



act:onaid

CONSTRUCTION WORKERS IN HYDERABAD



CONSTRUCTION WORKERS IN HYDERABAD

Construction Workers in Hyderabad

Published in : December 2017

Written by : Dr. Mohammed Irfan

Research Team :

Dr. Mohammed Irfan

P.V. Ramakrishna

V. Parvathalu

S.V. Lakshmi

E. Anitha

Cover Design by :

Nabajit Malakar

Printed by:

Shiva Graphics

Chikkadpally, Hyderabad

Ph : 9346603428

e-mail : ganesh.shivagraphics@gmail.com

Foreword

The “informal” sector in India is a major part of the economy and employs an overwhelming majority of the country’s working population. However people dependent on the informal economy live in vulnerable conditions, with precarious access to livelihood and entitlements including food security, health, housing, education and social security.

A key focus of ActionAid India’s work in urban areas is to help ensure secure livelihood and entitlements for people in the informal economy. Our interventions on the ground range from providing building workers’ collectives, campaigning for decent and equal wages, skill building, facilitating the registration of workers in various boards set up for their rights and entitlements and help ensure that workers are able to access them.

Construction workers are part of an industry where government estimates hold that more than 90% of the labour is unorganized. Work in construction is most often obtained by workers through labour chowks or labour addas – designated sites in urban areas where construction labour gather for the chance to be picked to do construction jobs.

We have been working with construction workers in Hyderabad. Along with officials of the Labour Department, Government of Telangana, we have conducted programmes to spread awareness on the rights and entitlements given in the Building and Other Construction Workers (BOCW) Act. Since 2014 we have been able spread awareness of rights and entitlements to more than 35,000 construction workers, we have facilitated the issuing of identity cards to more than 10,400 workers and facilitated the access of various benefits to 280 workers.

In collaboration with Shaheen Women’s Resource and Welfare Association, our colleagues in the Telangana and Andhra Pradesh Regional Office of ActionAid India conducted a survey of 120 labour addas in Hyderabad to prepare “Construction workers in Hyderabad” — a report that reflects on the conditions faced by informal workers and examines the conditions of construction workers in Hyderabad.

Working together with the Hyderabad Urban Lab, we were able to create a Labour Adda Map of Hyderabad. We will be using the map as a tool to advocate for setting up shelters, food outlets, water and toilets facilities at these locations. The report makes policy recommendations and suggestions for the effective implementation of existing policies.

We are sharing this report in the hope that it will strengthen efforts to create on the ground facilities for construction workers and ensure that they are able to access their rights and entitlements – especially to social security, health and housing.

We welcome your ideas in our quest to seek a dignified world of work for the crores of Indians. Do write to us with your comments and suggestions

In solidarity,

Sandeep Chachra
Executive Director
ActionAid India

Acknowledgements

We are grateful to the construction workers both men and women of various addas and slums of Hyderabad, Telangana. These people are engaged in the informal workforce in construction and they welcomed us into their lives and helped us understand their existential reality.

We are also grateful to our community mobilisers and research team for enabling our interaction with people in the informal workforce and for participating enthusiastically in this research contributing with insights and inputs. Our thanks go to P.V. Ramakrishna, S.V. Lakshmi, V.Parvathalu and E. Anitha. Their support has played a pivotal role in sensitizing, mobilising and facilitating most of the work happened. We also thank our colleagues in Hyderabad regional office for extending their support.

We specially acknowledge the support of Mrs. Jameela Nishat, Chief functionary of Shaheen Women's Resource and Welfare Association, which is working among informal workers, home based workers and for the women and girls of the isolated communities of Muslims, Dalits and Other Backward Castes (OBC). We thank her support for the mobilisers and also in extending support to print the booklet.

We acknowledge the support received from officials of the Labour Department in Hyderabad, Telangana

We thank the communications Unit for designing the cover pages, and also thank Mr. Joseph Mathai for his inputs for improving the content.

Last but not the least, we thank Dr. Mohammed Irfan who has compiled, large data, analysed it, written the chapters, laid out and produced the report in the form of a booklet.

M.Anjaneyulu

Regional Manager

ActionAid Hyderabad Regional Office

Index

Chapter No.	Title	Page No.
	Foreword	i
	Acknowledgements	iii
1	Introduction	1
1.1	Share of Labour Input in unorganized Sector	3
1.2	Why social security is needed	4
1.3	Construction segment in the informal sector	6
1.4	Structure of the report	8
2	Review of literature, Research Design and Methodology	9
2.1	Issues emerging from literature	9
2.2	Objectives	22
2.3	Methodology	22
3.	Conditions of Construction workers in Hyderabad	25
3.1	Survey of Addas in Hyderabad	25
3.2	Findings of the survey	32
3.3	Observation and findings at Addas	33
3.4	Advocacy on facilities at Addas	36
3.5	Mapping of Addas	37
3.6	Awareness creation in slum areas	39
3.7	Survey findings	40
3.8	Access to BOCW Schemes	45
3.9	Labour department – its functions and roles	46
4.	Challenges and Problems of construction workers	49
4.1	Introduction	49
4.2	Problems of work	50
4.3	Problems of Women in construction sector	51
4.4	Issues in Labour department	52
4.5	Problems in getting id cards	53
4.6	Problems in claiming benefits	54
5.	Conclusion	56
5.1	Recommendations for Effective Implementation of Existing Policies	57
5.2	Key policy recommendations	62
	Annexure	64
	Bibliography	77
	Abbreviations	79

CHAPTER-1

INTRODUCTION

The informal sector is normally regarded as another sector outside the conventional organized formal sector that offers employment and sustenance through engaging in a range of activities, such as construction activities, domestic work, street trading, hawking, local manufacturing and cobbling to mention but a few. The sector is characterized by small scale of the activity, labour intensive technologies, low level of organisation with no access to organized markets, education and training or services and amenities; low-income families, formal credit, private and indigenous ownership of enterprises that are largely unprotected by government, ease of entry, self-employment; little capital and equipment; low skill; low productivity and low income.

Informal employment is normally a bigger source of employment for women than for men. The informal sector in India has been expanding as more economies have started to liberalize. This pattern of expansion began in the 1960s when a lot of developing countries didn't create enough formal jobs in their economic development plans, which led to the formation of an informal sector that didn't solely include marginal work and actually contained profitable opportunities. In the 1980s, the sector grew alongside formal industrial sectors¹. In the 1990s, an increase in global communication and competition led to a restructuring of production and distribution, often relying more heavily on the informal sector. The informal sector has been expanding in the developing world throughout the past few decades. It is possible that the kind of development that has been occurring has failed to support the increased labour force in a formal manner. Expansion can also be explained by the increased subcontracting due to globalization and economic liberalization. Finally, employers could be turning towards the informal sector to lower costs and cope with increased competition.

Since the 1980s, the world's governments have decreased state welfare rhetoric and policy, and the proportion of unprotected "informal" workers has expanded. The result has been an increase in the proportion of the world's workers who do not receive secure wages or social benefits from employers or the state. India is no exception to these global trends; according to the Government of India's 2005 National Sample Survey on Employment and Unemployment (NSS), 93 percent of India's total labour force, and 82 percent of its non-agricultural labour force is informally employed. Informal workers produce legal goods and services, but engage in operations that are not registered or regulated by fiscal, labour, health, and tax laws.

Despite their contributions, informal workers in India and elsewhere live in dire poverty and insecurity. In most countries, informal workers remain invisible on national-level labour force surveys, and they are not eligible for state-supported labour benefits. They often work in harsh conditions in the seclusion of their home or unregistered work-sheds. Although they operate outside state jurisdiction, state rhetoric on informal work is becoming increasingly favourable. In India, for example, as stated in the 1969 Report of the National Commission on Labour (NCL) Employment and Rehabilitation, the government strove to ensure "secure, state-

¹ United Nations Research Institute for Social Development, 2010, "Gender Inequalities at Home and in the Market". Assignment: Chapter 4, pp. 5-33

protected employment for all Indian men.” However, by 2002, the NCL promoted the growth of informal employment as “the primary source of future work for all Indians.”

What is the world’s growing mass of informal workers doing to improve their livelihoods? Scholars and activists decry the shrinking size and declining power of conventional trade unions to protect workers in the contemporary era of neoliberal globalization². Moreover, they argue, informal workers are unable to organize given the decentralized structures of their work and the growing popularity of decreased state intervention in labour rights.

The drive for profit maximization of people in informal sector informs their strategic location at road junctions, various bus stops and points of high pedestrians’ traffic. The prominent features of the sector are lower real wages and poor working / living conditions. Further, the sector is characterized by excessive seasonality of employment (especially in the farm sector), preponderance of casual and contractual employment, atypical production organizations and work relations, absence of social security measures and welfare legislations, negation of social standards and worker rights, denial of minimum wages and so on. Poor human capital base (in terms of education, skill and training) as well as lower mobilization status of the work force further add to the vulnerability and weaken the bargaining strength of workers in the informal sector. Thus, the sector has become a competitive and low cost device to absorb labour, which cannot be absorbed elsewhere, whereas any attempt to regulate and bring it into more effective legal and institutional framework is perceived to be impairing the labour absorbing capacity of the sector.

It is well known that a major part of the workforce in India and other developing countries work in informal sector. There has been a steady increase in informal sector employment in India over the last few decades, characterized by extremely low incomes. Between 1999-2000 and 2004-05, the share of those employed in the informal economy in urban areas increased from 68.23% to 69.7% (NSSO 55th and 61st round). This increase has been concurrent with rapid urbanization, diversification of production in the urban sector and a general degradation in the terms of employment in the countryside. This has resulted in a large workforce competing to participate in the informal economy owing to both increased migration towards cities and the inability of the formal economy to absorb the increasing numbers.

There are around 487 million informal workers, the second largest after China. In 2008, the organised sector employed 27.5 million workers, of which 17.3 million worked for government or government owned entities³. The unorganized sector has low productivity and offers lower wages. Even though it accounted for over 94 percent of workers, India’s unorganized sector created just 57 percent of India’s national domestic product in 2006, or about 9 fold less per worker than the organized sector⁴.

² Rina Agarwala, India’s Informal workers and social protection, April 11, 2011, in <http://casi.sas.upenn.edu/iit/agarwala> accessed on 14-1-2014.

³ “Economic Survey 2010-2011”, the Government of India. 2012.

⁴ A. C. Kulshreshtha (May 2011). “Measuring the Unorganized Sector in India”, Review of Income and Wealth (Special Issue: The Informal Economy in Developing Countries: Analysis and Measurement) 57 (Supplement s1): S123–S134.

Given this context, it is puzzling to see the recent evidence of informal workers' ability to organize and attain state-provided welfare benefits from the Indian state. In 1999, the Government of India counted informal workers in the NSS for the first time. According to the 1999 NSS, 8 percent of informal workers are members of a trade union. In 2002, *The Report of the Second National Commission on Labour* promised to create an umbrella legislation that could ensure a minimum level of protection to all workers, even those in the informal economy. In December 2008, the Indian parliament passed the Unorganized Sector Workers' Social Security Bill to cover informal workers' life, disability, health, and old age insurance. Although the Act has been heavily criticized by informal and formal labour organizations, it stands as a testament to the government's perceived need to exhibit attention toward informal workers' welfare. The largest program under this Act, The *Rashtriya Swasthya Bima Yojana* (RSBY) or "National Health Insurance Program" provides Rs 45000/- to informal workers' families to cover medical expenses at participating hospitals.

