APPENDICES
APPENDIX I
A STUDY ON MIGRANT WOMEN CONSTRUCTION WORKERS

1. Identification Number

2. Age of the Respondent
   a. 18-28
   b. 29-38
   c. 39-48
   d. 49-58
   e. above 59 years

3. Native Place:

4. Family constellation

<table>
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<tr>
<th>Relationship</th>
<th>Age</th>
<th>Education</th>
<th>Occupation</th>
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5. Educational Qualification
   a. Primary Education
   b. Middle School
   c. High school
   d. Illiterate

6. Number of years lived in Chennai
   a. 1-5 yrs
   b. 6-10 yrs
   c. 11-15 yrs
   d. 16-20 yrs
   e. 20 yrs & above

7. How many years you are involved in the constructions industry?
   a. 1-2 yrs
   b. 3-4 yrs
   c. 5-6 yrs
   d. more than 6 yrs

8. What Type of work you do?
   a. lifting earth water loads
   b. carrying water/cement / mortar/sand
   c. stone crushing
   d. others specify

9. Who decided about the outward migration
   a. husband
   b. parents
   c. self
   d. others, specify
10. What were the important reasons for your migration?
   a. Failure of crops/drought
   b. Incorrect income
   c. No employment opportunities in native
   d. Debts.
   e. Recurrents natural calamities
   f. Others, specify

11. You have migrated with
   a. Only husband       c. The whole family
   b. Only children      d. All alone

12. Do you feel secure and safe in Chennai?
   a. To some extent      c. Not at all
   b. To a great extent

13. Are you
   a. Happy here after migration
   b. Unhappy without facilities
   c. Unhappy because of the new environments
   d. Things are not happening the way I expected (job, income)

14. When did you last go to your native place?
   a. Six months back    c. Long since gone
   b. One year back      d. Never gone

15. Why did you go to your native place?
   a. Function           c. Death
   b. To meet relative   d. To cast vote

16. Do you feel that your culture has changed after migration?
   a. To some extent      c. Not at all
   b. To a great extent

17. Do you feel that your standard of living has changed for the better?
   a. To some extent      c. Not at all
   b. To a great extent

18. When you visit your native place, do you feel that you are much respected?
   a. To some extent      c. Not at all
   b. To a great extent

19. Do you feel that Machines have replaced construction workers?
   a. To a great extent   c. Not at all
   b. To some extent
20. Due to mechanization who have been the most affected?
   a. men   c. both
   b. women

21. How much leisure time do you have per day?
   a. less than 1 hour   c. 2-3hrs
   b. 1-2hrs   d. more than 3 hrs

22. What are your leisure time activities?
   a. movie   d. Others
   b. going out   e. no leisure time at all

23. Your daily income:

24. Do you have Debt?
   a. yes   b. No

25. Borrowed From
   a. Friends   e. Kandhu Vatti
   b. Engineer   f. others
   c. Contractor   g. Not Applicable
   d. Pawn Broker

26. Why did you borrow money?
   a. to meet daily expenses   c. to buy jewels
   b. to pay fees   d. others specify

27. Where you able to repay it within the specified time?
   a. not at all   c. many times
   b. Some time   d. always

28. Do you have any savings?
   a. yes   b. No

29. Where do you save?
   a. Bank   d. assets/gold
   b. post office   e. others, specify
   c. buy things   f. not Applicable

30. What do you do with your savings?
   a. spend when going to home to   d. never spend
   b. go out   e. others specify
   c. buy things
31. What is your family’s monthly expense?  
   a. Rs.2000-Rs.3000  c. Rs. 4000-Rs.5000  
   b. Rs.3000-Rs.4000  d. Spend according to the income  

32. Are you satisfied with your economic status?  
   a. satisfied to an extent  c. satisfied  
   b. Dissatisfied  

33. How many hours do you work in a day?  
   a. 8  c. 12  
   b. 10  d. 14  

34. Are you provided with safety equipments?  
   a. yes  b. No  c. sometimes  

35. What are the safety equipments provided?  
   a. Goggles  d. Helmet  
   b. Boots/special shopes  e. Air Filter  

36. Is first Aid Box provided in your work site?  
   a. Yes  b. No  

37. Is resting place provided in your work site?  
   a. Yes  b. No  

38. Is resting place provided in your work site?  
   a. Yes  b. No  

39. Do you work over time?  
   a. yes  b. No  

40. Are you paid for the over time you work?  
   a. Yes  b. No  c. Not Applicable  

41. Do you eat a nutritious diet?  
   a. never  b. sometimes  c. always  

42. Are you a healthy person?  
   a. Yes  b. No  

43. Do you feel very tired at the end of the day?  
   a. Yes  b. sometimes  c. No  

44. Do you get adequate rest?  
   a. Yes  b. No  c. sometimes  

xx
45. Do you feel you have enough time to spend with your child
   a. Yes                        b. No                      c. Not applicable

46. Do you take your child to the work place?
   a. yes                       b. No                      c. Not applicable

47. If yes to question no. 46, what are the problems encountered?

48. If no to question no. 46, who take care of the child at home?
   a. Mother                    b. Elder Siblings          c. Mother in low
   d. relatives                 e. Anganwadi / Balwadi     f. others

49. If your child is sick what do you do?
   a. Self Medication           b. Priest                  c. Government Hospital
   d. Home remedies             e. Private Hospital        f. pharmacy

50. How long did you stop working before delivery?
   a. After conceiving          b. After first trimester   c. After second trimester
   d. one month before delivery d. worked till delivery

51. Were did you deliver the child?
   a. at home (mid wife)        b. at Government Hospital c. private Hospital
   d. others, specify

52. How long you abstained from going to work after your delivery?
   a. less than three months    b. three months            c. six months
   d. more than six months

53. After you came to work what did you do with the child?
   a. brought it to workplace   b. left in the care of elders in Chennai
   c. left the baby with elders in Chennai d. left in the care of elder in the native place

54. How long did you breast feed your child?
   a. three months              b. three- six months       c. six-nine months
   d. more than nine months

55. Have/ are you giving all the immunization/ vaccine to the child?
   a. very regular              b. missed a few            c. missed many
   d. not at all
56. If no to question no 55, why did you not immunize your child?
   a. no money
   b. no time
   c. no knowledge about vaccine
   d. no knowledge about hospitals
   e. others specify
   f. Not Applicable

57. Does your child suffer from any of these?
   a. malnutrition
   b. skin problems
   c. Respiratory problems
   d. Eye problem
   e. Hearing Problem
   f. others specify

58. How long do you spend with your child (talk/play) in your free time?
   a. ½ hour
   b. 1 hour
   c. no time at all

59. What are the health problem / Hazard you face?
   a. Irritation of eyes
   b. Coughing & Sneezing
   c. Irritation of nose
   d. Asthma
   e. Skin problems
   f. Boils no Hands &legs
   g. others
   h. Irregular Menses

