic amenities and welfare facilities provided to these workers are inadequate. In the case of construction workers 72\% have a choice for private hospitals, 14\% have choice for government hospitals and 14\% are aware about ESI hospital. By interviews with the construction workers it was understood that only limited first aid is available at the worksite. Larger construction companies follow rules regulating care for the workers. In the case of smaller construction sites no such rules for labour are followed. Construction workers are rarely paid any compensation. From the 153 construction workers surveyed 76\% (117) accepted that there is no compensation for sickness or loss and 7\% (10) workers accepted that some compensation is paid. In case of death some compensation is paid from the contractor’s side while 17\% (26) workers are unaware of the compensation
policy. The paper concludes that ESIC can play an active role with the help of the media, non-government organizations, educational institutions and corporate groups so that unorganized sector workers get proper advantage of social security schemes.

**Faisal Fasih, (2010)** recommended that International commitments and constitutional obligations bind the government to provide social security benefits to all citizens. Social security may be protective or promotional. The former seeks to give protection against the contingencies of life (such as sickness and old age), which may reduce the earning capacity of an individual; whereas the latter demands pro-active action for raising the standard of living. In India, only about 7% of all the workers are entitled to most of the benefits of the social security laws and the rest belonging to the unorganized category are not provided adequate coverage and if covered, the laws and schemes are often not implemented. Besides, ambiguities in policies, flaws in the laws and relatively low investment in the social security schemes add insults to injury. This prima facie contravenes the constitutional goals in general and the equality clause in particular. Unorganized workers are compelled to spend out of their meager income for all contingencies and remain helpless in their old age. We must not view ill-health or malnutrition as a contingency, but a continuing certainty of life for which protection must be arranged. Ill-health or malnutrition is not viewed as contingency but a continuing certainty of life and therefore we must appreciate social security as a system to provide overall security for a person in the family and work place. It must include the measures designed to ensure that all citizens meet their basic needs like adequate nutrition, shelter, health care and clean water supply, guarantee of work
and adequate and fair wages, protection during child birth, child care, illness, disability, death, unemployment, widowhood and old age benefits etc. The idea shall be to create a set up where all the people could maintain an adequate standard of living consistent with social norms.

P.Swapna and N.Samuyelu, (2011) argue that India being a welfare state wedded to the philosophy of socialistic pattern of society, it is imperative to have a contented workforce, enjoying a reasonable standard of living with adequate facilities and provisions for their wellbeing. In spite of all the modern technology and all the system of controls coming into widespread use, human power still remains the most important factor in the production process. If people do not want to work, it is impossible for any organization to attain its goals. So labour welfare and social security are the major aspects of national programmes towards improving the production of the industry, condition of the worker and income of the society.

Subramanian Chokalingam and Sornakumar (2011) specified that, workers’ safety in the construction industries has been strong in recent years. The poor safety record of the construction industries is due to several factors such as complexity of the work or system, risk, nature of work, management style, safety knowledge and commitment and personal behaviour. Construction industry in India has its own risks and challenges arising from changes which are intrinsic in construction. As most of the risks connected with a construction project cannot be eliminated, there is a need for an effective awareness system and screening system to manage all types of risks. The safety induction training will be helpful for the new worker to know the hazard in the work areas. The training will trigger their
mind while doing some unsafe work. Safety induction training will change their action skill toward safe work culture.

**Manzini and Gwandure (2011)** argued that, welfare services can be used to secure the labour force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and the members of their family.

**Trivedi Ashish, Patel Yogesh, Pandit Nirej and Bhavsar Bharat (2011)** recommended that occupational dermatitis is one of the common hazards among construction workers, most commonly due to exposure to cement and other materials like paints and resins used at construction sites. Proper engineering control measures should be the first target for prevention of the hazard. It should be implemented for the construction site workers to reduce the burden of skin diseases. All the workers should be provided with the appropriate personal protective equipment at the work place. Awareness programme related to workplace hazards for the regular usage and maintenance of PPE should be carried out at regular intervals.

**R.S Nithin Prasad, K. Vittal Rao and H.N Nagesha (2011)** in their article aimed to ascertain the awareness of the welfare scheme, and the extent of their implementation. Data in respect of 189 respondents’ data have been collected and analyzed using statistical packages to ascertain the awareness and hurdles of the scheme. The outcome of the study shows that 92.5% out of 14 lakhs workers have been deprived of the benefits of the welfare scheme promoted by the Building and Other Construction Worker’s Welfare Board, Karnataka. Among the 189 respondents to the survey, only 24% have been aware of the welfare scheme. The
major hurdles in extending the scheme in the form of legislation non-compliances have been recommended.