1.1 Share of Labour Input in unorganized Sector

Category/Description	(%) Share of Unorganised Sector
A: Agriculture and forestry	99.9
B: Fishing	98.7
C: Mining	64.4
D: Manufacturing	87.7
E: Electricity, Gas, Water supply	12.4
F: Construction	92.4
G: Wholesale and Retail Trade,	98.3
H: Hotel & Restaurants	96.7
I: Transport, Storage & Communication	82.2
J: Financial Intermediation	32.4
K: Real estate, renting and business activities	81.4
L: Public Administration and Defence, etc.	2.6
M: Education	37.9
N: Health and social work	55.1
O: Other Community, Social and Personal Services	92.5
P: Private Households With Employed Persons	100
Q: Extra Territorial Organizations And Bodies	87.8

Source: Census 2001

The dismal conditions of the workers in informal sector with neither job security nor social security, are working under precarious conditions. It is high time that reaching out to the unorganised labourers and facilitating their bargaining capacity with the employers and the institutional mechanisms for their welfare is the need of the hour. It is to be seen that the concept of social security is to be well understood before looking into other details of the informality.

The concept of Social Security initially covered contingent risk facing formal workers. ILO (International Labour Organisation) convention 102 (1952) has set minimum standards of compliance in 9 branches of social security. Recognized as a human right (Universal Declaration of Human Rights, UDHR, Chapter 4 of the Indian Constitution) & ICESCR (International Covenant on Economic, Social and Cultural Rights), this concept has gradually been widened to cover both formal and informal workers, and has been expanded to include both contingent risks and basic deficits.

ILO defines social security as “A set of public measures that a society provides for its members to protect them against economic and social distress caused by the *absence or a substantial reduction of income from work as a result of various contingencies* (sickness, maternity, employment injury, unemployment, invalidity, old age or death of the breadwinner), the provision of healthcare and the provision of benefits for families with children.” (ILO 2004)

1.2 Why social security is needed

The notion of social protection encompasses the deprivations and vulnerabilities of all the citizens and builds on a life cycle approach. Social security sees removal of want and vulnerabilities from the prism of paid work (incomes) from the prism of a differentiated citizenry, giving priority to the most vulnerable sections. The concept of Social security is anchored in the UDHR and subsequent UN conventions.

- Articles 22 to 26 of UDHR state the universal rights of each individual to a basic standard of life, to proper working conditions, and to social security and social protection.
- The International Covenant on Economic, Social and Cultural Rights, 1966, again recognizes “the right of everyone to social security, including social insurance” (Article 9) and Articles 10 to 13 of the Convention elaborate on the rights of mothers and infants, the right to a decent standard of living, the right to food, health and education.
- Subsequent UN conventions have also upheld the right to shelter, principles of non-discrimination, the rights of the child and so on.
- The Directive Principles of the Constitution call for the state to provide for adequate means of livelihood; The Supreme Court of India has now read many of the basic economic rights as being part of the right to life, which is a fundamental right.
- The Constitution also defines the powers of the Central, State and local governments. Most matters relating to social protection are in the concurrent domain of centre, states, and local governments.

Adopted as an initiative in 2009 by the UN Chief Executives Board, UN suggests that the social protection floor consist of two main elements: Essential services: geographical and financial

access to essential services (such as water, sanitation, health, and education); Social transfers: a basic set of essential social transfers, in cash and in kind, as aid to the poor and vulnerable to provide minimum income security and access to essential services, including health care.

When the constitution of India was drafted, social security was specially included in List III to Schedule VII of the constitution and it was made as the concurrent responsibility of the central and state governments. The current mosaic of Indian laws on employment are a combination of India's history during its colonial heritage, India's experiments with socialism, important human rights and the conventions and standards that have emerged from the United Nations. The laws cover the right to work of one's choice, right against discrimination, prohibition of child labor, fair and humane conditions of work, social security, protection of wages, redress of grievances, right to organize and form trade unions, collective bargaining and participation in management.

In Telangana State a large segment of the workforce is informal / unorganized in nature. According to the National Commission on Employment in Unorganised Sector (NCEUS, 2007), about 94 per cent of the workforce is in the unorganized sector. Employees in these sectors generally do not enjoy employment security (no protection against arbitrary dismissal), work security (no protection against accidents and illness at the work place) and social security (maternity and health care benefits, pension, etc.).

ActionAid India has done an extensive study on the Labour chowks/addas/posts in 6 cities of Uttar Pradesh in 2014. The six major cities are Lucknow, Meerut, Varanasi, Agra, Kanpur and Allahabad. The study has been done with an objective to know the location of labour chowks/addas, to understand the awareness of workers in the addas, the kind of facilities available at the addas, to disseminate the data to the city planners & other stakeholders, and to utilize the information for policy advocacy. The findings of the study revealed that most of the construction workers belong to SCs, Muslims and other backward classes who migrated from rural areas due to lack of employment and low productivity in agriculture. They were compelled to migrate from the vulnerable conditions of rural economy to get some employment in urban areas, and working as casual labourers as most of them are unskilled and illiterate. The study shows how they were exploited by the contractors, with relevant case studies. The study also reveals that most of them are not aware of government schemes for construction workers; most of them do not have ID cards. The study concludes with the recommendation that there is a need to create awareness among the workers by both government and civil society organizations, and to unionise them.

For the past 4 years in Hyderabad, ActionAid HRO has been organizing and mobilising workers and stakeholders aimed at developing a common agenda for the social security and protection for the Urban Informal Sector workers. This report covers a study on the planned interventions of ActionAid HRO's work with construction workers in Hyderabad which involved identification

of areas where the majority of construction workers reside, conduction of awareness creation programmes on the information on rights and entitlements of Building and Other Construction Workers (BOCW) act along with the labour officials of Telangana government, and also series of small studies done by ActionAid HRO to understand the issues of construction workers in Hyderabad.

1.3 Construction segment in the informal sector

Construction sector is an essential part of the Indian economy and has engrossed considerable amount of finances in both the public and private sectors. Investment in second largest unorganized sector industry i.e construction industry is a flourishing business, and it is employing millions of workers. India's thirty million construction workers are literally the builders of modern India. They build airports, railway tracks, roads and highways, which connect the entire Indian sub-continent spanning all its expanses and diversities.

Construction is the process⁵ of constructing a building or infrastructure. Construction differs from manufacturing in that manufacturing typically involves mass production of similar items without a designated purchaser, while construction typically takes place on location for a known client. Construction as an industry comprises six to nine percent of the gross domestic product of developed countries. Construction starts with planning, design, and financing and continues until the project is built and ready for use. The construction industry has contributed 9% to the national GDP in 2011-12. It is the second largest employer in the country following agriculture, employing around 30 million (Economic survey 2012-13). The construction sector comprises real estate and infrastructure segments, out of which infrastructure holds a major share and is a key driver of the overall growth in the construction sector. Residential buildings, townships, commercial complexes, and SEZ (Special Economic Zone)/IT parks all come under the real estate segment while heavy projects conducted on a massive scale involving roads, railways, ports, airports, and highways come under the infrastructure domain.

The industry can be broadly classified into two segments— organized and unorganized. The organized segment consists of firms and independent contractors who manage their business (design, financing, execution, etc.) on a professional basis. The organized segment operates on medium, and large scales. The unorganized segment primarily consists of standalone contractors that operate at a small scale. Construction activities of smaller firms in the organized segment and contractors in the unorganized segment are mainly focused on simple construction projects— building houses for individuals, repair, and maintenance for smaller buildings. Construction activities for larger firms involve complex logistics management of men, machinery, and materials.

⁵ <https://en.wikipedia.org/wiki/Construction> accessed on 25-4-16

This category of workers constitutes the major work force in the informal sector. Building and other construction workers are one of the most numerous and vulnerable segments of the unorganised labour in India. The building and other construction works are characterised by their inherent risk to the life and limb of the workers. The work is also characterised by its casual nature, temporary relationship between employer and employee, uncertain working hours, lack of basic amenities and inadequacy of welfare facilities. A comprehensive Central Legislation was made for regulating the safety, welfare and other conditions of service of these workers and it is known as the building and other construction workers (regulation of employment and conditions of service) act, 1996. It has been considered necessary to constitute Welfare Boards in every State so as to provide and monitor social security schemes and welfare measures for the benefit of building and other construction workers and cess of 2 percent has been collected from the construction companies /sites/building employers for the provision of different welfare measures under the Act. But the implementation of this is dismal as the government is not registering the workers, even though the cess is collected.

Nevertheless construction workers, who are crafting the base of the new economy, themselves live in a time warp, confined in low skill, low paid, vulnerable working conditions, bound by feudal working relationships, often literally in a type of bondage. Further, the sector is characterized by excessive seasonality of employment, preponderance of casual and contractual employment, atypical production organizations and work relations, little social security measures and welfare legislations, negation of social standards and worker rights, denial of minimum wages and so on. More than one-third of all the construction workers are women living under deplorable conditions. In addition to the primary safety and health hazards faced by all construction workers, there are safety and health issues specific to female construction workers. The alarming expansion of this sector, in recent times, has adversely affected employment and income security for the larger majority of the workforce, along with a marked reduction in the scale of social welfare / security programme especially for women.

In Telangana State a large segment of the workforce is informal / unorganized in nature. According to the National Commission on Employment in Unorganised Sector (NCEUS, 2007), about 94 per cent of the workforce is in the unorganized sector. In Hyderabad it is estimated that there are 2 million informal sector workers, out of which construction workers form a large chunk with 2 lakh population⁶. The Construction workers come under Telangana Building and other construction workers welfare board (TBOCWW Board), which was established by government of Telangana under section 18 of BOCW act 1996, and the board has come into existence with effect from 17-09-2014. The board takes steps to accelerate registration of construction workers & collection and facilitation of cess. The Telangana government has the

⁶ Eenadu Telugu news paper article on 1-5-2015, Hyderabad district edition, pg.18

⁷ <http://timesofindia.indiatimes.com/india/Rs-12k-cr-cash-sets-up-Andhra-Pradesh-Telangana-battle/articleshow/>

board under which the social protection and entitlements of construction workers are dealt with. The board has in its definition listed 54 occupations of construction works and they are entitled for all the benefits under the Act. The board has Rs 613 crore⁷ to implement the welfare schemes for the construction workers.

1.4 Structure of the report

This report examines the present status of informal workers and reflects on the conditions of construction workers in Hyderabad as well as in Indian cities. This has been divided into five different chapters. Firstly the introduction chapter briefs about the issues of informal workers focusing especially the construction workers and their social security concerns. The second chapter explores in to other research studies in the review of literature to understand more about various aspects of construction workers and the interventions or studies done on them. The third and main chapter deals with the interventions done by ActionAid Hyderabad regional office with considerable outcome and the impact it created in the lives of marginalised construction workers (both men and women). It also explores the changing scenario in the present circumstances and changing dynamics and ever changing technology in the characteristics of construction sector in India, and it essentially reviews the present practices of implementation of welfare schemes and highlights their inadequacies. Finally it concludes with suggestions, which may be beneficial, and which can help and suggests the need for the intervention in preparing more efficient plans, and competent authorities/ researchers to work towards further improvement in the present system.

Chapter 1 deals with Informal sector and construction workers in India, it also briefs about social security, why it is needed and its theoretical framework, it speaks about the state of Construction workers in Hyderabad.

Chapter 2 deals with review of Literature and Research design, purpose of the report and objectives.

