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## “PROBLEM OF CONSTRUCTION LABOURERS IN UNORGANIZED SECTOR”

**Ms. Jyotibai<sup>1</sup> and Dr. Suresha K. P.<sup>2</sup>**

**<sup>1</sup>Ph.D. Research Scholar, Department of Economics,  
Karnataka State Akkamahadevi Women University Vijayapura.**

**<sup>2</sup>Assistant Professor, Department of Economics,  
Karnataka State Akkamahadevi Women University Vijayapura.**

### ABSTRACT

India is comprising 43.7 crore people working with the skill in the residual sector as a unorganized labours. Around 24.6 crore engage in agriculture, 4.4 crore in construction and remaining people in the manufacturing and service sectors. This sector faces eventual deficiencies in regulation over employment, remuneration pattern, poor employer and employee relationship and casual work culture. In the Informal sector labours large number of workers are from rural areas. The substantial number is from the urban areas and potentially engaging family labour with technology. The unorganized labour engages in casual, seasonal and scattered employments, which are not unionized. A large number of statutes addressing issues concerning unorganized sector are either the feasible or practicable. Unorganized workers are also kept away from the social security benefits such as old age pension, gratuity, employees' state insurance, workmen's compensation etc. For the effective implementation of labour legislations for the informal sectors, it is essential to study the existing employment relations, after analyzing the existing working condition of unorganized labours in India should be given special attention in unorganized sector. This paper examines about factors influence employment in this unorganized sector. Types of employment regulatory protection contribution to Indian economy and challenges faced by the unorganized sector it tries to suggest measures to overcome the obstacles in the unorganized sector by insuring physical economic and intellectual well being of the unorganized in construction workers.



**KEYWORDS :** unorganized labours, Employment, Security benefits, economic.

### INTRODUCTION

The Economy of India is the fifth largest in the world by nominal GDP and the third largest economy by Purchasing Power Parity (PPP). India is the fourteenth largest exporter and eleventh largest importer in the world. Economic growth rates are projected at around 7.6% for the 2012- 13 fiscal year and 6.9% for 2011 - 12. However, Indian Economy is still lagging behind in many spheres. Agriculture and allied sectors like forestry, 94% of India's workforce includes the self-employed and employed in unorganized sector. The Ministry of Labour, Government of India, has categorized the unorganized labour force under four groups in terms of Occupation, nature of employment, especially distressed categories and service categories. In terms of Occupation, small and marginal farmers, landless agricultural labourers, share croppers, fishermen, those engaged in animal husbandry, beedi rolling, labelling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil mills etc. come under

this category. In terms of Nature of Employment attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers come under this category. In terms of especially distressed categories, toddy tappers, Scavengers, Carriers of head loads, Drivers of animal driven vehicles, Loaders and unloaders come under this category.

### **UNORGANISED SECTOR**

The unorganised sector covers most of the rural labour and a substantial part of urban labour. It includes activities carried out by small and family enterprises, partly or wholly with family labour. In this sector wage-paid labour is largely non-unionised due to casual and seasonal nature of employment and scattered location of enterprises. This sector is marked by low incomes, unstable and irregular employment, and lack of protection either from legislation or trade unions. The unorganised sector uses mainly labour intensive and indigenous technology.

### **CONSTRUCTION LABOUR**

A construction worker is a tradesperson, labourer (by tradition considered an unskilled tradesperson), or professional employed in the physical construction of the built environment and its infrastructure. According to India's National Commission for Enterprises in the Unorganized Sector, over 92% of India's labour force was employed in the informal economy in 2007, and this number has been consistently increasing. This implies that more than 92% of the Indian labour force is exposed to job and income insecurity, exploitation, violation of rights and absence of effective legal protection.

### **STATUS OF CONSTRUCTION WORKERS**

The construction sector in India is a developing sector, and in the last five decades it has witnessed a boom, especially in big cities such as Delhi, Mumbai, Chennai, and Bangalore. Moreover, according to the National Sample Industry Organization, the growth of employment in the sector has been noteworthy; it is considered one of the most important industries for national development in Asia. A focus on the construction sector brings into the picture certain key issues related to work conditions, recruitment patterns, migration, and cycles of exploitation.

### **UNORGANISED LABOUR STRUCTURE IN INDIA:**

India's Ministry of Labour, in its 2008 report, classified the unorganized labour in India into four groups. This classification categorized India's unorganized labour force by occupation, nature of employment, especially distressed categories and service categories. The unorganized occupational groups include small and marginal farmers, landless agricultural labourers, sharecroppers, fishermen, those engaged in animal husbandry, beedi rolling, labelling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, and workers in oil mills. A separate category based on nature of employment includes attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers. Another separate category dedicated to distressed unorganized sector includes toddy tappers, scavengers, and carriers of head loads, drivers of animal driven vehicles, loaders and unloaders. The last unorganized labour category includes service workers such as midwives, domestic workers, barbers, vegetable and fruit vendors, newspaper vendors, pavement vendors, hand cart operators, and the unorganized retail.

### **STATEMENT OF THE PROBLEM**

The labour conditions in unorganised sectors is very worst as compare to organised sector. So the government intervention is needed for the development of unorganised labour and their welfare and their standard of living. For this the labour must get adequate enough facilities.

❖ **REVIEW OF LECTURE**

**Ahluwalia (1985, 1991)** studied for the period 1959 to 1985 to examine total factor productivity. The studies show that during the two decades of the sixties and the seventies, total factor productivity in the manufacturing sector declined. However, there is also a finding that in the first half of eighties productivity growth improved. The dominant source of the acceleration in total factor productivity has been the growth of value added.