60. Do you work in height in construction sites?
   a. yes
   b. No

61. Have you Met with accident?
   a. yes
   b. No

62. What was the Type of Accident you met:

63. Who bore the medical Expenses for Accident?
   a. Employer
   b. Contractor
   c. Self
   d. Not Applicable

64. Have you been Sexually Harassed?
   a. Yes
   b. No

65. By whom were you Sexually Harrased?
   a. Contractor
   b. Mason
   c. Employer
   d. Colleagues / neighbours
   e. Engineer
   f. Not Applicable

66. Threatening what did they Sexually Harass you?
   a. Threat of job
   b. Threat of Payment of Wages
   c. Threat of Life
   d. Threat of Killing Family Members
   e. Others
   f. Not Applicable
67. When you were sexually harassed
   a. you told your husband family members
   b. complained to the police
   c. complained to the superiors
   d. kept it to yourself because it was a shame
   e. others, specify

68. You were sexually harassed at
   a. at the site
   b. at your residence
   c. at the harasser’s residence
   d. others, specify

69. Are you aware about TNCWWB?
   a. Yes
   b. No

70. Are you a Member of TNCWWB?
   a. Yes
   b. No

71. Are you Aware of the welfare benefits?
   a. Yes
   b. No

72. How did you come to know about the board and its activities?
   a. Contractor
   b. Media
   c. Self
   d. Friends
   e. Trade Unions
   f. Not Applicable

73. Are you a Member of Trade Union?
   a. Yes
   b. No

74. Member of Which Trade Union
APPENDIX II

1. வழல்

2. சாத்து

   1. 18-28  
   2. 29-38

3. செய்வது மூலம்

4. செய்வது மூலம் முறைமை

| செய்வல் மூலம் | சாத்து | முறைமை | செய்வது மூலம் | முறைமை காட்சியாக
|------------------|--------|----------|------------------|------------------|

5. முறைமை

   1. 5-8  
   2. 5-8  
   4. செய்வது மூலம்

6. செய்வது மூலம் செய்வது செய்வது மூலம் செய்வது

   1. 1 5 செய்வல்
   2. 1 10 செய்வல்
   3. 11 15 செய்வல்

7. செய்வது மூலம் செய்வது செய்வது செய்வது

8. முறைமை மூலம் செய்வது மூலம்

   1. கைதல்  
   2. கை / கைதல் / கைதல் கைதல்
   3. கை கைதல்
   4. கை முட்டை

9. கைதல் கைதல் கைதல் கைதல் கைதல் கைதல்

10. கைதல் கைதல் கைதல் கைதல் கைதல்

   1. கைதல்  
   3. கைதல்
   4. கைதல்

   1. பிளிட் முறைமை பிளிட்  
   2. பிளிட் முறைமை
   3. கைதல் மூலம் கைதல் முறைமை கைதல்
   4. கைதல்

   5. முட்டைக் குருங்கு  
   6. முட்டைக் குருங்கு
11. நம்பிக்கை ஆல்போகல் வெளிப்படுத்தம் என்று தெரியுமா?  
   1. இருப்பது மற்றும் 3. பொறுப்பு  
   2. இல்லையால் மற்றும் 4. தெளிவு  

12. விளம்ப வழியில் முக்கியத்துவம் அடைய்கூறி தொடங்க அவுந்திக்கொள்ளல்?  
   1. கேட்பது 2. பொறுப்பு அளவு 8. பெருமையுடன் வேண்டும்  

13. விளக்கம்  
   1. க்ளிக் வழியில் இந்த வரிசையுடன்.  
   2. நோக்குத் தீர்மானம் வழியில் முடியாது.  
   3. பல்லநிலையில் வசதிக்கப்படும் முடியாது.  
   4. சீர்த்து வந்து வைக்கும் / மாற்றும் வழியில் வசதிக்கப்படும் முடியாது.  

14. ஏனெனில் என்ற வாரதா மாற்றும் வாய்ந்தோராய முறையிட்டு?  
   1. அனுமனம் மற்றும் பதம் . 2. குறுக்கு நோக்கில் பதம்  
   3. வலியுறுவும் குறுக்கு வாயல் 4. வேறுபட்டு வாயல்  

15. புதுச்சொல் வழியில் மாற்றும் முறையிட்டு?  
   1. கேட்பது 2. வேறுபட்டு வாயல் 3. வலியுறுவும்  
   4. பதம் 5. வேறுபட்டு வாயல்  

16. என்று முக்கியத்துவம் வைக்கப்படும் வரிசையில் இருந்து என்று வேறுபட்டு வாயல் காணப்படுகிறது?  
   1. கேட்பது 2. வேறுபட்டு வாயல் 3. வலியுறுவும்  

17. என்று முக்கியத் தோன்ற என்று வேறுபட்டு வாயல் காணப்படுகிறது?  
   1. கேட்பது 2. வேறுபட்டு வாயல் 3. வலியுறுவும்  

18. புதுச்சொல் வழியிலும் என்று முக்கியத்துவம் வைக்கப்படுகிறது?  
   1. கேட்பது 2. வேறுபட்டு வாயல் 3. வலியுறுவும்  

19. என்று முக்கியத்துவம் வைக்கப்படுகிறது என்று வேறுபட்டு வாயல் காணப்படுகிறது?  
   1. கேட்பது 2. வேறுபட்டு வாயல் 3. வலியுறுவும்  

20. என்று முக்கியத்துவம் வைக்கப்படுகிறது என்று முக்கியத்துவம் வைக்கப்படுகிறது?  
   1. கேட்பது 2. வேறுபட்டு வாயல் 3. வலியுறுவும்  

