

The Level Of Awareness Among Construction Workers Regarding Welfare Measures – A Special Reference To Mysore City

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Abstract:

Followed by agriculture in India, construction industry stands as one of the biggest, fast growing unorganised sectors with huge labour force involved with skilled and semi-skilled standards. The work involved here are temporary and casual in nature with absence of basic amenities and inadequate social security and welfare facilities. In order to provide adequate and healthy working conditions and welfare facilities to the labour involved in construction field, the Government of India has constituted the legislation and extended other welfare measures through State Welfare Board and planned the welfare scheme in 2006. Keeping these intervention in mind, the present study focused on determining the awareness levels of the labourers towards welfare measures and schemes extended. To understand the same, the researcher has done literature survey and review. Further, has adopted exploratory research design and through self-developed interview schedule 300 respondents were interviewed based on random selection technique among 65 wards of the Mysore city corporation. Later respondent data was grouped and analysed using SPSS statistical 16.0 software to determine the awareness of welfare measures and Scheme. The study reveals that majority of construction workers who were men aged between 18-30 years has low level of awareness on available welfare services because of poor quality of implementation at the site. Infact, both labourer and contractor found been not aware of the welfare measures. Thus there is a need for intervention in creating awareness as well as improving the quality of implementation of policies and programmes related.

Keywords: Awareness, Welfare Measures, Construction workers

Introduction:

The construction industry is one of the ancient industries in India, which employs a large number of workers of poor socioeconomic status. To meet the need of large growing population in India, private and government sectors are using plenty of lands for building construction at fastest rate. Any construction includes office buildings, houses, hospitals, schools and other buildings, urban infrastructure including water supply sewerage, drainage facilities, roads, ports, railways, airports, irrigation and telecommunications etc. Building construction comes under informal or unorganised sector. Construction industry in India, involves around 3 crore workers for whom it is the main source of employment. In India Construction industry constitutes around 40 per cent of the overall development investment

during the past 50 years. Around 16 per cent of the India's working population depends on construction for its livelihood. It is also projected that employment of construction laborers and helpers is going to grow by 4 % from 2021 to 2031.

The year 2021 was a year of recovery, despite the constant fight against the COVID-19 and its variants, threatening to halt many businesses . The construction industry in year 2021 was a great contributor to the country's economy showing a promising recovery. The rapid investment in infrastructure across the country, along with other government funded projects such as affordable housing and promise of more investment in the pharmaceutical area has allowed the construction industry to sustain some trying times . In H2 2021, the recovery has gained traction, with GDP expected to grow at

9.2 percent in fiscal year (FY) 2021-22. The overall demand scenario seems to be improving which is implied by various high-frequency economic indicators. India's GDP plunged by a record -7.3% in FY21 but is expected to grow at a strong 8-8.5% in FY22 on the back of latent and delayed demand. (Gleeds, Indian Construction Costs A Biannual Review January 2022).

It is estimated range of 8.5 million people involved in building and construction work in India. During those days, building and construction workers were recognized as unorganized labour section in India. A broad necessity for a strong central legislation for regulating the safety, health, welfare and other conditions of service of construction workers was necessary. Hence the Bill stated as, Building and Other Construction Workers (Regulation of Employment and conditions of service) Bill, 1988, was introduced in Rajya Sabha, and the legislation namely Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996 came into force from the 47th year of Republic India, on 1st March, 1996.

Construction workers are those who work mainly on construction sites and are typically involved in physical work. They include both local and migrant work force. Workers with special skills trade such as electricians, carpenters and plumbers are also included under this sector. Social security for unorganised workers in India is not clear and universal followed in every place. In addition, the schemes are managed and functioned by a range of different government departments. There is also a legal and functioning division of authority for each scheme between national, regional and local government. All these factors have contributed to a broken social security system. There is an increasing demand for the construction workers in the city of Mysore. This

is because of the booming industrialization, housing, trade commerce and information technology. Hence this study is important and focuses on awareness regarding welfare measures among construction workers in Mysore city and a try has made them to understand the existing schemes and programmes by educating them.

The study was conducted at Mysore city with the aim to understand the level of awareness regarding welfare measures among construction workers and to suggest social work measures for improved social and healthy life through Social work education. To understand the same, the researcher has done literature survey and review. Further, has adopted exploratory research design and through self-developed interview schedule 300 respondents were interviewed based on random selection technique among 65 wards of the Mysore city corporation. Later respondent data was grouped and analysed using SPSS statistical 16.0

The study contains 93.3% of male & 6.7 % female respondents. It is so because the nature of work which demands physical work.

Among the, 37% belong to the age group of 18-30 years, 30.3% are in 31-40 years age , 19.3% belongs to the category 41-50 years and 13.3% belong to the age group 51-60 years.