Chapter 3 speaks about conditions of Construction workers in Hyderabad. It shows how the survey of Addas in Hyderabad has done, Findings of the survey, Addas identification and mapping, Observation and findings at Addas, Advocacy on facilities at Addas, Mapping of Addas, Awareness creation in slum areas, Access to BOCW Schemes, Labour department – its functions and roles

Chapter 4 deals with challenges and Problems of construction workers

Chapter 5 concludes with key policy recommendations

Chapter -2

REVIEW OF LITERATURE, RESEARCH DESIGN AND METHODOLOGY

Review of Literature

The literature reviewed on issues of construction workers encompasses different dimensions that look into the various issues in construction sector. The review of literature is pertaining to some of the important articles, reports, empirical studies cited or reported in some valuable documents for the last 15 years, which are broadly categorised in the following:

2.1 Issues emerging from literature

- Reports on evolving key policies for welfare measures
- Studies on Severity of the problems of construction labours.
- Health Issues of workers like Health and hygiene, sanitation, and other basic services
- Migrant labours and their issues
- Women construction workers, fair wages and their related problems
- Issues concerning how construction companies at sites can facilitate infrastructure and security for them.
- Improving the skills of construction workers and improving their livelihood

We have undertaken some important emerging issues under the three heads and tried to evaluate and discuss different research studies to understand more about the construction workers under the following:

- ❖ Studies on Severity of the problems of construction labours.
- ❖ Women construction workers, fair wages and their related problems
- ❖ Reports or studies key policies for welfare measures for construction workers

I. Studies pertaining to understand the severity of the Problems at construction sites

- a) One such study to understand the severity of the problems of construction labours, is 'Problems of Construction Labours: A qualitative research' by Prof. Dileep Kumar⁸. It followed the qualitative Research Methodology in bringing out the problems in the field, like which collected data from 82 construction sites in Pune.

It also shows that the construction company is not making provision of any electricity or sanitation facility to the construction labourers. The sanitation & hygiene of the construction site and the labourer's houses found in poor condition. Majority sites do not

⁸ Prof. Dilip Kumar M, Problems of Construction Labours: a qualitative Research. Symbiosis IIIT SCMLD SBS, 2011.

have any toilets. Where the sites have toilets there it is having substandard quality. There is limited provision of drinking water and the labourers have to depend on bore well, tanker lorry water and public water supply. Health of labourers is not at all matter to construction companies. Majority companies do not pay medical cost incurred to the labourers. The women labourers are not eligible to get the maternity benefits. More over the companies are not ready to compensate with employee's having partial and full injuries and are not covered by life insurance. Adequate accident relief equipments like helmets, hand Gloves and shoes, safety belts, protection eye wear etc like safety materials and equipments to the construction labourers as they work for 8-11 hours a day.

- b) Kisner and Fosbroke, in an article 'Injury hazards in the construction industry' analyses how work related risks and injuries have been common and how to address the issues. Construction work involves hard labour and operation of heavy equipment. Industrial accidents are frequent, especially among poorly trained and inexperienced workers. Workers who come to cities for the first time rarely have any training before they start on a construction site, and are thus in particular risk of accidents. Another cause of injury is operation in dangerous weather. Quite often, construction companies need to meet deadlines or cut costs of labour protection. Workers are forced to work under unsafe conditions unaware of the danger of such conditions (Fan, 2004; Xia et al., 2000).

Although many occupational injury studies have been conducted on the construction industry, fatal injuries and lost work time injuries in this industry continue to rank among the highest in the nation. This paper presents an analysis of nonfatal (1981 through 1986) and fatal (1980 through 1989) traumatic occupational injuries in the construction industry using the Supplementary Data System and the National Traumatic Occupational Fatalities data bases. The lost workday case rate in construction was 10.1 per 100 full-time workers, which was nearly 2.5 times the occupational injury rate for all industries combined. The construction industry had an overall fatality rate of 25.6 per 100,000 full-time workers. This rate was more than 3.5 times the occupational fatality rate for all industries in the United States for the same period. To prevent occupational injuries and fatalities in the construction industry, intervention measures need to target specific occupations: machine operators, transportation workers, and crafts-people. Intervention measures also need to target such causes of injury as falls, electrocutions, and motor vehicle incidents.

- c) J Mackenzie and M Loosemore's book "The value of health and safety in construction"⁹ analyses how the construction industry's attitude towards health and safety has been indifferent, and investment of resources being seen as paying little returns. Increasing economic pressures that manifest themselves in tighter margins and greater time constraints on construction projects have compounded this attitude. Within this context,

⁹ Mackenzie, J and Loosemore, M (1997) *The value of health and safety in construction*. In: Stephenson, P (Ed.), 13th Annual ARCOM Conference, 15-17

this paper discusses the concept of value in relation to the health and safety performance of the construction industry. Considerations of value have hitherto been restricted to project variables that contribute to the functional performance of buildings. The paper concludes that the industry is skeptical about the benefits of a safe working environment. It also argues that attitudinal and behavioral factors affecting safety during the early stages of design appear to be of major importance to health and safety performance.

This paper has discussed the concept of value in relation to the health and safety performance of the construction industry. It has shown that the industry is skeptical of the benefits that health and safety can achieve, because of its underlying value structure. The paper also identified the lack of research into the underlying attitudinal and behavioral issues affecting safety during the early stages of design, which appears to be of major importance to health and safety performance. Finally the paper has also pointed out the psychological mechanisms in organisations which reduce receptivity to health and safety issues and efficiency and structure in determining health and safety.

These types of studies have suggested measures to ameliorate the grievances of workers focusing on management of companies and their policies concerning provision of basic infrastructure, basic services, and change in working hours, providing security and bestowing essential facilities to vulnerable women, children at construction sites

II) Studies on Women construction workers, equal/fair wages, and their specific problems

Most of the studies on women construction workers deal with the concept of gender discrimination, and specific work related issues, some of them deal with the burden a woman has to go through as a home maker and also as a labour without equal wages.

- a) A. Barnabas, and D. Joseph Anbarasu's¹⁰ study on empowerment of women is apt to quote here. The study asserts that even though women form half the workforce they are not allowed to acquire higher skills that may enable them to become masons. It shows women join as unskilled workers and remain unskilled till the end of their working life span. In contrast the study shows men get training and upgrade their construction skills to graduate as masons, supervisors and contractors.

Methodology followed in the study include administering the schedule and analysing the career progress of 440 men construction workers and 440 women construction workers and 51 building contractors to find out the reasons why women in the construction sector were not able to acquire skills for masonry work and how they could be trained to become masons. The findings of the study show that there is an inherent gender bias against

¹⁰ Barnabas, Annette, D. Joseph Anbarasu, and Paul S. Clifford. "A study on the empowerment of women construction workers as masons in Tamil Nadu, India." *Journal of International Women's Studies* 11.2 (2013): 121-141.

women and also the shared general belief that women construction workers are unfit to be trained informally like men in the construction sector even though they have the necessary skills, capability and desire to become masons. The study in its finding shows that the social forces are also a hindering factor that perpetuates the concept of women as inferior workers and it is inimical to any such move, even though the contractors are willing to accept women as masons by giving them training and placement in the construction sector.

This study also proposes another methodology of training that meet the demand for women construction workers to become masons and empower them economically.

- b) Another study by Bipasha Barua on Women and globalisation¹¹ identifies the opportunities and constraints faced by female construction workers in urban India, citing empirical research conducted in the city of Ahmedabad. The Self-Employed Women's Association (SEWA) conducted three surveys in 1998, 2003, and 2007 to learn more about the needs and priorities of construction workers in the context of economic globalisation. While enthusiastically endorsing the role that training and certification can play in providing skilled women with opportunities for quality employment, the author emphasises the need for wider policy intervention at the state and national levels to ensure that such programmes have replicable, sustainable, and gender-equitable results.
- c) A study conducted by Srinivasan and Ponnuswamy from Bharatidasan University¹² on work problems faced by aged women construction workers in Thanjavur, Tamilnadu aims to analyse the life of aged women workers with an objective to study socio, economic background, occupational problems, health problems of the workers, and suggest suitable measures to improve their health status.

The Methodology used is simple random sampling. The sampling size was 140. The respondents were directly interviewed by administering the schedule to them. The study reveals that all the respondents belonged to the age group of above 55 years and had got 21 to 25 years of experience in the field of construction work. 80 percent respondents were illiterate. 80% respondents were highly dissatisfied with their working conditions. 91 percent of the respondents had been suffering from health conditions due to work conditions. 89 percent respondents suffer from severe headaches due to construction work. Some of the major findings mentioned in the study are: Most of the respondents are living in rural areas, majority of the respondents have more than four children, and 51 percent respondents said they got very less wages. Some of the respondents also said

¹¹ Baruah, Bipasha. "Women and globalisation: challenges and opportunities facing construction workers in contemporary India." *Development in Practice* 20.1 (2010): 31-44.

¹² S. Srinivasan Sr., Ponnuswami Ilango, "Work Problems Faced by Aged Construction Workers in Thanjavur District, Tamil Nadu", *SLAP Journal of Social Science* ISSN-0975 9999, 2013

they have to deal with exploitation and sexual harassment at work place. 97 percent respondents had got frustration due to work, majority of respondents said there are no toilet facilities, and there is no first aid provision. Majority of the 67 percent of the respondents had 4000 to 5000 salary. 99 percent of the respondents had Rs. 250 to 300 for daily wages. The suggestions given based on this study included the strengthening of mechanism to deal with sexual harassment and to improve the working conditions for women at the work sites.

- d) In India, various empirical studies have shown that the wages of the women workers in the unorganised sector, particularly in the construction industry, have been significantly below the minimum wage (Anand, 1998; Cherian & Prasad, 1995; Khanna & Mathew, 1979; Sinha & Ranade, 1975). Although formally there is no discrimination against women workers, wage differentials and gender discrimination does happen in the job market, both in organised and in the unorganised sectors. Women are often seen to be employed in the lower paying jobs. Other than wages, discrimination against women workers is also found at the level of recruitment, selection for skilled jobs and promotions. The employers are prejudiced against employing women, especially in jobs where workers have always been men (Sarma, 1990). In some cases the wage differentials are fixed by Wage Boards based on geography, occupation and industry. Still several studies have shown severe wage discrimination against women. According to Harilal (1986) construction workers in India are overwhelmingly rural landless migrants compelled to seek employment in the construction sector due to indebtedness, inadequate employment and insufficient income.

An interesting example, also from India, of women entering a male dominated field is provided by the Tamil Nadu Joint Action Council for Women (TNJACW) which persuaded contractors in the construction industry to employ women masons. Women were usually employed only on a temporary and casual daily basis as unskilled workers for lifting earth loads, cutting soil, mixing cement and breaking stones. Although there was considerable hostility from the contractors and male workers to women masons, financial incentives persuaded a number of contractors to take on a group of women who had been trained by TNJACW and some of the prejudices against women in these jobs were broken down, although the women masons still earned significantly less than the men for the same work.

In Kerala, a registered society by name Socio-Economic Unit Foundation (SEUF)¹³ was founded to remove gender discrimination in construction sector. This society took efforts to train and empower women as masons. Not only have they breached the male bastion, they have also subverted the institutionalization of gender disparity in wages. As workhorses, doing all the heavy work, they received a paltry Rs 35, but as masons, they

¹³ shodhganga.inflibnet.ac.in/bitstream/10603/5120/10/10_chapter%202.pdf

are earning up to Rs 150 a day. This unique feat is the achievement of Thresiamma, Director, Socio-Economic Forum, who has organised them under the Jeevapoorna Masons' Society in Thrissur, Kerala.

About this effort Menon (2002) says, the macho male-centric construction sector in Kerala is in a cultural shock¹⁴ with the entry of women masons. Maistries, a gender-specific term to define the male mason, has become gender-neutral in the aftermath. 'Women in masonry' is an anomaly in feudalistic Kerala, which bestows gender on labour. It all started with a nun named Thresiamma Mathew, who is grooming women to become masons and construct buildings instead of loading sand and stones. She writes that construction is a human activity. All kinds of actors (from the architect to construction labourer to the manufacturer of an air conditioning plants) and factors (tools, technologies, materials, bylaws) influence the process and shape the product. It is important that the players, while pursuing their agenda and immediate goal—speed and profit, luxury and comfort, aesthetics and utility—remain sensitive to the wider picture and make conscious efforts to prevent damage to the environment and society. Construction is a vehicle and also an expression of development. Unsustainable development cannot promote sustainable construction. Unsustainable construction cannot produce sustainable cities and settlements. And unsustainable cities and settlements cannot lead to sustainable happiness— everyone's ultimate pursuit.