21. என்று முக்கியத்துவம் வைக்கப்படும் என்று முக்கியத்துவம் வைக்கப்படும் என்று முக்கியத்துவம்?  
   1. என் தோன் என் தோன் 2. இல்லை 3. தோன் 3. என் தோன் 4. என் தோன்
22. மன்னர் விளம்பு விளம்பாகச் சொல்லப் பட்டது?
   1. நோய்  2. அசைப்பு அசைப்பு விளம்பு  3. மூலமுதல் கீழ்
   4. கட்டு கட்டு கீழ்ப்புழா  5. விளம்பு விளம்பச் சொல்லும்
23. மன்னர் விளம்பாகச் சொல்லப் பட்டது?
24. என்று மன்னர்களின் கோருகள்?
   1. குறுகிய  2. ஒருவர்
25. என்று மன்னர் கோருகள், மற்றும் என்று கோருகள்?
   1. கோருகள்  2. ஐதரியில்  3. கோருகள் கோருகள் கோருகள்
   4. நோய் நோய்  5. கட்டு கட்டு  6. விளம்பு விளம்ப
26. என்று என்று விளம்பாகும்?
   1. கீழ்ப்புழா விளம்பாகும் விளம்பாகும்  2. பிரா பிரா
   3. குறுகிய தந்தா  4. கட்டு கட்டு கீழ்ப்புழா
27. என்று எண்ணப் பாதுகாப்பு எண்ணப் பாதுகாப்பு எண்ணப் பாதுகாப்பு?
   1. ஐதரியில் ஐதரியில்  2. அடை அடை அடை  3. அழகு அழகு
   4. கட்டு கட்டு  5. விளம்பு விளம்ப
28. வசதி வசதிகள்?
   1. குமார்  2. ஐதரியில்
29. குதிரை கோருகள் என்று வசதிகள்?
   1. எனும்  2. குமார் குமாரம்  3. என்  4. குரு
   5. விளம்பு விளம்பு விளம்பு விளம்பு  6. வசதிகளின்
30. வசதிகள் என்று வசதிகள்?
   1. குறுகிய குறுகிய குறுகிய குறுகிய குறுகிய
   2. அசைப்பு அசைப்பு அசைப்பு அசைப்பு
   3. குறுகிய தந்தா
   4. விளம்பு விளம்பு விளம்பு விளம்பு  5. கட்டு கட்டு கீழ்ப்புழா
31. மன்னர் விளம்பாகச் சொல்லப் பட்டது விளம்பாகச் சொல்லப் பட்டது?
   1. ரூ. 2000 - ரூ. 3000  2. ரூ. 3000 - ரூ. 4000
   3. ரூ. 4000 - ரூ. 5000  4. எண்ணாகாகும் எண்ணாகும்
32. மன்னர் விளம்பாகச் சொல்லப் பட்டது விளம்பாகச் சொல்லப் பட்டது?
   1. குறுகிய  2. அசைப்பு  3. குறுகிய தந்தா
33. முன் வீட்டில் கூட்டுவன் மேல் ஓரின் கோவையை விளக்க வேண்டும்?

1. 8  2. 10  3. 12  4. 14  5. 16

34. போர்வெளியில் இருவர் வந்து வருவதற்கு முன் வீட்டில் கூட்டுவன் விளக்கம் வேண்டும்?

1. அமை 2. பின்னர் 3. முக்கியத்துவம்

35. தகவல்கள் பற்றிய போர்வெளியில் கூட்டுவன் விளக்கம்?

1. கைத்தரும் இருவர்கள் 2. புதைப்பிடிப்பால்
3. ஒருவர் இருவருக்குப்
4. செய்திகள் இருக்கின்றன
5. முழுக்குக் கலன்று
6. உறுதியான, அரசிப்பை
7. சுபான்றிகரமான

36. பசுதியர் ஓரின், போர்வெளியில் ஓரின் விளக்கம்?

1. அமை 2. பின்னர்

37. முக்கியத்துவம் வந்து, போர்வெளியில் ஓரின் விளக்கம்?

1. அமை 2. பின்னர்

38. செயலாளர்கள் என்று வீட்டில் வந்து விளக்கம் வேண்டும்?

1. அமை 2. பின்னர்

39. போர்வெளியில் என்... விளக்கம் வேண்டும்?

1. அமை 2. பின்னர்

40. வீட்டில் என்... விளக்கம் வேண்டும், முயற்சியின்றி வேண்டும்?

1. அமை 2. பின்னர்

41. இலகுகள் உள்ளவில்லை என்று விளக்கம்

1. அமை 2. பின்னர் 3. முக்கியத்துவம்

42. இலகுகள் உள்ளவில்லை என்று விளக்கம்?

1. அமை 2. பின்னர் 3. முக்கியத்துவம்

43. கொர் வழி தேசிய விளக்கம் வேண்டும் என்று விளக்கம்?

1. அமை 2. பின்னர் 3. முக்கியத்துவம்

44. வேலைவாடர் அவர் விளக்குக் குறிப்பிடும்?

1. அமை 2. பின்னர் 3. முக்கியத்துவம்
45. கீழ்க்கண்ட இடைவிதத்தில் பொருட்கள் குண்டத் தேர்வு செய்த முன்னமே?
   1. பூமி    2. மரம்    3. உணவுவயல்கள்    4. மொழிபெயர்

46. கீழ்க்கண்ட கல்விக்குழுவை மூன்று இடைவலை அணுமதிக்கவுள்ளதா?
   1. பூமி    2. மரம்    3. சூழல்

47. உடம் செய்யவுடன் அல்லது செய்யவுடன் கண்டெடுப்பு செய்யவுள்ளதா?

48. கீழ்க்கண்ட காட்சியில் முதற் பதில் கொடுக்கவுடன் சம்பந்தமடைந்தாதா?
   1. காட்சியை அணுமதித்தால்    2. உடம் பிடித்துக்கொண்டு
   3. அல்லாமல், பாதிப்பு வந்தது    4. தீர்மானித்தால்
   5. அவ்விடை குறிப்பிடுவது

49. கீழ்க்கண்ட மனிதரால் முதற் பதில் செய்யவுடன் உட்பட்டொரு காட்சியாகியதா?
   1. பூத்தாக வுலை வந்து வருகிறாள்    2. மரம் விளக்கி வந்து வருகிறாள்
   3. அல்லாமல் பூத்தாக வுலை வந்து வருகிறாள்    4. பூத்தாக வந்து
   5. மரம் விளக்கி வந்து

50. முன்னர் காட்சியில் வந்து பார்த்தை செய்யல்லை அல்லாமல் குறிப்பிட்டார்களோ எப்படியென்ன?
   1. காட்சியை குறிப்பிட்டார்    2. உடம் பிடித்தார்
   3. அவ்விடை குறிப்பிட்டார்    4. மொழிபெயர்
   5. உடம்பலப்படுத்தும் செய்யல்லை 

51. உடய பிரித்தோன்றுவதா?
   1. தீர்வு பெற்றாட்டம்    2. தீர்வு பெற்றாட்டம்
   3. தீர்வு பெற்றாட்டம்    4. தீர்வு பெற்றாட்டம்

52. முன்னர் காட்சியில் வந்து பார்த்தை செய்யல்லை செய்யல்லை வணங்கல்லோ?
   1. மோதி மொழிபெயர் வணங்கல்    2. மோதி மொழிபெயர்
   3. மோதி மொழிபெயர்    4. மோதி மொழிபெயர்

53. வணங்கல் முன்னர் முதல் பிரித்தோன்றுவதா?
   1. வணங்கல் முன்னர் பிரித்தோன்றுவதா
   2. மொழிபெயர் வணங்கல்லோ முன்னர்
   3. மொழிபெயர் வணங்கல்லோ
54. சுருக்கக்குச் செய்தல் வாய்ப்பு வேறு வடிவங்கள்?

1. 3 வருகை 2. 3 - 6 வருகை 3. 6 - 9 வருகை

4. 9 வருகைக்குட்படு வருகை

55. சுருக்கக்குச் செய்தல் வாய்ப்பு வாய்ப்புகள் என்னவாகும்?