Fourth part of the community explains the nature of the occupation of the respondents. 70% respondents are Masons (the leaders of construction workers drawing little higher wages), 7% are Painters, 5.3% works on Iron and steel works, Load carriers and electricians amounted 4.3 %, Plumber 4.0 %, floor finisher 2.7 % and finally carpenter with 2.3 % of the respondent population. It was found that most of the floor finishers were from interstate mainly Bihar and Uttar Pradesh.

Table 02: Level of Awareness Regarding Welfare Measures.

Variables	Classification	Frequency N= 300	Percent
Karnataka state construction workers central union	Yes	3	1.0
	No	297	99.0

Construction workers' welfare act	Yes	5	1.7
	No	295	98.3
National Pension Scheme (NPS lite)	Yes	57	19.0
	No	243	81.0
Rashtriya Swasthya Bima Yojana (RSBY)	Yes	7	2.3
	No	293	97.7
Janasri Bima Yojana (JBY)	Yes	6	2.0
	No	294	98.0
Aam Admi Bima Yojana	Yes	7	2.3
	No	293	97.7
National Rural Employment Guarantee Act (NREGA)	Yes	177	59.0
	No	123	41.0
Government residential school, post-metric hostel, post metric scholarships	Yes	59	19.7
	No	241	80.3
Vajpayee Arogyasri	Yes	74	24.7
	No	226	75.3
Old age pension (including Sandhya Suraksha Yojana)	Yes	179	59.7
	No	121	40.3

The above table envisages the level of awareness regarding welfare schemes among the respondents. Various welfare schemes and programmes implemented by the Government were discussed among the respondents and opinions are presented accordingly.

99.0% of the respondents were not aware about Karnataka state construction workers central union whereas only 1.0% was aware about the union. 98.3 % of the respondents were not aware of Construction workers' welfare act and only 1.7% of the respondents were aware about the act. 81.0 % of the respondents were unaware of national pension scheme rest 19.0% are aware of the scheme. 97.7 %of the respondents are unaware of Rashtriya Swasthya Bima Yojana where as 2.3% of the respondents are aware of the scheme. Janasri Bima Yojana, 98.0 % of them are unaware of the scheme where as 2.0% of them were aware of the scheme. 97.3 % of the respondents are unaware of Aam Admi Bima Yojana where as 2.7 % of them were aware of

the scheme. 59.0 %of the respondents in the study were aware of National Rural Employment Guarantee Act on the other hand 41.0 % respondents did not have idea of the act. NREGA act was initiated with the objective of improving livelihood security in rural areas by providing at least 100 days of guaranteed wage work in a financial year, to every member of the house whose adult members are interested to do unskilled manual work. This act had gained popularity since it guaranteed paid work for at least 100 days in a financial year. 80.3 % of the respondents did not know about Government residential school, post-metric hostel, and post metric scholarships on the other hand 19.7 % of them were aware of the scheme. 75.3 % of the respondents did not know about Vajpayee Arogyashree whereas the rest 24.7 knew about the scheme. Lastly 59.7 % of the respondents were aware about Old age pension including Sandhya Suraksha Yojana on the other hand 40.3 % were unaware about the scheme.

Variables	Classification	Frequency N= 300	Percent
State Building and Other Construction Workers Welfare Board	Yes	7	2.3
	No	293	97.7
Employee provident fund	Yes	13	4.3
	No	287	95.7
LIC/any Insurance schemes	Yes	134	44.7
	No	166	55.3
Vajpayee pension scheme	Yes	26	8.7
	No	274	91.3
Jandhan scheme	Yes	66	22.0
	No	234	78.0

The table shows that 97.7 % of the respondents did not know about State Building and Other Construction Workers Welfare Board where as 2.3% of them were aware of the welfare board. Majority of the respondent that is 95.7% of them did not know about Employee provident fund whereas 4.3% of them were aware about the scheme. 55.3% knew the existence of LIC and other insurance schemes where as 44.7 % of them did not about the scheme. Vajpayee pension scheme also failed to reach the

construction sector where 91.3 % did not have idea about the existence whereas 8.7% had idea about the scheme. In the same way majority of the respondents that is 78.0% of them did not know about Jandhan scheme whereas 22% of the respondents were aware about the scheme.