So far many studies have been carried out on the working conditions, safety aspects, awareness of social issues and inclination to upgrade the skill of women in construction,

III) Studies on evolving key policies for welfare measures

- a) This category of studies is focused on the informal sector of the economy, which accounts for an overwhelming proportion of the poor and vulnerable population in an otherwise shining India. One recent and important study is '**Report on the Conditions of Work and Promotion of Livelihoods in the Unorganised Sector**' is done by Dr. Arjun Sengupta¹⁵ which is published in August 2007 under the aegis of the National Commission for Enterprises in the Unorganised Sector (NCEUS).

This Report is focused on the informal or the unorganised sector of the economy, which accounts for an overwhelming proportion of the poor and vulnerable population in an otherwise shining India. It concentrates on a detailed analysis of the conditions of work and lives of the unorganised workers consisting of about 92 per cent of the total workforce of about 457 million.

¹⁴ <http://www.thehindubusinessline.com/life/2002/07/22/stories/2002072200210400.htm> accessed on 5th July 2016.

¹⁵ 'Report on the Conditions of Work and Promotion of Livelihoods in the Unorganised Sector', NCUES, New Delhi, 2007

One of the major highlights of this Report is the quantification of unorganised or informal workers, defined as those who do not have employment security, work security and social security. These workers are engaged not only in the unorganised sector but in the organised sector as well. The picture that the Report presents is based on the latest available set of data from the Sixty-first Round of the National Sample Survey in 2004-05. This has been supplemented with data from other sources.

In the Report, the Commission notes that the situation calls for immediate steps to ensure minimum conditions of work for the unorganised workers as well as measures for their livelihood promotion. The Commission has, therefore, proposed two comprehensive Bills for unorganised agricultural and non-agricultural workers. It has, further, proposed a number of measures to improve the livelihood of unorganised sector workers.

On the basis of its detailed assessment, the Commission has recommended a 13 Point Action Programme. The Commission believes that these measures are within the administrative and fiscal capacity of the Government, and if implemented within a short period of time, will have a significant impact on the lives of the working poor.

Chapter 2 of the report contains a socio-economic profile of non-agricultural informal workers, documenting their low levels of social and economic capital and high incidence of poverty. The finding is that all non-agricultural workers are landless or land poor, and a large proportion of them are 'poor and vulnerable' based on their very low per capita daily consumption. Not only do informal workers account for 92 per cent of the workforce, their numbers have been growing. Thus while employment grew at a higher rate between 1999-2005 than in prior years, new employment has almost entirely been of informal workers.

The report contains a detailed analysis of the various dimensions of the challenge confronting these informal workers. Many are self-employed or wage workers, who sometimes work from their homes but mostly outside. Some are lucky to have some kind of regular work but the majority of wage workers are employed on a casual basis. Chapter 3 of the report has a detailed profile of these workers, the appalling condition of most of their physical workspaces, the work and health hazards they are exposed to, and the onerous working hours. Most receive wages too low to enable them to ever emerge from poverty, quite apart from overcoming their vulnerabilities.

Nor are conditions much better for the self-employed informal workers outside agriculture, given the constraints they face, their working conditions, especially those who work from home. The report has in-depth reports of conditions in four industries: the handloom sector in various states, food processing, street vendors and hawkers and rickshaw pullers.

Discrimination is the norm when it comes to women, children, bonded or migrant workers. Such positions of disadvantage are often reinforced by one's social identity, rural location

and, above all, low or no education. An entire chapter (Chapter 5) details the nature and participation of women in the informal workforce, and their conditions of work, especially in among self-employed women workers, and girl workers. Another chapter (6) deals with disadvantaged Workers, such as migrants, children and bonded labourers.

Clearly some specified minimum conditions of work for the unorganized workers is needed, as well as measures that promote livelihoods. The report outlines its proposals for two comprehensive Bills for unorganised agricultural and non-agricultural workers to ensure minimum conditions of work as well as a minimum level of social security.

On the basis of its detailed assessment, the Commission has recommended a 13 Point Action Programme. The Commission believes that these measures are within the administrative and fiscal capacity of the Government, and if implemented within a short period of time, will have a significant impact on the lives of the working poor.

- b)** William Ambaka Akwimbi (2007)¹⁶ paper on 'A Critical Literature Review on Financing of Social Security Schemes' offers an analytical review of the key features of social security systems to the economic stability of Kenya, whose economic feasibility however continues as a foremost challenge today. He reviews the literature on the impact of pension reforms on the financial viability of pension plans in Kenya speaks of developing nations and the security of their aging populations. As developing countries around the world are struggling with the long-term affordability of their pensions systems, and the pressures of weakening economies and rising populations that are forcing them undertake pressing pension reforms.

In Kenya the pension industry has grown rapidly during the past decade that its institutions rank amongst the largest investors in the money and capital markets of the country. Their capacity to generate sufficient financial resources to ensure long-term assets match their long-term liabilities has been of concern both to members and policy makers. Consequently the subject has become an important area of academic research and policy reform.

Social security schemes around the world face the challenge of generating sufficient and sustainable funds to cater for their ever increasing needs. Although they play a major role in the fight against poverty, in most countries such institutions have of late been plagued with the problem of under-funding resulting in increase in pension deficit.

The review shows that there were five basic challenges that were particularly critical in the financing of pension funds both in developed and EMEs (Emerging Market Economy). These included inadequate regulatory capacity; imprudent investment, macroeconomic

¹⁶ Akwimbi, William Ambaka, A Critical Literature Review on Financing of Social Security Schemes, University of Nairobi, July 2007, accessed on <http://ssrn.com/abstract=998271>.

instability; poor corporate governance; inability to extend coverage; and design issues such as choices between Defined Benefit and Defined Contribution schemes, funding versus PAYG principles and public versus private management. It also shows that the influence of these factors varies between countries. However, the paper shows that there is scanty or lack of information on researches done on social security schemes in Africa, particularly on factors that influence pension funding.

- c) A study on the challenges to social insurance in Brazil by Marcelo¹⁷ depicts the normative fundamentals of the three regimes of the Brazilian pension system: the Regime Geral de Previdência Social (RGPS), which is related to private sector workers; the Regime Próprio de Previdência Social (RPPS), where public sector employees are affiliated; and, finally, the optional complementary pension funds for high income workers in the RGPS. Besides these three regimes, there are means-tested and age-tested non-contributory social pensions.

The study is a part of the UNRISD (United Nations Research Institute for Social Development) project on Pension Funds and Economic Development¹⁸. The study aims to describe the general background of pension policy and reform in Brazil.

As the pension system offers a complex structure regarding equity issues, the study examines the contradictions and trade-offs in the pension system between fiscal costs, equity enhancement and poverty reduction. Most of the recent reforms in social insurance were motivated by the goal of reducing the total amount of pension expenditure. Nevertheless, Social security in Brazil is one of the most important policies for reducing poverty, especially for the elderly; however, the study says that any policy can be classified as either progressive or regressive. For instance, from a geographical perspective, social insurance reduces regional inequalities as it transfers income from richer ones to poorer ones. However, it is regressive as it reallocates resources from the whole society to well-off public servants.

Marcelo says that the objectives of pension reform are to enhance equity, to reduce fiscal and actuarial imbalance, and/or to achieve more efficiency for the economy as a whole—for example, by establishing contributions less distortive to labour markets or by allowing the savings generated by pension funds to increase the investments in the economy. In Brazil, social security reforms are mostly motivated by fiscal issues and, to a lesser but not negligible degree, by equity perspectives.

¹⁷ Marcelo Abi-Ramia Caetano, 'Recent History, Perspectives and Challenges to Social Insurance: the Brazilian Case', in "Social Policy in Development context", Springer link, 2014.

¹⁸ Social Policy in a Development Context is a series which places social policy at the centre of research while maintaining UNRISD's unified approach to social development. The series provides a new and exciting contribution to the literature in economic development and social policy.

Finally, it says that there are three main issues that are identified as key matters to be debated in future reforms: coverage expansion, reducing differences between public and private sector schemes and facing the future of an ageing population in a country that to date displays a young demographic profile, but where social insurance already represents a large fiscal burden.

- d) Ursula Kulke¹⁹ describes in an article entitled, “The present and future role of ILO standards in realizing the right to social security” that within the United Nations family, it has been left to the International Labour Organization (**ILO**) to give substance to the right to social security through international labour Convention No. 102. She says even though right to social security is accepted in the Universal Declaration of Human Rights, the International human rights instruments and supervisory mechanisms have remained mostly silent about the definition of social security.

She further says that the ILO Social Security (Minimum Standards) Convention (No. 102) 1952 laid down minimum income requirements per child, of either 3 per cent of the ordinary manual labourer’s wage, for the economically active, or 1.5 per cent of that wage for all other families. In families with four children the benefit would amount to 12 per cent (or 6 per cent in the case of those not in work). The ILO Convention was signed by 40 countries. It became part of the European Code of Social Security and the blueprint for such instruments as the European Social Charter, the Treaty of Amsterdam of the European Union and regional agreements in Africa and Latin America (Kulke et al., 2006, p. 4.)

She mentions quite authoritatively that if the World Bank had sought policies to enforce this Convention rather than extend its neo-liberal anti-poverty strategy there would have been a dramatic fall in world poverty. Despite international recognition of the Convention’s positive influence as a mechanism to help steer the progressive development of social security, it falls short of obliging minimum requirements for a basic social floor. In examining whether existing ILO standards can help states realize the universal right to at least a basic social security package, the article suggests the need for the ILO to develop new complementary mechanisms, which would also contribute to the achievement of the Millennium Development Goals and global poverty reduction.

- e) Alakh N Sharma’s report (2014)²⁰ on India Labour and employment focuses on the workers in the era of globalisation in the context of rapid economic growth. It provides an overview

¹⁹ Ursula Kulke, “The Present and future role of ILO standards in realizing the right to social security”, *International Social Security Review*, Volume 60, Issue 2-3, pages 119–141, April-September 2007, <http://onlinelibrary.wiley.com/doi/10.1111/j.1468-246X.2007.00272.accessed on 15th April 2016>

²⁰ Alakh N Sharma (Ed), “India Labour and Employment Report 2014” Institute for Human Development, Government of NCT of Delhi, Indian Society of Labour Economics, New Delhi, 2014.

of the labour market and employment outcomes that the Indian economy has delivered as it globalized. It says that the growth has reduced poverty and modestly improved the quality of life of a large segment of the population. However, large employment deficits remain: most jobs created are of poor quality and low productivity in the informal economy. It shows that the gains from growth have been distributed unevenly. Growing inequalities and vulnerabilities have generated widespread insecurity of livelihoods and highlighted weaknesses in prevailing social protection systems. It concludes that structural changes are slow and difficult, and the potential for equitable growth remains unrealized, hampered by policy inertia, resistance from social and economic interests and rigidities of existing systems and perspectives.

The Report assesses the gains and losses for labour in the first round of globalization. It reveals many markers of progress as well as deep challenges. Effective, responsive, fair and comprehensive labour and employment policy is vital for sustainable and inclusive development.

- f) In a discussion paper series “on the Right to Social Security²¹ and National Development: Lessons from OECD (The Organisation for Economic Co-operation and Development) experience for low-income countries”, Peter Townsend, says that mounting acceptance throughout the world of human rights puts pressure on all countries to re-cast development policies and eliminate poverty. Human Rights have come to play a central part in discussions about economic and social development, and the great majority of governments in the world have ratified the various instruments. This report traces the divergent historical experience in “developed” and “developing” countries of putting into practice the fundamental rights to social security, including social insurance, and an “adequate” standard of living. The rights are enshrined in Articles 22 and 25 of the Universal Declaration of Human Rights; 9 and 11 of the International Covenant on Economic, Social and Cultural Rights; and 26 and 27 of the Convention on the Rights of the Child.