1. ஒருவர் சுருக்கக்குச் செய்தல் 2. மூன்று சுருக்கக்குச் செய்தல்

3. மூன்று சுருக்கக்குச் செய்தல் 4. நூறு சுருக்கக்குச் செய்தல்

56. சுருக்கக்குச் செய்தல் உயரமாகும், என்ன சுருக்கக்குச் செய்தல்?

1. ஒருவர் செய்தல் 2. மூன்று செய்தல்

3. நூறு செய்தல் 4. நூறு செய்தல்

5. நூறு செய்தல் ஒன்றுக்கு இணை, 6. ஒன்றுக்கு தீர்னாக

57. செய்யப்பட்டுள்ள அரசுக் கருவிகள் பல்வேறு வடிவங்கள் வட்ட நூறு நூறு வடிவங்களில் என்ற செய்யப்பட்டுள்ள வடிவங்க வகைகளைப் பற்றியுள்ளது;

1. செய்யப்பட்ட வரண்டு 2. செய்யப்பட்ட வரண்டு

3. செய்யப்பட்ட வரண்டு 4. செய்யப்பட்ட வரண்டு

5. செய்யப்பட்ட வரண்டு ஒன்றுக்கு இணை

58. உட்பட முக்கியமான வாய்ப்பு வேறுபட்டுள்ள செய்யப்பட்டுள்ள நூறு நூறு வடிவங்க வகைகளை?

1. 1 2 வருகை வரண்டு 2. 1 வருகை வரண்டு

3. 1 வருகை வரண்டு ஒருவர் 4. ஒருவர் பல்வேறு

59. உட்பட்டுள்ள நூறு செய்யப்பட்டுள்ள செய்யப்பட்டுள்ள;

1. அதிக வரண்டு 2. செய்யப்பட்டுள்ள வரண்டு

3. செய்யப்பட்டுள்ள வரண்டு 4. என்ற வரண்டு

5. வரண்டு ஒன்றுக்கு இணை

6. என்ற வரண்டு ஒன்றுக்கு இணை, 7. வரண்டு ஒன்றுக்கு இணை

8. வரண்டு ஒன்றுக்கு இணை

60. உட்பட்டுள்ள அதிக வரண்டு வடிவங்க வகைகளை?

1. செய்யப்பட்டுள்ள வரண்டு 2. செய்யப்பட்டுள்ள வரண்டு

61. உட்பட்டுள்ள அதிக வரண்டு வடிவங்க வகைகளை?

1. செய்யப்பட்டுள்ள வரண்டு 2. செய்யப்பட்டுள்ள வரண்டு

62. உட்பட்டுள்ள அதிக வரண்டு வடிவங்க
63. முந்தையத் தேவாரம் முறைச்சியைத் தேர்ந்தெடுக்க எப்படி?

1. சவுப்பியல் 2. வெளியில் 3. முழுவது போன்று 4. முன்னெடுக்குதல்

64. பொழுதுவாய்ந்த பலகைகள் என்று எந்தொரு முறையில்?

1. சுமார் 2. சமையல்

65. பதிகம் முறையிட்டு பலகையால் பொழுதுவாய்ந்தது

1. சவுப்பியல் 2. வெளியில் 3. முழுவது போன்று 4. அறிவு வாய்ந்தவர் 5. முன்னெடுக்குதல்

66. ஏற்காட்டுகள் முறையிட்டு பலகையால் பொழுதுவாய்ந்தது

1. சவுப்பியல் 2. வெளியில் 3. முழுவது போன்று 4. அறிவு வாய்ந்தவர் 5. முன்னெடுக்குதல்

67. விளையாட்டு பலகையால் பொழுதுவாய்ந்தது என்று எந்தொரு முறையில்?

1. பொன்னுற அல்லது பொன்னுற விளையாட்டு 2. சமையல்

3. விளையாட்டு வாய்ந்தவர் 4. பொழுதுவாய்ந்த விளையாட்டு வாய்ந்தவர்

5. முன்னெடுக்குதல்

68. ஏற்காட்டு பலகையால் பொழுதுவாய்ந்தது என்று?

1. சவுப்பியல் 2. வெளியில்

3. பலகையால் பொழுதுவாய்ந்தது வாய்ந்தவர்

4. முழுவது போன்று வாய்ந்தவர் 5. முன்னெடுக்குதல்

69. முறைகள் என்று எந்தொரு பலகையால் பொழுதுவாய்ந்தது என்று எந்தொரு முறை?

1. சுமார் 2. சமையல்

70. அளவு முறையில் என்று?

1. சுமார் 2. சமையல்

71. விளையாட்டு வாய்ந்தவர் என்று எந்தொரு முறை?

1. சுமார் 2. சமையல்

72. விளையாட்டு வாய்ந்தவர் என்று எந்தொரு முறை?

1. சுமார் 2. சமையல் 3. முழுவது

4. முன்னெடுக்குதல் 5. முன்னெடுக்குதல்

73. விளையாட்டு வாய்ந்தவர் என்று எந்தொரு முறை?

1. சுமார் 2. சமையல்

74. விளையாட்டு வாய்ந்தவர் என்று எந்தொரு முறை?
APPENDIX III
EXTRACTS FROM INTER-STATE MIGRANT WORKMEN
(Regulation of Employment and Conditions of Service) ACT, 1979

Object: To regulate the employment of inter-state migrant workmen and to Provide for their conditions of service and for matters connected therewith.

Who is and Inter State Migrant Workman?
Any person who is recruited by or through a contractor in one state under an agreement or other arrangement for employment in an establishment in another state whether with or without the knowledge of the Principle employer.

Registration of Establishments:
Every principle employer of an establishment to which this Act applies shall make an application for registration in triplicate in Form No.1 to the registering officer, along with the Prescribed fees.

Prohibition Against Employment of Inter State Migrant Workmen Without Registration:
No principle employer shall employ inter-state migrant workmen in the establishment unless a certificate of registration is obtained under this Act.

Licensing of Contractors:
No contractor shall, (I) Recruit any person in a state for the purpose of employing him in any establishment situated in another state except without obtaining a recruitment licence issued by the licensing officer of the area where the recruitment is done.(II) Employ any interstate workmen without obtaining an employment licence received from the licensing officer of the area where the establishment is situated.
Duties and Obligations of the Contractors:
I. Every contractor shall furnish to the specified authorities the particulars regarding recruitment and employment of migrant workmen within 15 days from the date recruitment/ the date of employment/ any change occurs in any of the particulars already furnished in Form-X. II. Issue to every inter-state migrant workman a passbook affixed with a passport size Photograph with the following particulars: Date of recruitment, Date of employment, Wage Period, Name and address workman etc.

Wage Rates and Other Conditions of Service:
The wage rates, holidays, hours of work and other conditions of migrant workmen shall be same as those applicable to such other workman in the ESH which shall not be less than the rate of wages paid by the principal employer to a workmen in the lowest category of workman directly employed by him in that ESH or the minimum rates of wages notified by Govt. in any scheduled employment which ever is higher. All wages payable to an inter-state migrant workman shall be paid in the presence of an authorized representative of the Principal employer who shall record under his signature a certificate stating that the amount has been paid in his Presence on such date and time. It shall be the duty of the contractor to ensure the disbursement of wages done in the Presence of the authorised representative.