**Pratibha Joshi; Promila Sharma; T.C. Thakur and Amit Khatter (2012)** in their article argued that today construction line is an industry that requires working at ever-changing locations and work environments. In urban sectors of India, increasing numbers of workers have taken up construction work as a means of immediate employment, which provides cash earnings at the end of the day. The best way to protect workers against hazards is to control problems at the source. The problem regarding construction industry is not that the hazards and risks are unknown, but it is very difficult to accurately identify there in a constantly changing work environment. To prevent health hazards at work, all possible hazards that may be encountered should be identified in advance.

**Sandipkar and Rajdep Mukherjee (2012)** in the article state that the construction industry is mostly dominated by the players from the unorganized sector. In India from time immortal there has been very little attempt to give it an organized shape. It is undeniable that H.R practices play a pivotal role in shaping the construction industry for its rapid growth and development. There is not very much allegation against the organized group violating the standard labour norms in the country but in the unorganized sector allegations of violating the labour welfare abound. Unorganized sector comprises of more than 60% of the construction work in the country. So there is great need on the part of the Government to monitor the labour practices in the industry.

**Guddy Tiwary and P.K Gangopadhyay (2012)** argued that construction is one of the important industries employing a large number of people on its workforce. A
wide range of activities are involved. Due to the advent of industrialization and recent developments, this industry is playing a pivotal role in construction of buildings, roads, bridges and so forth. The workers engaged in this industry are victims of different occupational disorders and psychosocial stresses. Their wages are also not adequate, making it difficult for them to run their families. The hazards include handling of different materials required for construction, and exposure to harsh environmental conditions like sun, rain and so on. On account of this, the adverse conditions cause psycho social strain. They are victims of headache, backache, joint pain, skin diseases, lung disorders and so on. Workers are mostly illiterate; it is desirable to impart health education to them, to apprise them of the ill effects of work and the remedial measures. Awareness programs and local group discussions are essential for improving the health status of these working communities.

K. Bharara, P. Sandhu and M. Sindhu (2012) observe that incidents of work related injuries are very high among the female labourers engaged in construction industry, primarily the occupation being severely hazardous and women lacking training and required physical endurance for such strenuous jobs. Occurrence of diseases is due to hazards of the workplace like lot of dust, chemicals, and harsh climatic conditions, and lack of toilets. They have no drinking water facility and they carry heavy loads, they develop musculoskeletal disorders. The major recommendations of the study are that contractors at construction sites should ensure safety measures to reduce accidents and injuries, there should be provision of medical aid and ambulance for accident victims. Women should be provided with protective gadgets while at work tools and should be made women friendly.
M. Muninarayanappa S. Manjula Kumari, (2012) point out that there are some studies on child labour, both in rural and urban areas. A child is part of the future of our country. Uneducated and unhealthy child cannot contribute to the democratic goal of the country. Besides, the scientific development of the human resources of a nation like ours including the backward state of Andhra Pradesh and Kurnool district can hardly be possible with the continuance of the menace of the child labour. Therefore, if at all we want our policies to work, we cannot and should not afford to have child labour. This should be realized and remembered by every parent and the policy-makers of the country keeping in view the interest of the child and for the well being of the country.

Anu Rai and Ashis Sankar (2012) suggest that the construction sector has the largest number of unorganized labourers in India next only to the agricultural sector and women form almost half the workforce as unskilled labourers with no occupational mobility. Construction industry attracts female workers. Poverty being the main cause, the worst affected are single and destitute women, with children to support. Men who come in as small boys, assist the masons for some years as helpers, finally, graduate as masons, some of whom later become contractors and move up the social ladder. It is also suggested that 20% of jobs on government construction sites should be reserved for women. There is inadequate information on the extent to which female construction workers are exposed to various health hazards at the workplace. In particular health research on female construction workers is desirable. Hence the female construction workers require empowerment and training to improve skill.
Dileep Kumar M (2012) advocates that modernization and industrialization have paved a good way to the construction industry. Small towns and cities become more urbanized and, the construction sector too has got a boost. Irrespective of occasional slumps in the economy or in construction works, the sector is going through a faster growth. Apart from old / traditional urban/ industrial centers, new industrial/urban centers have appeared on the map where construction works are going on in large scale. Expanding and fast growing construction sector and, in general, lack of greater employment opportunity elsewhere have drawn large number of workers to this sector. There are more than 20 million of construction workers in India at present. Cities, like Delhi alone have around more than 600 thousand of them. Apart from metros other cities, like Jamnagar in Gujarat, Guwahati & Shillong in the Northeast are also expanding at a fast rate. The study indicates the plight of the construction labourers in Pune, district of Maharashtra state. Majority of construction labourers are migrants from different regions of Maharashtra. The construction sites have more than 100 labourers. The living conditions are so poor and the labourers are staying in tin sheeted and rubber sheeted houses. Some construction companies are making provision of accommodation facilities to the labourers. While the majority of labourers have to build temporary huts by themselves, near the site. The construction workers have no social security & benefits in terms of labour welfare measures & provisions. They don't have provisions like pension and insurance schemes, maternity leave, accident and death claims, concession loans and financial aid for children's education and medical needs.
**Hindu newspaper on (July 7 2012)** reported that many schemes of the Building and Other Construction Workers Welfare Board have not yet reached the intended beneficiaries owing to lack of awareness among workers in the building and construction sector in the State, Rs. 1,200 crore had been lying unutilized with the board for quite some time and added that the registration of construction and other building workers had remained comparatively low. Those working at construction sites should voluntarily register their names with the Labour Department, 40,000 labourers were involved in building construction but only 7,000 of them had registered their name. The legal services authority was playing a major role in helping the board implement its schemes. Legal awareness programmes would be launched in every district and the first of its kind was held in Bellary recently. Identity cards would be issued to labourers, and they could avail themselves of medical facilities for their awards, scholarships and compensation.

