

**A STUDY ON CHALLENGES OF UNORGANISED SECTOR WITH SPECIAL
REFERENCE TO BUILDING AND CONSTRUCTION WORKERS IN
KANYAKUMARI DISTRICT.**

MR. WINSPER JOSE P, PhD, Research Scholar, Department of Business Administration, Part Time External Mode, Manonmaniam Sundaranar University, Tirunelveli.

Under the Guidance of **DR.C.THANGA LAKSHMI** Assistant Professor & Head, Department of Business Administration, U.S.P.Arts and Science College for Women, Kodikurichi, Tenkasi.

Under the Co-Guidance of **DR.T.VIJAYAKUMAR** Assistant Professor, Department of commerce, Annai Velankanni College, Tholayavattam.

ABSTRACT:

This paper aims to analyse the challenges of workers in Building and construction industry. The building and Construction industry is one of the most important sectors which generates employment opportunities and improve the standard of living of many people in rural and urban areas. In fact, majority of people depend on this industry for employment and income. It is important to note that an unorganized sector which is the basis for economic development. The workers engaged in building and construction works are socially and economically backward and so that they are unable to organize themselves in pursuit of their common interest. This is because of certain constraints like casual nature of employment, ignorance, illiteracy lack of mobility poverty, small scattered size of establishment and lack of co-operation among the workers. Consequently, building and construction workers face a lot of problems such as lack of work security, low wage, more hours of work, and lack of social and medical welfare facilities. Generally building and construction workers face financial problems, health problems, diseases, mishaps and even loss of life. Moreover, lack of social welfare measures and social security and medical benefits affect the building and construction workers. This research study relied upon the primary data collected through field survey. For the purpose of this study the data would be

collected from building and construction workers in Kanyakumari District. Sampling unit would be selected by the Non-Probability Convenient Sampling Method. The size of the sampling is 300 building and construction workers residing in Kanyakumari District.

Keywords: Labour, Organized, Unorganized, Employment, Security, Welfare, Problems of building and construction workers, Health Problems, psychological problems.

INTRODUCTION:

In any country human development is one of the basic elements of economic development. Economic development is related to the wealth of its population. Wealth creations are obtained through organized as well as unorganized sectors. Globally, around 2 billion workers employed in unorganized sector. It is estimated that in excess of 1.5 billion of them has facing risk of loss of income and livelihood.

Today's Indian Economy is hugely based on the existence of the informal or unorganized sector. This sector is full of casual labour, mostly consisting of small jobs at meagre wages.

According to an estimate, the total workforce in the country is 45 crore. Out of this, 93 percent, i.e. the number of people working in the unorganized sector of the country is about 41.85 crore.

According to the data released by NITI Aayog in November 2018, 85 percent of the total workforce is employed in the unorganized sector. Building construction workers are coming under the classification of the unorganized sector. The unorganised sector workers suffer from cycles of extreme seasonality of employment, no formal employer-workers relationship and lack of social security protection.

Worker's cooperation is possible only when he is fully satisfied with his employer, working condition.

The unorganized sector can be defined as that part of the work force that have not been able to organize itself in pursuit of a common objective because of certain constraints such as casual nature of employment, ignorance or illiteracy, superior strength of the employer singly or in combination etc.

India was ranked 102 in the ranking of 117 countries in the Global Hunger Index released in 2019. According to the report released in 2019 by the Food and Agriculture Organization working under the United Nations, the number of such people in India between 2016-18 was 14% of the total population, who do not get a nutritious diet. In terms of a population of 135 crores, this number is 18.90 crores.

ORGANIZED SECTOR:

The sector which is registered and follows government rules and regulations, having employees and employee unions is called as an organized sector. In India, banks, railways, the insurance industry, central government employees, etc can be called as an Organized Sector. This sector is governed by various acts like Factories Act, Bonus Act, PF Act, Minimum Wages Act, etc.

UNORGANIZED SECTOR:

The sector that comprises of small-scale enterprises or units and is not registered with the government is called an unorganized sector. It has remained largely outside the control of the government. Agricultural labourers, small and marginal farmers, artisans like weavers, carpenters, blacksmiths, etc. constitute an unorganised sector.

The Indian Economy is characterized by the existence of a vast majority of informal or unorganized labour employment. As per the Economic Survey (2018-19), 93% of

India's workforces include 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.

PROBLEMS OF UNORGANIZED SECTOR:

In unorganized sectors, employee has less facility than the employees of organized sector. Some are mentioned below:

1. Workers working in unorganized sector get few wages.
2. There is no provision for overtime, paid leave, holidays, leave due to sickness etc.
3. Employment is a subject to high degree of insecurity.
4. A large number of people doing small jobs such as selling on the street or doing repairwork come under unorganized sector.
5. It is a largely outside the control of government.

BUILDING AND CONSTRUCTION WORKERS:

Building and Construction sector contributes up to **6-8%** to the nation's GDP. There are more than **31 million** construction workers in the country. Among more than **90%** of them work in the unorganized sector. There is no job security and social benefit for them. These workers are one of the most vulnerable segments of the unorganized labour in India. Their work is of temporary nature, the relationship between employer and the employee is temporary, working hours are uncertain. Basic amenities and welfare facilities provided to these workers are inadequate. Risk to life and limb is also inherent. In the absence of adequate statutory provisions to get the requisite information regarding the number and nature of accidents was quite difficult and due to this to fix responsibility or to take corrective measures was not an easy job.