Displacement Allowance:
The contractor shall pay in addition to the wages or other amounts payable to a migrant workman at the time of recruitment, a displacement allowance equal to 50% of the monthly wages Payable to him or Rs.75/-whichever is higher. Which shall not be refundable and is an additional benefits payable by the contractor.

Journey Allowance:
The contractor shall pay a journey allowance of a sum not less than the fare from them place of residence of the work man to the place of work to the workman for the outward and return journeys. The Workman is also entitled to payment of wages during the period of such journeys as if he were on duty.
Reporting of Fatal Accidents:

In case of fatal accidents or serious bodily injury to any migrant workmen, the contractor shall immediately send telegram to the specified authority of both state and also next of kin of the workman. The contractor shall further send a written report to the specified authority and the next of the kin by read. post with in 24 hours of the occurrence of the accident, with the following particulars: 1. Name of the migrant workman, 2. Date, place and nature of accident, 3. Condition of the migrant workman, 4. Action taken by the contractor or principal employer and 5. Remarks.

The contractor shall also liable to provide other welfare amenities such as canteen, crèche, drinking water, latrine etc. as specified in the Rules.

Registers and Records
Returns
Leal Aid
Penalties
Cognizance of Offences
Authorities Appointed Under The Act
APPENDIX IV
EXTRACTS FROM CONSTRUCTION WORKERS’ SPECIAL ACTS

The two acts which have been enacted for the welfare of the construction workers are:

1. The Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; and


Some of the main provisions of the Acts are

1. Provision for an Advisory Committee at the Central and the State levels with the function to advise the Governments concerned on such matters arising out of the administration of the Act as may be referred to it.

2. Provision for registration of each establishment within a period of sixty days from the commencement of work to ensure that there are no malpractices and to discourage non-compliance of law by circumventing.

3. Provision for registration of building workers as beneficiaries under this Act.

4. Provision for constitution a Building and Other Construction Workers’ Welfare Board by every State Government to exercise the powers conferred on, and perform the functions assigned to it, under the Act.

5. Provision for immediate assistance in case of accidents, old age pension, loans for construction of house, premia for group insurance, financial assistance for education, to meet medical expenses, maternity benefits etc.

6. Provision for health and safety measures for the construction workers in conformity with ILO convention No.167 concerning safety and health in construction revising the Safety Provisions (Building) Convention, 1937. For this purpose comprehensive Central Rules i.e. Building and other Construction Workers (Regulation of Service and Conditions of Service) Central Rules, 1998 have been notified by the Central Government.
7. Provision for constitution of safety committees in every establishment employing 500 or more workers with equal representation from workers and employers in addition to appointment of safety officers qualified in the field.

8. Provision for Penalties of fine and imprisonment for violation and contravention of the Act

To raise the Funds for provision of various welfare measures, the Main Act provides for constitution of Welfare Boards. The major source of the Funds shall be collection of cess at rates not exceeding two per cent of the cost of construction incurred by an employer. The collection of funds and administration of the Welfare Boards would be the responsibility of concerned State Governments.

Government’s policy is to ensure that the intended benefits and advantages reach the construction workers at the earliest and in full measure. The difficulties experienced in implementation of these Act(s) will become more evident once the implementation of various provisions of the Act(s) and Rules by the Central as well as State Governments pick up momentum. Based on the experience gained by way of implementation of the Act(s) and Rules, corrective steps, if any, will be taken to make them more responsive to the welfare needs of the construction workers.

The responsibility for enforcement of the provisions of the above Act, in establishments where the central Government is appropriate Government, lies with the office Chief Labour Commissioner (Central) who is the head of the Central Industrial Relations Machinery (CIRM). Similarly where the appropriate Government is the State Government, the responsibility for enforcement of the relevant provisions lies with them. The appropriate Government would have inspectorates at appropriate level with given jurisdiction, with DG of Inspection at the Central level and Chief Inspector at the state level heading such inspectorates. The functionaries will have powers under S. 175 and 176 of IPC and S. 94 of Cr. P.C
APPENDIX V
EXTRACTS FROM THE UNORGANISED WORKERS' SOCIAL SECURITY ACT, 2008

Chapter II- Social Security Benefits
The Central Government shall formulate and notify, from time to time, suitable welfare schemes for unorganised workers on matters relating to—

(a) life and disability cover;

(b) health and maternity benefits;

(c) old age protection; and

(d) any other benefit as may be determined by the Central Government.

(2) The schemes included in the Schedule 1 to this Act shall be deemed to be the welfare schemes under sub-section.

The State Government may formulate and notify, from time to time, suitable welfare schemes for unorganised workers, including schemes relating to—

(a) provident fund;

(b) employment injury benefit;

(c) housing;

(d) educational schemes for children;

(e) skill up gradation of workers;

(f) funeral assistance; and

(g) old age homes.

Any scheme notified by the Central Government may be—

(i) wholly funded by the Central Government; or

(ii) partly funded by the Central Government and partly funded by the State Government; or

(iii) partly funded by the Central Government, partly funded by the State Government and partly funded through contributions collected from the beneficiaries of the scheme or the employers as may be prescribed in the scheme by the Central Government.
Every scheme notified by the Central Government shall provide for such matters that are necessary for the efficient implementation of the scheme including the matters relating to,—

(i) scope of the scheme;
(ii) beneficiaries of the scheme;
(iii) resources of the scheme;
(iv) agency or agencies that will implement the scheme;
(v) redressal of grievances; and
(vi) any other relevant matter.

Chapter III- National Social Security Board for Unorganised Workers

The National Board shall perform the following functions, namely:—

(a) recommend to the Central Government suitable schemes for different sections of unorganised workers;

(b) advise the Central Government on such matters arising out of the administration of this Act as may be referred to it;

(c) monitor such social welfare schemes for unorganised workers as are administered by the Central Government;

(d) review the progress of registration and issue of identity cards to the unorganised workers;

(e) review the record keeping functions performed at the State level;

(f) review the expenditure from the funds under various schemes; and

(g) undertake such other functions as are assigned to it by the Central Government from time to time.

Chapter IV- State Social Security Board For Unorganised Workers

(8) The State Board shall perform the following functions, namely:—

(a) recommend the State Government in formulating suitable schemes for different sections of the unorganised sector workers;

(b) advise the State Government on such matters arising out of the administration of this Act as may be referred to it;
(c) monitor such social welfare schemes for unorganised workers as are administered by the State Government;
(d) review the record keeping functions performed at the District level;
(e) review the progress of registration and issue of cards to unorganised sector workers;
(f) review the expenditure from the funds under various schemes; and
(g) undertake such other functions as are assigned to it by the State Government from time to time.