He also highlights that social security and an adequate standard of living that are specified in various Conventions have not been routinely investigated during a long period of intensifying world concern about the persistence of large-scale extreme poverty. The main recommendations of the report are: (1) Turning research into action: To cross-national research to identify social insurance and group tax-financed schemes in the OECD countries that have worked best in relation to their economic and social development. (2) Universal coverage: To extend agreements by governments to give greatest weight to “universal” contributory social insurance and tax-financed group benefits in constructing social security systems to defeat poverty.

²¹ Peter townsend, issues in social protection, Discussion paper 18, social security department international labour office, UK, January 2007.

Gaps in the literature

However, we can infer from the literature that the reforms to social security systems in India are an urgent need in terms of their administration, benefit delivery, coverage of target population and sustainability of funding. We therefore, try to examine the programs to arrive at some policy conclusions addressing the objectives of social security, with special reference to provident funds and pension, keeping in view the limitations to review all other programs.

When we look into the studies pertaining to construction sector some gaps are conspicuously obvious which need to have been studied earlier for raising pertinent issues like implementation of social security act 2008 in an effective way, constitution and regulation of boards in various states, role of labour department in implementation of schemes, the interventions of the Unions and NGOs in facilitating the accessibility and working as a via media between labour department and the worker community and the access of entitlements for construction workers.

Some of the studies focussed on collecting data pertaining health conditions of construction workers from construction sites, some studies focused on equal pay and equal wages in the context of gender bias and eventual discrimination, some focused on institutional changes in the informal sector, some on lack of mechanism to upgrade skill of women construction workers which affects vertical mobility, and some reports can be found on their welfare measures, but little did we find any authentic research on social security and the implementation of social security act 2008 in an urban context and access to various welfare measures.

- There are very few studies which have taken up issues like implementation of social security act 2008 , and Constitution and regulation of boards in various states
- There are no studies pertaining to the role of labour department in implementation of various schemes
- There are no studies on interventions of the Unions and NGOs as mediating structures in creating awareness to construction workers, facilitating the process of registration, and accessing government welfare schemes.
- The present study report tries to probe into this gap by not only studying the functions and implementation of construction board and labour welfare department, but also probes into living & working conditions of construction workers, awareness on their issues, and their entitlements.
- This report also looks into the policies and will offer suggestions to improve the conditions of construction workers.

Study design and Methodology followed

The fundamental purpose of this Study/Action research is to unfold and visibilize the plight of informal workers in an urban set up in terms of their rights, entitlements and issues in the unorganized sector in India, with a special focus on construction workers. This is done by integrating primary and secondary data.

The policy analysis includes an objective appraisal of the programs and schemes that are relevant to construction workers. The fundamental objective of doing this is recognizing and incorporating it as an integral part of policies, laws and programs for improving the standards of workers.

The research questions addressed are therefore:

- What are the various types of welfare measures available for construction workers in Hyderabad?
- How to understand the problems of construction workers, their rights, access to government schemes in urban context.
- What are the basic infrastructure and services available towards the safety, health and hygienic conditions for women in work place.
- What types of support systems and services are there at the addas for labours in GHMC (Greater Hyderabad Municipal Corporation) area.
- To know the awareness levels of women on various development schemes, and their access
- What are the functions of BOCW (Building and other construction workers) Welfare Board and Labour department
- What are the measures to suggest improve effectiveness in implementation of various schemes and entitlements and accessibility of the schemes.
- To what extent have allocations for public provisioning in the construction sector over a period of time taken the worker's into account?

The methodology followed in the study report, i.e analytical methods and tools used represent the character of various dynamics of construction sector as part of informality work – which is a continuum and an interlinkage – that is essential for capturing the concrete reality in construction sector in Hyderabad. The research structural matrix identifies the basic questions, the methods and tools with which these questions are answered, along with primary and secondary sources of

Selection of areas in Hyderabad:

To identify the locations of construction workers in Hyderabad, we started an extensive survey of the addas in Hyderabad. After doing the survey of addas in GHMC (Greater Hyderabad Municipal Corporation) area, we found that some areas in Hyderabad have more number of construction workers concentrated in certain circles. Some of these areas have been chosen for this study to know about their awareness levels regarding various BOCW schemes and other government schemes as well as the benefits that accrues them, and how they are accessing the benefits.

2.2 Objectives

- To study various types of welfare measures available for construction workers in Telangana.
- To understand the problems of construction workers, their rights, and entitlements, access to government schemes in urban context.
- To fathom the safety, health and hygienic conditions for women in work place.
- To understand how many workers have been under the social security cover of BOCW schemes
- To know the awareness levels of construction workers on BOCW schemes, various development schemes, and their access
- To suggest measures to improve effectiveness in implementation of various schemes and entitlements and accessibility

2.3 Methodology

The study has been done both conceptually and empirically and has been undertaken in Hyderabad city in Telangana. The methodology consisted of a detailed enquiry in to the addas of workers, infrastructure availabilities provided, and basic services at the addas by the GHMC. Later the enquiry led to the preparation of a list of residential areas where construction workers and their settlements concentrated. The next level of involvement included a series of awareness programmes in the addas and slum areas, the interaction of labour officials with the workers, facilitation of applications for getting cards for social security under BOCW, meetings with labour department officials and other stake holders, engaging local leaders to work on the rights and entitlement issues of the BOCW and working on accessing the benefits under the scheme of construction workers. As a methodological practice, pilot surveys were conducted in all the field sites and the responses of local partners and other knowledgeable persons were also incorporated. It needs to be specified here that the entire process followed by this research is dynamic and fluid.

The empirical research involved a systematic study done to examine the nature of informal activities in the study area, i.e Hyderabad (GHMC area). The socio-economic profile of the construction sector workers, the reasons for engaging in informal sector employment, their problems associated with work, environmental conditions around the work sites, the awareness on social security schemes run by the government and their accessibility, the policies of central and state governments, etc has been studied.

A questionnaire has been prepared to personally administer various types of workers in construction work like Masons, Diggers/Earth workers, Tiles fitting workers, Stone breakers, Centring workers, Helpers etc. These have been administered to fifty workers. Primary data is collected from all the sub-group of the workers of Building and Construction. In-depth interviews with other stakeholders, government officials, and union leaders have also been conducted.

To analyse the first hand information, a detailed and brief questionnaire with relevant indicators has been prepared and administered to the target groups. Focused group discussions with different stakeholders have also been conducted. The GHMC limit is divided into 18 circles and 5 zones. It has also collated relevant data from various secondary sources which include institutions, libraries and other stakeholder organisations/institutions.

Scope & Limitations

The scope of Informal sector is very large as it encompasses very diverse issues pertaining to systems, processes and management of informal economy vis-a-vis the legislations and its implementation, and the application of labour laws to the informal economy. It intimately relates to the condition of workers in this economy. Although several studies have been done in this area of study, the point of divergence is the construction workers in urban slums in Hyderabad, seeking to improve their livelihood conditions and also to contribute to its development.

Most of the studies focussed on collecting data from construction sites, and little did they work on their actual conditions pertaining to household problems and access to welfare measures. Another contrast is most of the studies have not looked into their problems in accessing government welfare measures. The present study not only highlights their problems in the field but also their awareness on their issues, their rights as well as access to government schemes. This study has also looked into the policies and suggests recommendations to improve the livelihood of the construction workers.

The scope of the study is vast as it probes into socioeconomic condition of construction workers in the informal economy, it will also suggest possible strategies to strengthen the policy advocacy and prevent issues like discrimination in wages, exploitation, health and safety

measures, etc in informal sector and the scope is also limited to workers in informal sector in urban area, and it is limited to some areas in Hyderabad, and the scope of the informal sector is limited to workers engaged in construction activities. The other limitations of the study include the kind of questionnaire design, sampling, measurement, and analysis.

It is hoped that this action research will conceptually and analytically contribute to knowledge generation and the creation of the largely unexplored issues of construction workers and implementation of policies and that the evidence so created through primary field-based surveys and secondary data will advance and enrich the debates and action in the context of informal sectors that constitute a part of macroeconomic policy in an increasingly globalized scenario that sustains itself on the withdrawal of the State from the public sphere. The concurrent strategy underlying this action research proves to be rather original, and it will hopefully contribute significantly to other research studies.

CHAPTER - 3

CONDITIONS OF CONSTRUCTION WORKERS IN HYDERABAD

Telangana, the newly formed 29th state of India is in an upswing in relation to its GSDP (Gross State Domestic Product) rate which rose by a per cent point in 2015 within a year of its formation. The per capita income also rose by 4.4 per cent, up from Rs 48,881 to Rs 51,017 during the same year. In Telangana State a large segment, around 94% (NCUES 2007) of the workforce is unorganized in nature. An overwhelming proportion of the state's population belongs to the socially excluded; 80 per cent Scheduled Castes, Scheduled Tribes, Other Backward Castes, Muslims and other minorities, the second highest after Tamil Nadu which has 89 per cent. What is also interesting is that the process of urbanization has emerged as an important background within which to locate issues of exclusion. The growth rate of the state's urban population in a decade has been much higher and faster (38.12%) than the all-India average (31.15%).

Construction is the second major contributor to the industry sector in the state. When the shares of different industries and sectors to GSDP are compared only construction has recorded an increase, its proportion was 8.6 per cent in 2014-15, up quite significantly from the 7.5 per cent reported in 2004-05. The joint share of Andhra Pradesh and Telangana's construction sector to GSDP is over 13 per cent, much higher than the country's proportion of 8 per cent; however, despite its increasing importance, noncompliance in the payment of minimum wages in the construction sector is 67 per cent in the state. In this context, it is surprising that only 11.6 per cent of urban and 3.6 per cent of rural workers in Telangana are reported as being employed in the construction industry in 2013-14.

In Hyderabad construction industry is said to be the largest in terms of the number of people employed. It is estimated that more than 2 million people are engaged in different types of construction works. Labour from rural areas work in this sector in a big way. Since three decades construction sector has grown enormously with the burgeoning of real estate business, construction of malls, fly over constructions, construction of Outer ring roads, some sky scrapers, corporate offices, IT companies, etc. over the years, the environment was conducive for construction workers, which attracted the migrant workers from rural areas from within the erstwhile United Andhra Pradesh and other states especially from Orissa, Bihar, Jharkhand, W. Bengal and U.P to Hyderabad for getting employment in this industry.

3.1 Survey of Labour Addas in Hyderabad

ActionAid Hyderabad with a team of mobilisers started a survey of Labour Addas (or Nakas, as it is called in other states) in 2014 to know more about the conditions of workers near big Addas in Hyderabad. As Labour in the construction industry face innumerable serious problems that warrant serious attention, we started to know their problem right from where they come

to gather for the work since morning hours. We also wanted to know the areas where the construction workers are residing temporarily or permanently, this also led us to the labour Addas.

There are more than 200 addas in Hyderabad, but we thought of preparing a list of bigger Addas where at least 50 construction workers gather during a day. The list includes all the addas which are important and it is a hot bed of construction workers' daily stay.