**As per the news in Hindu dated on June 11 (2012)** the district-level conference of CITU-affiliated Tirupur District Construction Workers’ Federation has passed a resolution seeking better social security and reiterated the need to improve the functioning of the welfare board for them in the State. The construction workers raised the concern that they were not getting many of the social and financial assistances. The construction workers in the State were yet to be brought under the Provident Fund scheme even though the respective welfare boards in Tripura and West Bengal had managed to introduce the scheme for its members. The general complaint from the construction workers was that the functioning of the Tamil Nadu Construction Workers’ Welfare Board had been far from satisfactory. The disbursal of financial assistances under the existing schemes itself has been tardy.
on many occasions. Besides this, the board has generally not been sympathetic to the grievances of the workers pertaining to improvement of social security. The workers are demanding extension of education assistances to their children who wanted to pursue teacher's training and nursing courses as well as higher education through correspondence mode, and increase in the scale of assistance given to conduct marriages of their children. Pension for all women workers who attained the age of 50 years was another main requisition of the construction workers which was yet to be addressed. But these demands are not taken up favourably despite briefing the authorities concerned of the predicament of workers in the sector. The Federation was of the view that the welfare board in the State should be brought under Central Act so that of workers who died in harness could get solarium at higher slabs.

*Times of India on July18(2012)* reported that the labour welfare cess, calculated at 1% of construction cost, has failed to improve the condition of construction workers in Pune. Accident compensation and pension benefits for construction labourers and educational scholarships for their children, are lying unused with the government. There has been a delay in implementing the scheme, the local self-government bodies failed to transfer the funds to the state's coffers on time. The delay has resulted in slowing down the implementation of the scheme. The state government is lagging behind in implementing the schemes meant for construction workers, compared to states like Karnataka and Madhya Pradesh. The main hurdle in implementing the scheme is the limited manpower at the labour department and non-transfer of cess amount to the department by municipal corporations and councils. The Building and Other Construction Workers (Regulation of
Employment & Conditions of Service) Act, 1996. The state government notified the act in 2007, but the actual collection started more than a year back. The 1% cess is being levied on all public and private construction projects having an outlay of more than Rs 10 lakh. The manpower problem at the labour department was hampering the registration work. A large number of workers come from states like Orissa and Rajasthan. Speaking to them is a problem as they don't understand Hindi or Marathi. Moreover, they refuse to talk to government officials, fearing it could lead to some legal action.

The Hindu newspaper dated July 22(2012)\(^{55}\) reported that the Labour Department officials in the district of Vijayawada are in a quandary with the introduction of National Pension Scheme (NPS)-Lite, a scheme aimed at extending the coverage of NPS to the weaker and economically disadvantaged sections of the society. The Labour Department has no data of the construction workers, who have registered to avail of the benefits provided under the Building and Other Construction Workers (Regulation of Employment and Conditions Service) Act, 1996. The department officials had registered 1.10 lakh people engaged in construction activity. The workers were issued identity cards etc. There was no consolidated data, sources say. The problem cropped up due to non-availability of software. The data from the districts were sent to the Board which has to consolidate and maintain the data. However, no such measures were taken. On the other hand, the Labour Department there also has no copy of the data, sources. As the NPS-Lite, the worker in the age group of 18-50 would have to pay Rs.200, the Board would pay Rs.800 and the Central Government would contribute Rs.1,000.
taking the total to Rs.2, 000. It aims at building up a corpus sufficient enough to buy an annuity for their old age.