Chapter V – Registration

(1) Every unorganised worker shall be eligible for registration subject to the fulfilment of the following conditions, namely:—
(a) he or she shall have completed fourteen years of age; and
(b) a self-declaration by him or her confirming that he or she is an unorganized worker.
(2) Every eligible unorganised worker shall make an application in the prescribed form to the District Administration for registration.
(3) Every unorganised worker shall be registered and issued an identity card by the District Administration which shall be a smart card carrying a unique identification number and shall be portable.

Chapter VI – Miscellaneous, Schedule I

Social Security Schemes For the Unorganised Workers

S. No. Name of the Scheme
1. Indira Gandhi National Old Age Pension Scheme.
3. Janani Suraksha Yojana.
6. Pension to Master craft persons.
10. Rashtriya Swasthya Bima Yojana.
APPENDIX VI

REPORT ON CONSULTATION ON MIGRANT WOMEN CONSTRUCTION WORKERS

18.07.2009, Saturday
JD Hall, Loyola College, Chennai.

The programme started with a Silent Prayer. Mrs. R. Belinda, Ph.D., Scholar, Department of Social Work, Loyola College made a slide show presentation on the current scenario of migrant women construction workers. The presentation titled the Powerless and Voiceless emphasized the need to focus on this group of vulnerable people. She presented the characteristics of the unorganized workers emphasizing the fact that they were a migrant group. She highlighted that there were no authentic estimates regarding migrants but there were only ‘guesstimates’ available. She then mentioned the various problems encountered by the migrant women construction workers in terms of social, economic, working conditions, occupational hazards, gender discrimination, mother & child care and the problems of the children of these women.

Dr. K. Shanmugavelayutham started his session by giving various guesstimates of migrant workers. According to that there are 3 crore migrant women workers and 6 crore of migrant children of age group 0-6 years. He also highlighted the finding of the study “Project on Child and Mother – A study of Migrant Labourers conducted by Dr. K. Shanmugavelayutham and Dr. M. Bhuvaraneshwari in July 2002 through TN-FORCES. As per the study findings, 69% of the women migrant labourers were in the age group of 21 to 30 years, 80% of the women were illiterate, 92% of the women were married and living with spouses, 83% of them lived in nuclear families, 60% of the respondents had less than two children, many of their children did not go to school, fifty percent of the respondents family earned up to rupees one thousand and only 12% of them were able to save their earnings and 61% of the respondents spouse had the habits of smoking and drinking.

Only 30% of the respondents availed the benefits of the National Maternity Benefit Scheme, more than fifty percent of them were not even aware of the scheme and 50% of them have recognized the help rendered by their spouses like bringing water, firewood, taking them to the hospital, looking after other children, cooking, washing vessels, other domestic work and shopping during pregnancy. 89% of them had been away from wage earning work for upto 6 months.
In the area of child care, 60% of the respondents breastfed their child, among them 99% have breastfed their children upto 7-9 months. Among the mothers who took their child to their work place, 62 percent did not breastfed their children as there was no privacy, no clean space, yelling of supervisors etc. More than 70 percent of the women worked upto 8 hrs and 30 percent of them work for more than 8 hrs, so the maternity related problems and the child care problems would be very high for these women and their children. Twenty one percent of the respondents children were taken care by their elder siblings. All of them wanted to send their child back to school if they find alternate child care services. Eighty percent of them were unable of leave their children in the Balwadi because of the distance.

As far as child care is concerned respondents expected that, child care centres should be closer to their work place in the timings to suit their working hours upto 5.00 to 6.00 p.m., good infrastructure, drinking water, toilet facilities, clean place for the child to sleep, pre KG or education for the child tuition for the elder children, nutrition powder, food, medical care like immunization and medication should be provided by the Government and other NGOs. After narrating the findings of the study, Dr.K.Shanmugavelayatham requested other professionals to share their view and experience on this issue.

Ms.R.Geetha from Nirman Mazdoor Panchayat contributed her view on the issues related to Migrant Construction Women Workers where she expressed her regret that since years have been passing but there is not much improvement in their lives. In fact, in the past 10-15 years the problem is in the rise. Migration is both Inter and Intra state. In case of Inter State Migration, language becomes a biggest curdle to intervene. She quoted her study which was conducted 15 years ago. Surprisingly the same problems exist even today. This shows the urgency to find out a solution. According to her, it is the middlemen who brought a large number of people from different parts of country and make them to stay in sheds. As they got advance amount for different needs like marriage, education etc. they are forced to work under them. No one is providing them the minimum wage as per the constitution. For helpers i.e. male/female the problem is even more critical.

She too highlighted the lack safety measures at the work place i.e. no first Aid boxes, no toilets, no bathrooms, no creshe. She mentioned the need for security for women workers as
sexual harassment is on the raise for both female workers and their female children. As these female workers do not have money for their delivery, they got debt from the contractors, again they are forced to come to work earlier than the desired rest duration which affects both the mother and child’s physical health. Ms.Geetha opined that the issue of Migrant Women workers is almost similar to that of Bonded labourers. She added that “Compulsory Registration” of these workers would help the Government as well as others NGOs to carry out the needed action. She also suggested the need for a Counseling/Guidance center, on behalf of Labour Department in a particular geographical limits, so that during accident in the work site, they can reach that place and seek medical help.

Ms.Shankari, Joint Commissioner of Labour, Department of Labour, Government of Tamil Nadu & Director, Tamil Nadu Institute of Labour Studies, came out with a practical issue, that is creating awareness about various acts among the employers and the employees would solve the problem to a great extent. She also mentioned how the distribution of temporary ration cards and voting through post would ease out their lives.

Dr.K.Shanmugavelayutham concluded the session and Mr.Martin from Aided Action Spoke on “NGOs perspective on Migrant workers”. He narrated that how basic education is provided to the children of Migrant Construction Workers at their work site. They see to that the person who is going to teach them belong their place itself as it would solve language and other cultural issues.

Mr.Raja from Aided Action explained how they implemented the idea of running nonformal schools at the work site. They run 6 sheds in the areas of Sripuemmbudur and OMR. According to him, it is not that easy to move into the site. Though the corporate provide all the facility as per the law, it is the middle men or contractors who decide whether they should get it or not. During the time of inspection, they arrange for all these facilities to convince the officials. Women do overwork. They have to cook in unhygienic environment. The space of their living area also small and congested. They prepare the food in the early morning. So it becomes cold and spoiled in the evening. The children have to eat that one. So they provide snacks in the evening through the agency. They also run hostel for those who dropped from schools. Now there are 37 students in the hostel. They do provide 3 times meals and clothes in the hostel for the children. Some unmarried women also there in the
group in the age group of 13-17 years. They do undergo lots of sexual harassment by other male workers and contractors.