Level of Awareness regarding welfare measures

Variables	Classification	Frequency N= 300	Percent
Accidental assistance benefits including disability benefits and ex-gratia for death	Yes	82	27.3
	No	218	72.7
Medical benefits for major ailments and diseases	Yes	61	20.3
	No	239	79.7
Marriage assistance benefits	Yes	10	3.3
	No	290	96.7
Educational assistance for children	Yes	24	8.0
	No	276	92.0
Pension schemes which include disability pension plans	Yes	83	27.7

	No	217	72.3
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Above table clearly depicts that 72.7% of the respondents did not hear about Accidental assistance benefits including disability benefits and ex-gratia for death other hand 27.3 % have heard about the scheme. 79.7% of the respondents are not aware about Medical benefits for major ailments and diseases where as 20.3% of the respondents are aware about the scheme. Coming to awareness on marriage assistance benefits, majority of the respondents

that is 96.7 % of them did not know about the benefit whereas 3.3% of them were aware of the scheme. 92% of the respondents did not know about Educational assistance for children and only 8% knew about the scheme. Lastly 72.3% of the respondents are aware of Pension schemes which include disability pension plans whereas 27.7% of the respondents are unaware about the scheme.

Variables	Classification	Frequency N= 300	Percent
Destitute widow pension	Yes	157	52.3
	No	143	47.7
Pension for the disabled	Yes	167	55.7
	No	133	44.3
Nutritional programme for adolescent girls	Yes	27	9.0
	No	273	91.0
Bhagyalakshmi Yojana	Yes	167	55.7
	No	133	44.3
Integrated Child Development Services (ICDS)	Yes	37	12.3
	No	263	87.7
National Family Benefit scheme	Yes	5	1.7
	No	295	98.3
Janani Suraksha Yojana	Yes	26	8.7
	No	274	91.3

This table is once again the continued part of level of awareness among construction workers regarding welfare measures. This part shows that 52.3%t respondents know about destitute widow pension whereas 47.7% do not know about the scheme. 55.7% of the respondents are aware of pension for disabled and 44.3% are not aware of the scheme. 91% of the respondents are unaware about nutritional programme for adolescent girls whereas 9% of them know about the programme. Coming to the next scheme

55.7% of the respondents are aware about bhagyalakshmi yojana whereas 44.3% of them are unaware of the scheme. Also 87.7% of the respondents are not aware of integrated child development services wheras 12.3% of respondents are aware of the scheme. Coming to next scheme 98.3% of the respondents are not aware of National Family benefit scheme and 1.7% of them are aware of the scheme. At last 91.3% of respondents do not know the existence

of Janani suraksha yojana where as 8.7% of them are aware of the scheme.

Variables	Classification	Frequency N= 300	Percent
Integrated Rural Development Programme	Yes	32	10.7
	No	268	89.3
Training of Rural Youth for self-employment	Yes	29	9.7
	No	271	90.3
Development of women and children in Rural areas	Yes	8	2.7
	No	292	97.3
Ganga Kalyan Yojana	Yes	32	10.7
	No	268	89.3
National Rural Livelihoods Mission	Yes	1	.3
	No	299	99.7

The above table highlights lack of awareness of 89.3% of the respondents about Integrated Rural Development Programme , 90.3 % of the respondents being unaware about training of rural youth for self-employment, 97.3% not knowing about development of women and children in rural areas and 2.7% of the respondents are aware of the scheme. Coming to the next scheme 89.3% of the respondents are unaware of Ganga kalyan yojana and 99.7% of the respondents being unaware of National rural livelihoods .

The major findings of the study are that majority of construction workers are between the age group of 18-30 years. Among majority are men and are unmarried. The type of employment was temporary in nature and the relationship between the employer and the employee was very delicate and very short lived. It is found that the construction work includes high contact to risk. In sum, the study reveals that the knowledge level of construction workers regarding the welfare measures extended to them by the government and respective authorities are very poor. This situation demands social work intervention in creating awareness and empower them with knowledge

using case work, groups work and community organisation methods of social work.

Conclusion:

The present study stresses on urgent need for government welfare schemes to provide opportunity for lower income group so that their financial problem could be solved to a larger extent and there is also a need for training the worker, educate them and make them understand their rights, and existing government schemes and benefits. Government has various plans for the upliftment of their condition, but they are not implemented in a systematic way. The process from which workers get benefit from government is corrupted by middle men. This is because ignorance and illiteracy of construction workers allows Intermediate activities to take all benefit. Construction workers are victimised in their work place without their knowledge. Although there are many welfare schemes available, in reality they are not implemented on ground level that is at the construction sites. Both labourer and contractor are not aware of the welfare programs. For both the group completing the work allotted is only the priority. Thus there is an urgent need to pay attention on these issues

and policies should be made more serious to improve the overall socio-economic and working conditions of the construction workers. During the interview the researcher could educate the construction workers by discussing various programmes, schemes, benefits, legislations implemented by both central Government and State government for the welfare of the construction workers. Labour welfare being one of the specialisation of Social work Profession, there is a need for social worker in order to provide information to the construction workers hence educating them through proper communication.

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