S. No	Name of the Adda	Adda Landmark	No.of Workers		Adda Timings	Adda in operation since
			Men	Women		
1	Yusufguda Basti	Near Ratnadeep	600	400	7am-5pm	35Yrs
2	Krishna Nagar	Baker's club	700	200	8am-1pm	25 Yrs
3	Moti Nagar	Moti Nagar X Road	350	250	8am-3pm	25 Yrs
4	Panjagutta	PVR Cinema	400	150	8am-3pm	45yrs
5	Khairatabad	Railway Gate	500	250	8am-6pm	20yrs
6	Sanath Nagar	Swamy theatre old	300	100	6am-12pm	25 yrs
7	Begumpet Bridge	Begumpet Railway Station	400	100	8am-12pm	20 yrs
8	Kukatpalli	Chaitanya College	600	300	6am-1pm	24 yrs
9	Moosapet	Municipal office	1500	500	8am-1pm	25 yrs
10	Bala Nagar (Petrol bunk)	INDIAN OIL Petrol bunk	250	170	6am-1pm	30 yrs
11	Bala Nagar X Road	Opp. CITD	200	30	8am-6pm	30 yrs
12	Bala Nagar (Veg Market)	Railway track Fateh Nagar	60	30	9am-11am	50 yrs
13	Raju Colony, Balanagar	Sai baba hotel, Lions eye hospital	200	100	8am-12pm	40 yrs
14	Erra Nagar (Gudimalkapur)	Vegetable Market	500	500	7am -10am	20 yrs
15	Murad Nagar	Meraj Hotel	400	300	9am-1pm	30 yrs
16	Govt Hospital (Nampally)	Govt Hospital	700	300	9am-3pm	55 yrs
17	Public gardens Nampally	Potti Sriramulu Telugu University	500	40	4am-10pm	40 yrs
18	Old Bowenpally	Datta Saanvi Hospital	300	100	8am-10pm	20 yrs
19	Police line	Vijaya dairy Parlour	100	200	8am-12pm	18 yrs
20	Warasi guda	MOM Bakery	600	400	7am-1pm	32yrs
21	Ramkoti	Bharat Rexine works	600	100	8am-12pm	35 yrs
22	West Marredpally	Opp. Muthoot finance	300	100	9am-1pm	40 yrs

S. No	Name of the Adda	Adda Landmark	No.of Workers		Adda Timings	Adda in operation since
			Men	Women		
23	Golnaka	Opp Sai stationary and Xerox	200	50	7am-6pm	30 yrs
24	Parsigutta	Near ICICI BANK	200	50	9am-11am	10 yrs
25	Bapuji Nagar	Anand Plastic and steel home	100	50	9am-11am	15 yrs
26	Gandhi Nagar	Opp anjani putra events	100	40	9am-11am	20 yrs
27	Clock tower	Centenary Baptist Church	800	0	5am-7pm	45 yrs
28	Karmikanagar	Bus stop	400	300	8am-10am	30 yrs
29	Chikkadpalli	Opp. Om Sai clinic	350	150	7am-11am	30 yrs
30	Tukaram Gate	Meena Hospital, Wines Shop, Subash Chandra Bose Statue	300	100	8 am - 1 pm	20 yrs
31	Erukala Basti, West Marredpally	Mysamma Temple, Dilliwala Sweet Shop,	90	30	8 am - 12 pm	28 yrs
32	Brahmanwadi (Begumpet)	Fly over, Near Railway Station at post office, Masjid-e-Karim	550	50	7am-1 pm	30 yrs
33	Prakash Nagar	Integrated Couriers & Logistics Pvt. Ltd., Near Vikhar Nagar	80	40	8.30am-1.30pm	20 yrs
34	Banjara Hills Road No.12	Telangana Ministers quarters, Near N.B.T Nagar	400	80	7.30am- 1.30pm	26 yrs
35	Balamrai Lorries Adda	Near Jagjivan Ram Statue, Near Rasool Pura Area	300	-	7.30am-2pm	25 yrs
36	Lalapet Lorries Adda	Maula Ali Fly Over Bridge, Kartika Function Hall	70	-	8 am to 12 pm	15 yrs
37	Liberty	Bharath Petrol Bunk, Bus stop, Vijay Kumar Jewellery Shop,	120	60	8 am to 1 pm	20 yrs
38	Warasiguda	Mumtaz Hotel, Krishna Murthy Book Shop, M.G.M. Bakery	360	40	7 am to 12 pm	25 yrs
39	Lalapet	Near Lalitha Stationary Shop, Bus stop, Ayappa Swamy Temple, M.C.H. Ground,	80	20	8 am to 1 pm	20 yrs
40	Daimond Point	Datta Health Needs Medical Shop, Gayathri Gardens, Signal, Post Box	120	80	8 am to 1 pm	25 yrs

S. No	Name of the Adda	Adda Landmark	No.of Workers		Adda Timings	Adda in operation since
			Men	Women		
41	Bapuji Nagar	Opp. More Shopping mall, Near Bhavani Nagar, Wall,	110	40	7.30 to 1 pm	30 yrs
42	Old Bowenpally	Near Muthoot Finance Office, Chowrasta	300	100	7.30 am to 1 pm	15 yrs
43	Pedda Amma Gudi	Kaman, Main Road, Near Chek Post	120	30	8 am to 11 am	15 yrs
44	Anna Nagar	Telugu Talli Vighram, Nalla Pochamma Temple, Airport Wall	120	-	8 am to 11 am	15 yrs
45	Kharkana	Jai Sai glass traders, 2 hotels, Opp. Mahan Kali Temple	80	25	8 am to 1 pm	18 yrs
46	Lalbazar	Opp. Church, Sri Tirumala Medical Shop, Main Road	30	20	8 am to 11 am	20 yrs
47	Indra Nagar	Near Indira Gandhi Statue, Big Tree, Cement Manufacturing Industries	170	40	8 am to 1 pm	8 yrs
48	Film Nagar, Siddappa Basti	Near ABN Channel, Small Shops	150	50	8.30 am to 9.30 am	3 yrs
49	Ashok Nagar	New Café Victoria Fast food, Opp. Jalagam Dental Hospital	140	60	7.30 to 1 pm	30 yrs
50	Gandhi Nagar (Residential Place)	Kaman, TRS Office, Clinic	70	-	8.30 am to 9.30 am	10 yrs
51	Boosa Reddy Guda	Opp. Small Tea Kottu, Tiffin Centre	70	-	8 am to 10 am	8 yrs
52	Uppal	Hyderabad Purapalaka Sangam, Near SBH Bank Bus stop,	350	50	8 am to 12 pm	20 yrs
53	Indiramma Nagar	Indira Gandhi Starch, Near Police line, Small Shops	50	50	8 am to 11 am	12 yrs
54	Lalapet Kirana Shops	Kranthi Chicken Centre, HDFC ATM,	100	50	7.30 am to 8.30 am	15 yrs
55	Indiramma Nagar (Birappa Temple)	Birappa Temple, Markandaya Temple	60	-	8.00 am to 9.30 am	3 yrs
56	Bharath Nagar (Moula Ali gutta)	Big Tree, Small Kirana Shops, Near Gandhi nagar	110	20	8 am to 10 am	5yrs

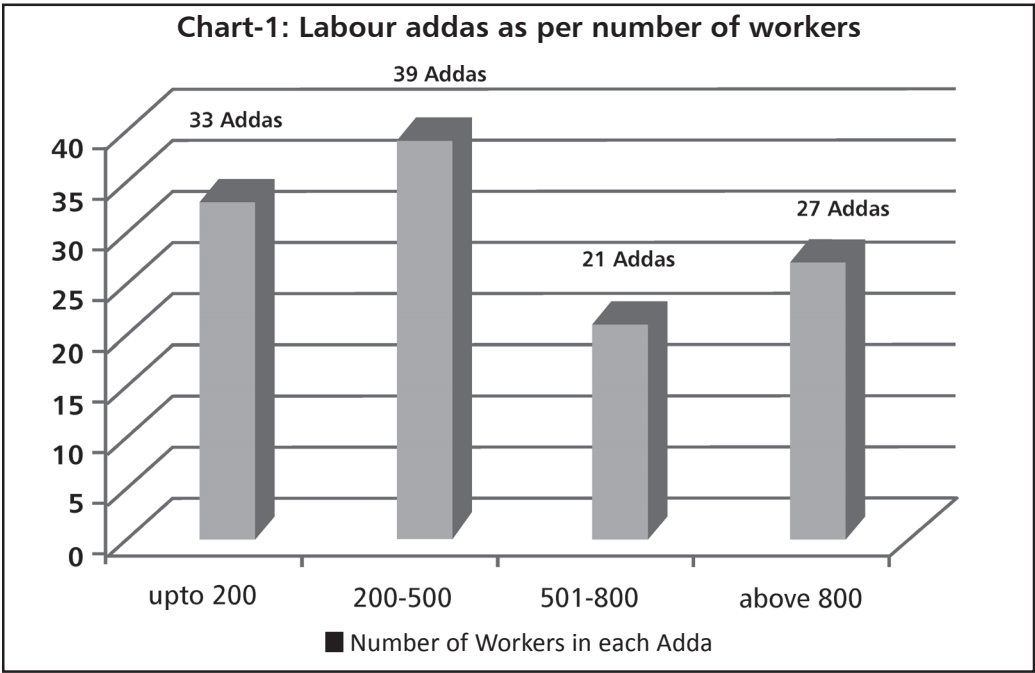
S. No	Name of the Adda	Adda Landmark	No.of Workers		Adda Timings	Adda in operation since
			Men	Women		
57	Ambedkar Nagar (Rail Nilayam)	Bharath Petrol Bunk wall, Near Govt Primary School,	60	-	8 am to 10 am	6 yrs
58	Himayath Nagar (shopping Mall Complex)	Near Jyothi Nagar, Shopping mall complex	60	-	8 am to 11 am	6 yrs
59	Liberty (Tiles group)	Signal, Near Tank Bund, Bharath petrol bunk	60	-	8.30 am to 10.30 am	15 yrs
60	Lakshmi nagar	Near M.C.H. ground	400	200	7.30 am to 9.30 am	20 yrs
61	ACS Nagar (Residential Place)	Bharath Petrol Bunk	100	50	7 am to 9 am	15 yrs
62	Padmarao Nagar (Skandagiri Temple)	Andhra Bank ATM, Skandagiri Temple	120	-	8 am to 11 am	10 yrs
63	Secunderabad (Old M.C.H office)	Govt. high School, Bus stop, Near Clock Tower	60	-	9.30 am to 10.30 am	10 yrs
64	Diamond Point	Opp Sri Madhu Medical and General stores, Mother India food court	200	150	7AM to 12PM	30 Yrs
65	Batukamma kunta	Opp. Corporation Bank & ATM	350	150	8AM to 4PM	40 yrs
66	Mahankali Adda, Secunderabad	beside Mahankali Police station	300	100	7AM to 1PM	40 yrs
67	Kalpana Adda	near Praga tools. Opp. Kalpana theatre	350	200	7AM to 2PM	20 yrs
68	Esamia Bazar or Nimboli Adda	Beside Ganesh Temple	150	70	9AM to 2PM	40 yrs
69	Prakash Nagar Adda	Opp. Hyderabad life traders, Kirana & general stores, Sanjeevaiah park	200	100	8AM to 2PM	25 yrs
70	Dayara market Adda	Sai Santhoshi Medical & gen Stores	500	250	8 am to 1 pm	40 yrs
71	Hashmath pet	Priyadarshini restaurant, Ambedkar Statute	200	0	07Am to 01 pm	15 yrs
72	Fish Market	Fish Market	200	0	07 Am to 01 pm	11 yrs
73	Mallapuram	V N R Garden, Bharat Petrol pump	350	170	08 am to 4pm	10 Yrs