Mr. Vijaya Bhaskar, from Udhayam Trust, too mentioned that it is similar to the issue of Bonded Labourers. We would not take the legislation to frighten the employees. We should use the legislation to give awareness. At the same time the NGOs should aware of various Acts on Migrant Workers/Child Labours/Bonded Labourers etc. He expressed his regret that there is no one to enforce these Acts.

Mr. Raman Mahadevan, Professor, Institute of Developmental Alternatives, emphasized the need to concentrate on the other regions of the country also. He suggested there should be liaisoning between the Labour Departments of different states. When it comes into the issues of ration card. Voting etc. Labour Department has some limitation. So other Departments should also be incorporated. We should focus on other regions of Tamilnadu like Tiruppur and Coimbatore. He emphasized the need for the cell to be set up for the migrant labour irrespective of region like Orissa, Andhra Pradesh etc.

Mr. Elumalai, Director, Rural Development Trust, narrated his experience on how he started and running the schools for the Children of Migrant Workers. He told it is easy for the Government to run the Schools as it requires space and fund. He told that in each and every site, children of age group 6-14 years would roam in groups. They are more vulnerable to get the habits of smoking, drinking, improper sexual practices, eve teasing and other kinds of antisocial behaviours. If Government Officials are prompt in doing their duties like visiting and inspecting the work site many such activities would be stopped. He also mentioned that there is wage differences between native language speakers and non native language speaking workers. Another pathetic situation he mentioned was that their Birth and death are not registered in the near by PHCs and GHs.

While Dr. Valarmathi, Inspectoress of Labour, Department of Labour, Government of Tamil Nadu, spoke, she explained their limits and restrictions over Government rules and amendments. Though they filed the case against child labour and brought to the court, they ask for records/ documents to support the allegation like age proof from schools etc., because of which the officials fail to prove the case. In some cases, the case was filed when
the child is 14 years but it takes years to give the judgement. By that time the child turns into 18 years and the case gets rejected. It is very difficult to convince the workers to attend the court sessions and talk against their employer. The employers actually threaten the workers as not to divulge any information to the inspecting authorities which comes to the site for inspection. If they divulge any information, then they are immediately dismissed from work. Though Government legislations are there for their good will, many of them are ignorant about these amendments. She concluded that this is a combined effort of various department and continuous too. She suggested that mobile courts would minimize these kinds of delay in judgments and confusions.

Mr. Elumalai brought four Migrant Women Construction Workers with whom he works. They were from Chemencherry, an area on the Old Mahabalipuram Road. They were migrants who had migrated to Chennai more than five years back. They said that, since their contract ended with the contractor who brought them to Chennai was over. They were not staying inside the construction sites. They stayed at slums near construction sites and went to work at the sites during the day time. A teacher who teaches non-formal education also accompanied them. They were from Andhra Pradesh, so they talked in Telugu only. They told their experience in Tamil Nadu. As it was difficult to understand Telugu, interpretation was made in Tamil. They shared their difficulties in running day today life. They said that they were paid lesser compared to their male counterparts. They also mentioned that they were unable to put they children in local government schools but were educating them through the school run by Rural Development Trust. They made a mention about their pay and were surprised to know that there was a act to regulate their payment and that there was an minimum amount which they were supposed to pay. They sharing supported the fact that there were no toilets or restrooms and no first aid boxes available at the work site. They said that they did not have ration cards or voters identification cards. They made a mention that they buy provision from the local market once a week. They said they work overtime and do not get paid any money extra for that. They did mention that the women would be called for night work, which they as much as possible avoided.

Mr. Ashok, a Ph.D Scholar from Loyola Institute of Business Administration emphasized the need to look into the areas like Mental Health of those workers, Disability and Banking and Insurance Facility from by the NGOs.
CONSOLIDATION
The programme was over once the Dr.K.Shanmugavelayutham summarised the outcome. The suggestions came out were,

- Formation of Migrant Labour Cell at the state headquarters to deal with the migrants of the other states working in Tamil Nadu.
- Formation of Interstate coordination committees to help mapping, resolve disputes of access and idemnity and protect the migrants from harassment.
- Registration of the migrants with the Tamil Nadu Construction Workers Welfare Board should be strictly looked into, which will facilitate them to obtain the benefits which are due to them.
- As it involves Inter and Intra State Migration, a national level approach is needed. There should be liaison between the labour departments of those particular state as well as between the labour department of those particular state as well as between the other departments like Social Welfare Board.
- The distribution of temporary identity cards will ensure access to ICDS, PDS, PHCs, local Schools and franchising of votes.
- Amendments needs to be made to the existing labour legislations viz., Interstate Migrant Act and Contract Labour Act.
- Strict/ stringent action should be taken on individuals contravening the provisions of the various legislations.
- Creating awareness on the various legislations by both NGOs and the Government through various media.
- Counselling and Guidance centres to be established for the Migrant worker's construction sites.
- All national programs like NREG scheme, National ARural Health Mission, ICDS, Sarva Siksha Abhayan should be especially focused for the Migrant Workers.
APPENDIX VII

NIRMAN

Nirman, a project for migrant construction workers focusing more on the issues of women and children, was initiated in 1986 by the College of Social Work, Mumbai, as a field action project for social work students. Its foundational work was built through the field experiences of faculty members and students at the Mobile Creches, a social work agency for the welfare of the children of construction workers. The main thrust of Nirman has been to develop strategies and models of intervention so that the rights of the workers can be protected. The work of Nirman can be divided into three phases.

Phase 1

It was the initial phase where Nirman adopted a non-controversial approach. The objective was to develop rapport with the construction workers through welfare activities and also study various problems of the construction worker. The attempt in this phase was to explore the living conditions of construction workers and study the dynamics of the construction industry. Through programmes like pre-school education, adult education, health education and recreational activities, the organisation was able to establish rapport on few sites.

Phase 2

This phase was marked by intense work with construction workers and the launching of a trade union movement. The objective in this phase was to identify specific issues and mobilise workers to fight for their rights. The Nirman Mazdoor Sanghatna, a trade union, was launched while fighting on this issue. The new union could obtain a stay order from the court and file a petition which resulted in job security to some extent. Through the Mazdoor Sanghatna, Nirman was able to get some basic amenities like water, toilet, electricity, and so on, on some sites. Nirman campaigned with other interested organisations, trade unions and concerned individuals for a central legislation for construction workers.

Phase 3 (Present Stage)

Nirman decided to develop a fresh approach whereby issues could be tackled both at the micro and macro level in a more comprehensive way. A valuable relationship was also built
with the managers, engineer, and builders. Based on the needs which were either expressed by the workers and also observed by the Nirman staff, certain activities were taken up.

The following activities were undertaken since 1999 with the NMMC health department:

1. Persuasion to extend the 'National Immunisation Drive' to the construction workers children.
2. Organised a special medical camp for women and children of 'Mass Housing Construction Site'.
3. The local PHC 'Mobile Van' facility’s awareness was created among workers.
4. Specific malaria detection camps were organised involving local PHCs and also two to three areas like malaria awareness, AIDS awareness and reproductive health related activities for women were taken up.