**Anand (1988)** had a deep insight into the conditions of the lower caste Tamil migrants in Delhi. It was pointed out that woman migrants are found to be more adaptable to their surroundings even though they do not know the language. They get work easily as compared to their male counterparts. The occupations they enter are mostly informal in character.

**Banerjee (1991)** attempted to analyse the impact of new export oriented industries on women workers in India. She had covered main industries viz. leather, garment, silk spinning etc. The focus was on the relationship between technologies, market conditions and service conditions of women workers. The conclusions drawn are that these women did unskilled works, worked for longer hours and under miserable working conditions and terms of work

❖ **OBJECTIVES:**

More spatial the study makes an earnest attempt by having the following as its objectives

- To get the present situation of the labour who are working in unorganised sector
- To study the Welfare and Social Security Provisions for Unorganised Sector labours
- To analyse working conditions of labours.
- To suggest some measures to solve the problems of unorganised workers.

• **To get the present situation of the labour who are working in unorganised sector**

In comparison to the organized sector, this sector has not tasted the advantages or benefits of the organization. Many of them have become unseen victims. The difficulty begins with the unorganized industry itself being identified or defined. It is not possible to define the sector by one or primary criterion. Although this sector plays a crucial role in the economy in terms of employment, a significant segment of the workforce was still neglected. Therefore, an attempt was made to address the vulnerability problems of unorganized workers:



• **To study the Welfare and Social Security Provisions for Unorganised Sector labours**

These schemes include:

- Provident fund
- Employment injury benefit

- Housing
- Educational schemes for children
- Skill up gradation of workers
- Funeral assistance
- Old age homes

• **To analyse working conditions of labours.**

The Covid crisis unfolded the unthinkable before our eyes, it led to a forceful shutdown of businesses and industries across the country. The worst affected were the migrant workers; their employers refused to pay them citing the losses they incurred and their landlords continuously forcing them to pay rent. They still had to bear the cost of all their necessities such as water, electricity and food. All of this with a bare minimum wage and little or no savings made them flee from the cities they once worked in, to their native lands. The situation now has improved and things have started to get back on track, towards a “new normal”.

• **To suggest some measures to solve the problems of unorganised workers.**

- a) Set minimum wages: The goal of minimum wages is to safeguard workers from receiving inequitably low compensation.
- b) Set of working hours and overtime rules.
- c) Availability of low-cost, low-interest loans.

❖ **RESEARCH METHODOLOGY**

**Secondary data:** The secondary data regarding the Government’s policies towards unorganized sector workers, concerned agencies was collected from there respective sources.

**UNORGANISED LABOUR IN KARNATAKA:**

The total workers (including main and marginal) in Karnataka increased from 1.49 crores in 1981 to 1.89 crores in 1991 and to 2.35 crores in 2001. The growth of the workforce in the state was 2.29 per cent during the period 1981-2001. The proportion of marginal workers increased from 8.65 per cent in 1981 to 17.72 per cent in 2001, thus implying a rise in under-employment. The growth of total workers was faster in Bangalore and irrigated districts such as Mysore, as compared to backward districts like Gulbarga. The total number of unorganised workers in the state rapidly increased from 0.97 crores in 1981 to 1.30 crores in 1991 and to 1.73 crores in 2001. The total number of agricultural labourers (excluding marginal workers) increased from 36.55 lakhs in 1981 to 50.00 lakhs in 1991. In relative terms, the proportion of agricultural labourers increased from 24.49 per cent in 1981 to 26.44 per cent in 1991. Two of the selected 4 districts (Gulbarga and Mysore) not only had a large proportion of agricultural labourers but also witnessed increasing feminisation of the agricultural labour market.

**THE BUILDING AND OTHER CONSTRUCTION WORKERS**

The construction workers constitute one of the largest categories of workers in the unorganized sector. According to the Sample Survey conducted by NSSO in 2011-12, about 5.02 crore workers are employed in the construction activities. The Government has enacted the following two legislations for the construction workers: - The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

The Building and Other Construction Workers“ Welfare Cess, Act, 1996; Further, the Building and Other Construction Workers (RECS) Central Rules, 1998 have been notified on 19.11.1998. The Act is applicable to every establishment which employs 10 or more workers in any building or other construction work The Act does not apply to individual. There is also provision of constitution of Central and the State Advisory Committees to advise the appropriate Governments on matters arising out of administration of the law besides constitution of Welfare Boards by the State Governments and registration of beneficiaries under the Fund and provision for their identity cards etc.



**Growth Rate (%) of Employment in India Employment growth**

EMPLOYMENT GROWTH	1986-1995	1995-2005	2005-2014
<b>RURAL</b>			
<b>Male</b>	1.93	0.80	2.20
<b>Female</b>	1.37	0.03	3.61
<b>Persons</b>	1.73	0.51	2.71
<b>URBAN</b>			

<b>Male</b>	3.23	2.86	3.28
<b>Female</b>	3.78	1.50	5.41
<b>Persons</b>	3.34	2.58	3.71
<b>TOTAL</b>			
<b>Male</b>	2.52	1.35	2.51
<b>Female</b>	1.67	0.19	3.90
<b>Persons</b>	2.06	0.98	2.95

Source: NSSO Employment and Unemployment Survey.

❖ **CONCLUSION**

In spite of the fact that not much has been done in providing social security cover to the rural poor and the unorganized labour force, the country has made some beginning in that direction. This becomes clear even when the highly proclaimed National Rural Employment Guarantee Act - 2005 (NREGA), though it is a breakthrough, doesn't have common wage in different states and limits itself only to hundred day's work for those registered worker under the Act. What about the rest of the days in a year? As per this Act, the work guarantee applies in rural areas only, what about the urban poor? And looking at the recent Unorganized Workers' Social Security Act (2008), one really wonders if there is any provision for an unorganized worker in this Act other than some guidelines about the available social security schemes in the country.

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