S. No	Name of the Adda	Adda Landmark	No.of Workers		Adda Timings	Adda in operation since
			Men	Women		
74	Netaji Nagar (Kapra)	Netaji Nagar "X" Road Sainath Dental hospital	400	175	7.30am to 3 pm	16 yrs
75	H.B. Colony (Maula Ali)	Indira Nagar Indira Statue Mee seva	350	100	08 am to 2pm	21 yrs
76	Chiluka nagar	Vivekanand statue	250	100	7.30am to 12pm	14 yrs
77	Tarnaka	St. Ann's school near vijaya dairy	200	80	8 am to 2 pm	30 yrs
78	Dammai Guda	Dammaiguda chourasta Rajiv statue	350	100	8.30am to 12pm	16 yrs
79	Balaji Nagar	Gramapanchayat Jawahar nagar	300	100	8.30am to 12pm	20 yrs
80	Yapral	Yapral Bus Terminal Ambedkar statue	100	30	8.30am to 12pm	13 yrs
81	Nehru nagar (NFC)	Swagath Youth recreation Club	150	100	7am to 10am	20 yrs
82	Singareni huts adda	CPI Office	600	400	8am-12 pm	20yrs
83	Chilukala Guda	Chilukala guda Gandhi statue	250	80	9am to 2 pm	25 yrs
84	H M T Nagar	Hanuman temple, ANR Garden, Opp., SBI	300	150	8.30am to 5 pm	25 yrs
85	Skandagiri	Skandagiri Temple	160	0	9 am to 6 pm	25 yrs
86	Neredmet	Neredmet cross roads	300	100	8 am to 2 pm	20 yrs
87	Santhoshi mata nagar adda	Vinayak nagar bus stop	350	100	7.30am to 1.30pm	15 yrs
88	Malkajgiri	Gandhi park, Bankof India	250	70	8am to 2 pm	15 yrs
89	East Anand Bagh	Bus Stop East Anand Bagh	180	80	8.30am to 1pm	18 yrs
90	Bhagyanagar adda	opp. Fever Hospital	100	0	8.30am to 11.30pm	30 yrs
91	Ramanthapur adda	Ramanthapur public school, TV studio	300	150	7.30am to 2pm	15 yrs
92	Chandrayangutta	Omar Gulshan Function Hall	900	500	7.30 am to 2.30pm	20yrs
93	Baba Nagar Adda	Shalimar Hotel , Cake House	500	400	8 am to 12. pm	10yrs
94	Laldarwaja, Mode	Nehru Statue, Veg-market	900	300	5. am to 5 pm	15yrs
95	Madannapet mandi	SBH, Raghav Restaurant	600	400	8 am to 12 pm	15yrs

S. No	Name of the Adda	Adda Landmark	No.of Workers		Adda Timings	Adda in operation since
			Men	Women		
96	Tolichowki Adda	bake well cake house	900	500	7.30am to 2 pm	20yrs
97	Shivaji nagar Adda	Drainage bridge	500	300	7.30am to 11.30am	18yrs
98	Piran-e-pir chowarastha	International dental care hospital	800	400	7am - 1 pm	15yrs
99	Ghouse nagar, S.T.Colony	Primary health centre	800	600	6 am - 3 pm	10yrs
100	Chatrinaka X road	Chatrinaka Police Station	400	250	7.30am - 1 pm	20yrs
101	Thokathatti adda	Baragalli road, Palki garden	300	300	7am - 2 pm	20yrs
102	Hari Bowli Bela adda	Deccan Darbar, Café, Rahul Tailors	300	250	8 am -1 pm	10yrs
103	Bhavani nagar	Aslam Brothers, General store	350	300	7.30am -1 pm	15yrs
104	Chikkadpally main road adda	Sri padmavathi sales, Chitra Diagnostic centre	400	300	7.00am -1.00pm	20yrs
105	Rama Koti X road adda	ACP Office, Megistrate cafe	300	200	7.30am - 12.00pm	25yrs
106	Kishan bagh chowarastha	New Idiana café, Real foot wear	800	500	8.00am-2.00pm	18yrs
107	Begum bazar chetri	Hotel Yadav bhavan	600	350	7.30am-2.00pm	25yrs
108	Bandanaka X road, Edibazar	Lucky Spot hotel, Water tank	550	350	7.30am-3.00pm	20yrs
109	Malakpet gunj adda	Akshya hotel, Relience Show room	250	200	7 am-2 pm	20yrs
110	Dabeer pura Chaman adda	Alice café, Owaisi chowk	500	500	7 am -3 pm	20yrs
111	Gowliguda Chaman adda	Shiva bhavani hotel , GHMC park	300	200	7am-4 pm	20yrs
112	Lalitha bagh adda	Lalithamba temple, Rly bridge	300	250	7.30am-11am	15yrs
113	Arundhathi nagar adda	Hanuman temple	600	450	7 am-12 pm	15yrs
114	Kamala nagar, at Dilsuknagar	Sai baba temple, Magha theatre	600	450	7.30am-2pm	15yrs
115	LB Nagar adda	Chiana bazar, Anil world	1000	600	7 am-2 pm	10yrs
116	Balapur X road	SBI ATM, Moothut Finance	900	700	7 am-2 pm	15yrs
117	Saroor nagar adda	Ghandi staute, Durga bhavan hotel	500	400	7 am-1 pm	25yrs
118	Sagar ring road adda	Manda Mallamma function hall	800	400	5. am-12 pm	10yrs
119	Yadamma nagar adda	RTC Bus stop Circle	600	400	8 am -12 pm	20yrs
120	Bhoodevi nagar adda	Railway track & bridge	800	600	8 am-2 pm	20yrs

3.2 Findings of the Adda survey

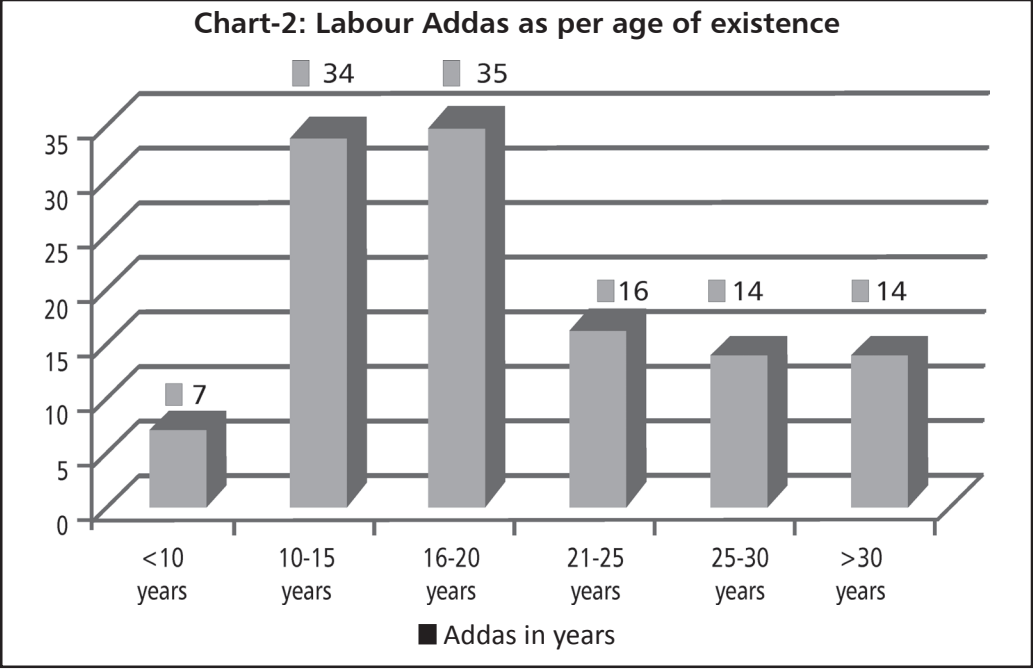
In our survey of addas in Hyderabad, we found those migrant populations who came mostly from the districts in erstwhile United Andhra Pradesh remained in the areas where they initially came and resided in the uninhabited areas, outskirts or in slum areas and permanently settled. Those who came from other states as construction workers could not get settled easily. This is because of 2 reasons, one that they mostly came as contract labourers for high end projects in which mostly male members migrated, and two, they found it difficult to stay in an area where Telugu is spoken much and they do not know either English or Telugu to get adjusted. This is because if a worker from Bengal or Orissa comes to Telugu land, his children need to study Telugu language or English in Private school which a construction worker cannot afford.



The findings (Chart -1) show that there are 33 addas in Hyderabad where the construction workers are less than 200 in each adda. We can also see that there are 39 addas in which 200 to 500 construction workers stay during morning till the noon. There are at least 21 addas where the workers are around 500 to 800, and there are a whopping 27 addas in Greater Hyderabad Municipal Corporation (GHMC) where more than 800 workers frequently come to each adda to seek their daily wage work.

Number of Addas and their age

Addas or nakas in cities originate and develop according to the demands of time and place. Over the years lot of new addas formed in Hyderabad and some have become extinct or ceased to exist.



The findings (In the chart-2) regarding the age of addas show that there are some (14) very old addas in Hyderabad which formed more than 30 years ago and they are still in existence and there are 14 addas which are 25-30 years old. As we see the development of infrastructure, be it Roads, Flyovers, Airport, Malls, Buildings etc in Hyderabad took faster pace since mid-90s and late nineties, we can see that the number of Addas formed during the last 20 years is more, and are to the tune of 76 newer ones out of 120 addas. Thus we can see from the data that around 63% new addas formed within 2 decades.

3.3 Observation and findings at Addas

- It is observed that after bifurcation of Telangana and Andhra Pradesh the business in real estate and construction sector has not been much enthusiastic. After the demonetisation the construction activities slowed down in and around Hyderabad. The addas now a days look not so vibrant as earlier. As we see in the morning at 8am, almost all the addas in Hyderabad a heterogeneous group of men and women with crowbars and shovels in their hands standing in clusters is a common sight. Thousands of labourers, who migrate from various slum areas to the nearby addas, are struggling to make both ends meet across 200 labour locations (‘addas’) in the city. They await holding lunch boxes for those who offer work, with anxiety writ large on their faces worrying what’s in store for them during the day. In all the areas it is seen that the prospective buyers (of work like supervisors of Hotels, mestries, builders and function hall representatives) will see that the worker is physically strong and healthy. Those who look dull, anemic and weak will be let down. And in any situation, if they get work they will be given less wages. It seems everybody

wait for their turn to get some work, but after 3 or 4 hours we can see that most of the construction workers (around 45%) hang around disappointed and only the lucky others get engaged. Once the hiring for the day is over, the labourers revert to their homes to come again hoping to get the work at least the next day.

- We observed that in Addas there are more than thirty categories of workers in this sector ranging from the mason, carpenter, plumber, tile worker, bar-bender, painter, electrician, stonemasons, carpenters, joiners, roofers, plasterers, plumbers, floor layers, etc. There are two modes of employment in this sector, those hired to work in various projects and those who go to the innumerable addas for being taken to workplaces for construction work. We have selected only the construction workers who stand at addas. Workers construct, maintain and repair buildings (residential, commercial, and other). Their jobs involve, constructing and repairing foundations, walls and structures of brick, stone and similar materials; cutting, shaping and finishing stone for building, ornamental and other purposes, as well as wooden structures and fittings; and general building maintenance tasks. . The problems of informal sector workers need to be addressed, and they should be made aware of their rights and entitlements and to make them participate in the decision making process. It is in this context that we conducted meeting on creating awareness addressing the problems of Building & Other Construction Workers.