METHODOLOGY:

This study is based on both primary and secondary data. This specific study monitors the quantitative methods and descriptive design. An interview schedule was equipped based on the objectives of the study. Direct personal interview technique is used to collect data from the building and construction workers. Convenient sampling technique has been adopted building construction were collected from 300 respondents at Kanyakumari city.

The primary data would be collected with the help of a pre-tested and well-structured questionnaire from 300 building and construction workers in Kanyakumari District.

TOOLS FOR ANALYSIS:

The statistical tools used for analyzing the data collected by the researcher are given as follows. Simple percentage technique, chi-square, lickert ranking scale weighted ranking scale. Any other statistical analysis considered relevant will also be undertaken.

STATEMENT OF THE PROBLEM:

Generally, the organized sector employees are enjoying higher status in the society than the unorganized workers in Kanyakumari District, because of their job security and social benefits.

In unorganized sectors, employee has less facilities than the employees of organized sector.

Besides, only a few studies have been made with regard to challenges of building and construction workers in Kanyakumari District. It's quite suited to make this type of investigation to understand the challenges of unorganized workforce, particularly building and construction workers.

Therefore, the problem selected for this study is “A Study on Challenges of Unorganized Sector with special reference to Building and Construction Workers in Kanyakumari District”

OBJECTIVES OF THE STUDIES:

1. The study is to find the problems and challenges of building and construction workers.
2. To find out the factors influencing the welfare schemes for unorganized workers of building and construction works.
3. To investigate the safety and welfare measures of the building and construction workers.
4. To know the physical and psychological problems of building and construction works.
5. To offer valid suggestion to the Government of India regarding the feedback received from sample respondents.
6. To know and study the problems faced by the unorganized workers.

HYPOTHESIS OF THE STUDY:

1. Education has no relationship in developing the skills of building and construction workers.
2. There is no relationship between organized and unorganized workers of building and construction regarding their welfare schemes.
3. There is no relationship between age and experience in building and construction works.

REVIEW OF LITERATURE:

This chapter analyses the views and main findings of different authors on the

economic conditions of unorganized construction labourer. The study of related literature implies locating, reading and evaluating reports of casual observation and opinions that are related to the individual's planned research work. Further, the concepts used in the present study have been discussed.

Punekar, Deodhar and Sankaran (2004) in their book, "*Labor Welfare, Trade Unionism and Industrial Relations*" stated that labor welfare is anything done for the comfort and improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

Harvard School of Public Health. "*As per Journal of Occupational and Environmental Medicine (2013) high prevalence of substantial mental distress in the U.S*". Construction worker population and this distress is strongly related to pain and injuries.

THE MAIN FINDINGS:

The main findings of the study are given below;

- In the respondents of 68 percent of the building and construction workers are living in urban areas.
- In the respondents of 52 per cent of the building and construction workers get employment two to four days a week
- In the respondents of the Average minimum working hours in a day is 6.00 hours
- In the respondents of the Average maximum working hours in a day is 09.11 hours
- In the respondents of 60 per cent of the building and construction workers are getting less than ½ an hour for rest during the work which includes lunchtime

- In the respondents of 72 per cent of the building construction workers never get lunch during the work, but they will be paid Rs. 70 – Rs.100 for lunch which will be added with the wage. 84 per cent of the building and construction workers is affected physically due to the nature of the work.
- In the respondents of consuming (10%), Pan Consuming (12%), 74 per cent of the population is suffering from the psychological problem due to the nature of the work change of work time ever.

SUGGESTIONS:

The unorganized sector employees should be granted pension during the rainy season, maternity leave benefits, accidents relief, natural mortality allowance, education assistance for children for higher education. Unique schemes for helping unorganized workers to their specific demands and needs should be developed by central and state governments. The contribution of unorganized workers to GDP is almost 50%. Yet the law has overwhelmingly endorsed programs of welfare (social security) for the organized workforce. Therefore, social security measures should cover all unorganized workers to bring the country to full development; social security measures cover only 6% of unorganized workers. This is also a tool for the identification of real benevolent workers that the Government can encourage unorganized workers to report. The government should raise awareness of the unorganized Workers' Welfare Fund and the welfare programs that are supplied by the State Fund.

CONCLUSION:

The present study observes various problems faced by the workers in building and construction sector. The problems such as casual nature of employment, absence of social security, lack of labour welfare activities, uncertain working hours, unsafe working conditions, occupational diseases, injuries, wage exploitation and differentiation, noise, working at high places, non-availability of raw materials, mobility of labour, lack of co-operation and satisfaction and bad habits affect the workers and reduce their labour efficiency in building and construction sector. Hence, efforts should be taken to reduce or eliminate such problems with a view to maintain the health and wealth of the construction workers. In fact, every individual has the right to earn and enjoy life. Hence, it is the responsibility of the government to provide those facilities which protect the construction workers and improve their life in all respects.

Additionally, the governments, as well as the Non-Governmental Organizations are being neglected the unorganized labour class and their actual requirements in daily life. The building construction workers need to be brought out from weakness. Numerous issues such as hazardous work environment health, education, economic, and skill up-gradation need to be undertaken as welfare activities. Most building and construction workers are leading their life below the poverty line due to numerous reasons. Fights for better minimum wages and good working conditions cannot yield result only by the formatting of trade unions of the building and construction workers. Nongovernmental Organizations must play an active role in developing an affectionate model of intervention which can be adopted by the governmental agencies and the building construction owners.

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