_The Times of India, Sep 8, (2012)_[56] reported that the collapse of a concrete slab at the under-construction Metro site in Mumbai, which killed one construction worker and injured 16 others raises crucial questions about the lack of safety measures for such workers across India. There are an estimated 8.5 million workers engaged in construction activities across the country. The work is largely informal and contract-based and many work on a migratory basis, flitting from one state to another as the work takes them. Labour boards in individual states are meant to register construction workers, but the boards in most states fail to do this for lack of staff and adequate resources. This means injuries and deaths remain invisible, unless they involve a high-profile project like the metro. At the core of this apathy, lies the shoddy implementation of a provision tucked away in the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act of 1996. The provision requires that all construction projects with budgets over 10 lakh pay a cess amounting to 1% of the construction cost to the labour welfare board. The money collected is meant to be used for welfare measures of workers besides creating a kitty for the compensation to those who suffer injuries or the kin of those killed. A public interest litigation filed in the Supreme Court in 2006 showed how states had collected less than 10% of the sum they were required to. It has been over 15 years since the legislation was passed and such shoddy collections show a lack of will on the part of labour authorities and sheer in difference on the part of builders and contractors to safeguard the rights and dignity of workers.
The Hindu newspaper on Sep 22(2012)\textsuperscript{57} reported that spending of the corpus created out of collections from builders for the welfare of construction workers is poor. At one per cent of the cost of construction which was recovered as cess from builders, the State-level boards that were constituted under a special legislation collected a corpus of Rs. 7,057 crore but spent only Rs.1,000 crore on the welfare of workers. Only 88.10 lakh out of 4.46 crore construction workers in the country were registered with the welfare boards in different States. State governments should realize the need to step up collection of cess from builders’ and spend the money on the welfare of construction labour. The boards should be mandated to perform functions such as providing immediate assistance to accident victims and paying pension to workers who completed 60 years of age.

News in Hindu newspaper on OCT 20(2012)\textsuperscript{58} reported that the Centre for Indian Trade Union (CITU) has threatened to launch an indefinite stir across the State if the post of the Chief Executive Officer of the Karnataka State Building and Other Construction Workers’ Welfare Board is not filled. The board has become non-functional as the post of CEO has been vacant for the past three or four months. Hundreds of applications from each district submitted to the board by the poor construction workers to get different benefits are pending. Only two lakh of the 15 lakh workers have registered themselves with the board. A resolution was taken to hike the benefits to construction workers at a board meeting held on April 3, 2012 that was presided over by the Labour Minister. But nothing has happened since then.

As per the news in Indian Express dated NOV 2\textsuperscript{nd} (2012)\textsuperscript{59} State unions welcome Cabinet amendment to labour law in Ahmedabad. The state’s major
labour unions have welcomed the Union Cabinet’s nod to an amendment to a law concerning unorganised construction workers. The Cabinet scrapped a contentious rule that required workers to prove their having worked at construction sites for at least 90 days before becoming eligible for benefits provided by the Building and Other Construction Workers’ (BOCW) Act, 1996. The amendment, which will be presented before Parliament for final implementation, has also made it mandatory for government agencies to transfer cess money — collected from builders and workers under the law — to a welfare board within one month. The Comptroller and Auditor General (CAG) had in this year’s audit report rapped the state government for having hoarded Rs 339 crore and not transferring it to a welfare board charged with disbursing the law’s welfare benefits. The union had demanded that registered unions be allowed to certify workers who have completed 90 days work at construction sites. The removal of the 90-day provision will pave the way for more registrations, but caution must also be exercised that nonconstruction workers do not get registered under this act. The most important amendment relates to doing away with the requirement of proof of working for 90 days. This is a welcome step. As no employer gives proof of employment, the workers were unable to get registered. It is hoped that doing away with this requirement will now allow tens of thousands of workers to register themselves.

The news in The Hindu newspaper NOV 4(2012)\(^{60}\) reported that the Union Cabinet has cleared major amendments in the law relating to construction workers that would benefit over 88.10 lakh of them. The salient features of the amendments include removing the clause that construction workers should have worked a minimum of 90 days to register with the labour welfare boards set up in various
States; and doing away with the upper age limit of 60 years for availing of benefits under the scheme. The amendments approved by the Cabinet to the Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, and the Building & Other Construction Workers’ Welfare Cess Act, 1996, would be legalized by tabling a Bill in this regard during the winter session of Parliament. The amendments would facilitate speedy implementation of these Acts by the Central and State governments. The changes also seek to empower State governments to file complaints for any contravention of provisions.

As per estimates of the National Sample Survey (2009-10), there are about 4.46 crore building and other construction workers but only less than 25 per cent of them have registered themselves with the Welfare Boards to enjoy benefits to men construction workers. Women construction workers face harassment at home and work place, and they are discriminated against in wages and promotion. The important reasons why women are not promoted as masons is the gender bias which men and women have, and women construction workers are not given an opportunity to be trained informally like men in the construction Industry. It is found that 236 women are willing to become masons, and men, especially the contractors, are willing to accept them, train them and give them placements in the construction Industry.

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