Campaigning for the rights of the construction workers will be effective and yield results if the construction workers actively participate in the process. Struggles for better wages, and better working conditions cannot yield result only by formation of trade unions cooperatives.
APPENDIX VIII
EXTRACTS FROM ASIAN GAMES VILLAGE REPORT
The exploitation and powerlessness of the migrant construction workers was brought to light in a study of the Asian Games construction labour, conducted by Dr Alfred de Souza, then Director of the Indian Social Institute. Dr. Walter. Fernandes, then Director of Research, Indian Social Institute and Prof. S. Dasgupta, Director, People's Institute for Development and Training, New Delhi. This study was done at the construction site of three of the six flyovers under construction, the Indraprastha Indcor Stadium. Hotel Sam rat. the Asian Games Village, the Talkatora Stadium and informal with the workers, Jamadars and a few junior officials at the Jawaharlal Nehru Stadium, in order to get an idea of the situation. The picture that emerged out of these interviews was one of exploitation by labour Contractors, jumadar and moneylenders, lack of basic facilities provided to the workers, deprival of minimum wages and inhuman working conditions.

The first factor most Asiad labourers had the Jamadar or the labour contractor system. Their daily attendance would not be recorded, their wages were not paid properly, the supervisor would regularly find fault with them till they went under a Jamadar. Only skilled workers like electricians and plumbers were employed directly as individuals and most of them came from Kerala. The Contractors had a vested interest in the Jamadar system since it ensured a regular supply of captive unskilled labour. Each Jamadar brings between 50 and 200 workers and controls their entire life.

Wages and Allowances
The law which was broken by the Employer with the help of the Jamadar was the Inter-State Migrant Labour Act 1979 which requires the employer to pay to the migrant worker the expenses of the journey and food, and Rs.75 or 50% of a month's salary, whichever is higher, as displacement allowance. Very few of the Contractors pay the amount to the Jamadars. If they had really paid the said sum then the Jamadar had misappropriated it because their workers stated unanimously that they had received no such allowance. Most contractors stated that they were not bound by the Act since they had employed the workers locally.
Another similar contravention of the law concerning wages was also seen. It requires that workers be paid the minimum wage (Rs11.60 per day in Delhi in 1982) directly once a fortnight. But it was not being done so nor was there any labour officer present to supervise the disbursement of the salary. The workers were being paid less than Rs.5 per day. The workers did not have any attendance or identity card and had to depend on the Jamadar who paid them directly. The Contractor handed the whole amount over to the Jamadar and did not supervise payment to the workers. As mentioned above, even direct recruits were harassed into going under a Jamadar and they had to pay on an average Rs; 1.25 per day as commission to the Jamadar. But they received the remaining amount. The Jamadar would thus keep all their money and give the workers about Rs.10 a week for provisions, which they had to buy from the provision shops run by the Jamadar's relatives.

Working Hours, Women and Child Labour

The law forbids the employment of women between 7 p.m. and 6 a.m. but it they were made to wok in the nights against their wish of staying with their children. Only half a day holiday was given to the workers but it was marked a full day holiday in the registers. There were many child labour who were employed in the sites. There were more than two hundred children who were employed in the Asian games village. Other housing facilities were also not taken care of. For the workers jhuggis (Small huts) were given. Badly neglected item was water supply and toilet facilities. For example, one group of 150 workers at the Asian Games Village reception centre had two soak pit' type of katcha toilets. The group of about 70 huts near the water tower at the Asian Games Village had no toilet facilities whatever and the workers had to use the open field. Though the Contractors as well as the DDA officials at the Indraprastha Indoor Stadium reported that provision of all facilities to the workers and, inspection of the area showed that this was far from true. Toilet facilities were provided to the clerical staff and skilled workers but they were badly maintained and not cleaned. But the situation of the unskilled workers was far worse. Their 250 jhuggis did not have a single toilet.

The 60-70 jhuggis near the water tower did not have a single water tap. The workers there as well as those working at the reception centre at the games village drank the water used
for construction purposes. The same was true of persons working at the Tal katora swimming pool stadium. The two clusters of buts with about 70 jhuggis each had one water tap. The Asian Games Village with about 10,000 workers had only one creche run by the Delhi Council for Child Welfare. The creche itself was well run but had only about 35 children, though there were several hundred children playing with mud near the huts.

The workers complained that they would have liked to send their children to the creche but they could not. The creche opened only at 8.30 and the workers had to be on the worksite earlier than that. It was not possible for the organisation {Mobile Creches} to open the creche earlier than that but the employers would not make allowance for mothers who wanted to leave their children there or make alternate arrangements. Supervisors discouraged women from going to the creche to feed their children during working hours. There were also not provided with proper rest rooms. They just had a shed which did not help them in any way.

Another facility the Contractor is bound by law to provide is a canteen but canteens were not provided by them. The unskilled workers had to depend on some relatives of the Jamadar who ran a shop near the huts and gave them provisions on credit. The same was the case also with provision stores. Though the Contractors at all construction sites told that they ran subsidised provision stores, in practice all the provision stores were owned either by the Jamadars themselves or by some of their friends or relatives.

Medical Facilities

On all the sites there was a first-aid kit in the Contractor's office. This contained the minimum requirements i.e., iodine, bandage and a few tablets. The workers agreed that a doctor came there but many of them stated that their jamndar did not allow them to go to the doctor when they fell ill. They had to buy medicine from a particular place outside and pay for it. All cases of serious injury were sent to some hospital or nursing home outside the complex. This was confirmed by the workers who told that if a doctor attended to them at the dispensary they had to pay for his services. Children with diseases like scabies and conjunctivitis were left unattended to since the parents could not afford to give them any
medicine. The situation was similar at most ether sites. They had to pay a high price for being ill.

Security, Accidents and Compensation

Normally little compensation was paid. However, in one case when a labourer was buried alive when a five metre deep pit in which he was working collapsed, trapping him under the debris, the dispensary staff heard of the incident and informed the journalists who reached the spot before the body could be taken away. Hence the family of the victim was paid Rs. 15,000. The workers mentioned that accidents were quite common on the site. Some thought that on an average there was one major accident everyday while others stated that perhaps there were three or four a week. They estimated that there was at least one death every week at the complex and they knew about at least three deaths in the previous one month. The workers and Jamadars estimated that 70-80 persons had died at the Indraprastha complex alone. Most of them had fallen from heights owing to lack of security precautions.

One of the Jamadars stated that given the pressure under which the workers were forced to work, accidents were inevitable. The Government was bent on getting the buildings ready on schedule. As a result, the Contractors ignored all precautions in order to keep to the target. Very few holidays were observed, women and children worked at night and safety measures were minimal. As a result, there were many more accidents on the Asiaad site than on other construction sites where he had taken his workers. But he stated that accidents were common wherever there was construction work and legal procedures and compensation were unheard of.