We observed all the addas and will try to mention the conditions of addas in some of the areas in the following:

a) Kukatpalli area

Location: opposite Kukatpalli bus stop

Total workers: Around 250: Men-150, and Women -100

Situation as seen: There is no shelter, water facility and toilets even at the surroundings. Women workers feel uncomfortable. Women sit on the roadside as shown in the photos. They come to the Adda at 8.00am every day, and wait till 1.00pm to get work. Most of the workers are construction workers without basic services and they are ignorant of various schemes run by Building and other workers construction board. We have observed that of late out of 250, only 60 people are getting enough work daily, the rest wait for hours together and return to their homes. This adda is 15 years old

b) Yusufguda Area

Location: opposite Kukatpalli bus stop

Total workers: Around 500: Men –300, and Women -200

Situation as seen: There is no shelter, water facility and toilets even at the surroundings. Men has a pay and use toilet half a km away from here, and women do not have any toilet facility nearby. The workers start at 7.00am in the early morning hours daily, and we can see number of women sitting on the roads. There is also danger of accident on the road. This adda is 30 years old.

c) Moosa pet

Location: Janata Nagar, Moosapet Market near Municipal Office

Total workers: Around 1500: Men –1050, and Women -450

Situation: this is a very big Adda with a long stretch road, where one can see number of men and women seeking daily work throughout the road which is around half a km. Most of them are construction workers and related works. There is no shelter, water facility and toilets for both men and women throughout the area. Municipal corporation's scheme of Rs 5/- food facility is available.

But it is not sufficient for the entire worker population here. More than half of the workers are not availing this facility as the food is less. This adda is working for the past 25 years. Now the situation is that out of 10 people, only 4 are getting enough work daily. This area also lacks shelter, water facility and toilets.

d) MahaKali Temple Adda Secunderabad

Location: Near Bata bus stop

Situation: Area has no shelter, water facility and toilets for both men and women. The workers start at 6.30am in the early morning hours daily, and we can see around 250 men and 150 women standing on the roads. There is also danger of accident on the road as there is a curved road without speed breakers. There is also a place to build a shelter near the temple. Most of these workers are construction workers, and painters. Women will get around Rs 150 to 250 per day based on the demand and work. Men will get around Rs 250 to 400 per day. This adda is working for the past 15 years.

e) Chandrayana Gutta

Location: Chandrayana gutta X roads, near fly over

Situation: this area has around 1500 workers on daily wage. Among them around 600 are women, and most of them are single women. It is found that the wages for women are Rs 250-300 and for men the wages are around 300-400 per day. Most of them are construction workers, assistant maistries, brick loaders, helpers, Hotel workers, function hall workers and other mixed workers. This area is buzzing with workers as adda for the past 15 years.

As the adda is very big the workers come to the area as far as 3 km. there are large areas where we can have shelters built, and other facilities also provided, as the area has no shelter, water facility and toilets for both men and women.

3.4 Advocacy on facilities at Addas

As part of the campaign on provision of basic infrastructure and effective services for the construction workers and other marginalised urban poor for an inclusive city that respects their right to live and work with dignity, ActionAid India had series of meeting with different stakeholders which included NGOs, academicians, activists, labour department, and GHMC officials concerned. We met the then commissioner of GHMC Mr. Somesh Kumar and submitted our key demands regarding construction worker addas, which include basic facilities at daily labour addas (recruiting points), safe and secure shelters at addas, and other facilities for unorganised labour like toilet and water facilities at addas, and effective implementation of BOCW act.

It is in this context, that in the earlier year at the World Metropolis Congress, Mr. Nayani Narasimha Reddy, the Telangana State Labour Minister and Mr. Somesh Kumar, Commissioner of the GHMC agreed to identify labour addas across Hyderabad with an intent of providing basic facilities. As there was lack of available data on labour addas in the city, we started to survey the addas as well as to identify each adda according to the exact location and the services available at each adda. It will facilitate providing benefits to each adda easily and succinctly.

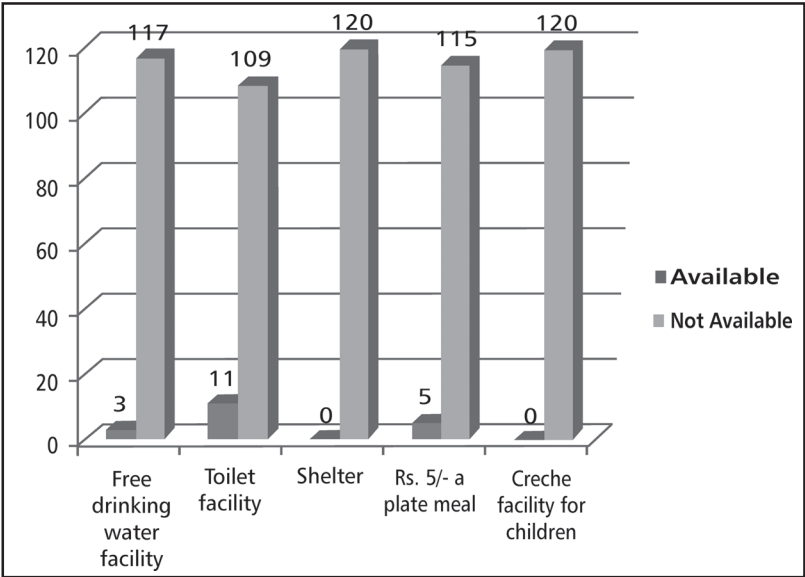
We created a form to be filled for each labour adda in terms of location, access to facilities and some details about the workers and the work. The finalized survey form gathered the following information

- Name of the Labour Adda.
- Location of the Adda in terms of a landmark.
- The operating time of the adda.
- The age of the adda.
- Places from where the workers come from.
- The kinds of work they do.
- Places where they get work.
- Access to Water, Food, Shelter and Toilets

Facilities at Addas for construction workers

Facilities at Addas	Available	Not Available
Free drinking water facility	03	117
Toilet facility	11	109
Shelter	00	120
Rs 5/- a plate meal	05	115
Creche facility for children	00	120

Chart-3 Facilities at Addas



During the survey of labour addas we explored the possibility of basic facilities in the form of infrastructure and services at all addas. The main basic things we focused on observing are: Drinking water facility, toilet facility, Shelter at Addas, Rs 5/- a plate meal and crèche facility for the children. It is astonishing to note that we could not find any single adda with all the facilities in our survey findings.

3.5 Mapping of Addas

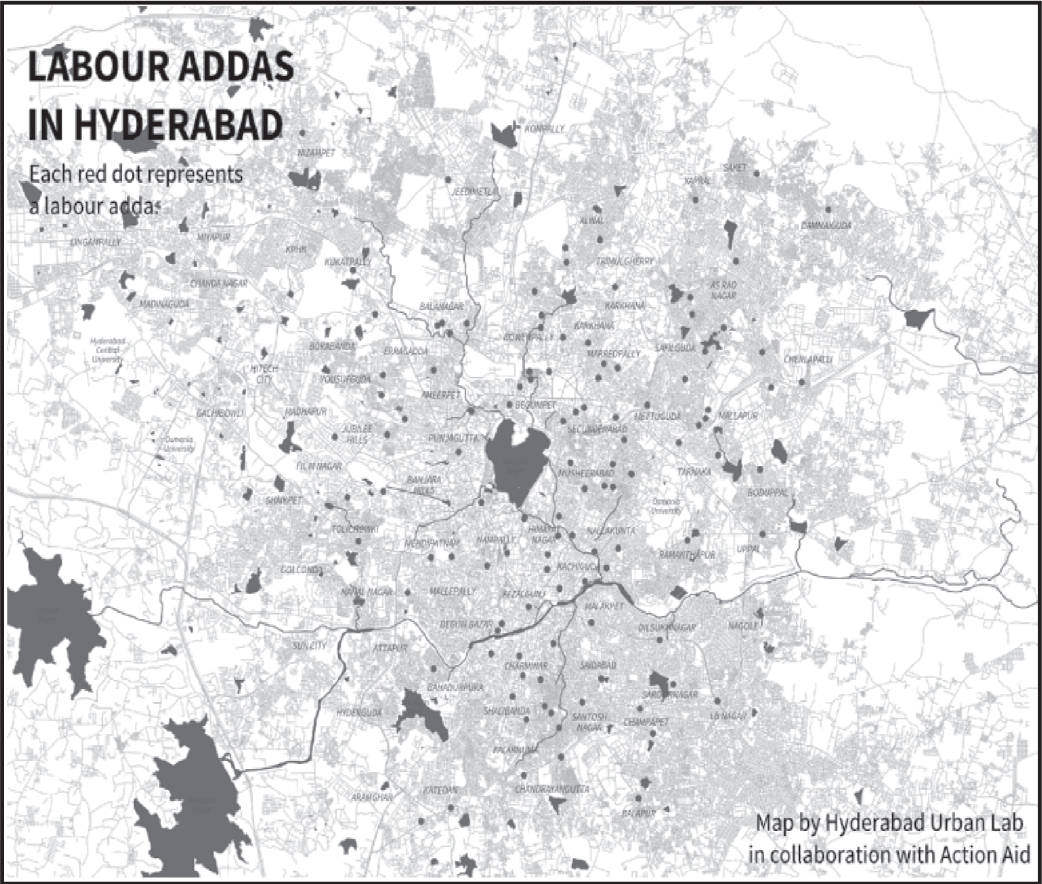
The task of mapping labour addas was done by Hyderabad Urban Lab which assisted ActionAid HRO, to create a spatialised database of labour addas in Hyderabad that would serve as a repository for them to target the labour addas accordingly. We had three clearly defined objectives :

- a) Identify locations of labour addas in Hyderabad

- b) Find out the basic facilities available to migrants in terms of access to shelter, toilets, water and food.
- c) Identify where the migrant workers come from (the districts and the city) and the kinds of work they do.

The survey form took care of Objective #b and Objective #c. However, how does one gather information about locations of addas, when there is no access to GPS (Global Positioning System) or smart phones.

Hyderabad Urban Lab developed a field atlas for Hyderabad using the amazing Field Papers, that divided the city into equal shaped printable maps. These maps were then distributed across volunteers into areas they would scout for. We marked the locations of these addas on the printed maps and filled in the survey details on the form. We facilitated the conversion of this knowledge into a formal database that can be used not only for research but for advocacy too. The main issues we can see from the point of view of labour addas are Lack of infrastructure, lack of basic facilities at addas, lack of awareness on BOCW Board schemes and entitlements.



Findings

- There is a need to add the Rs 5 /- food facility at all the Labour addas and the amount of food should also be sufficient to cater to the needs of all the workers.
- Now the situation is that out of 10 people, only 4 are getting enough work daily. On an average we found that a worker is getting 3 days work for a week.
- We found that there are 2 types of workers. One type is that who are picked up from residential area by the maistris, mediators, middle men. The other type of workers come to a prescribed place called adda some 1to 3 km near their homes.
- Most of the workers said that the daily wages have decreased from Rs 500/- to around Rs 350/-to Maistry, for helpers from 400/- to 350/-, and for women workers from Rs 350/- to Rs 300/- due to shortage of work.
- It is also found that lot of migrant workers are thinking about leaving the city as the work is not found and the demand is crumbling day to day.
- Making basic services accessible by improving infrastructure, basic services and connectivity such as reliable electricity supply, good roads and transportation services.

3.6 Awareness creation in areas of construction workers

The survey of addas led to the firsthand information regarding the areas of construction workers in Hyderabad. We initiated a series of awareness programmes in the slum areas, settlements and residential areas that concentrated the construction workers with the following objectives:

- 1) To identify the construction worker concentrated areas in GHMC
- 2) To create awareness of BOCW schemes among the workers
- 3) To enroll the construction workers in BOCW welfare board
- 4) To organize them and work on their rights and entitlements

For the past four years ActionAid Hyderabad Regional Office and its partner Organisation Shaheen Women's Resource and Welfare Association has conducted innumerable awareness programmes in 10 circles (out of 38 circles) in GHMC area covering around 25,000 construction workers along with involving labour officials of the circles concerned who have also actively participated in the programmes and are also a part of motivation for our work. Construction workers were made aware of various welfare schemes available to them at meetings organised by ActionAid HRO (Hyderabad Regional Office) and Shaheen Women's Resource and Welfare Association at various slum areas and Labour 'Addas' along with the Labour Department in

most of the twin cities zones. The workers were also motivated to register and renew their membership to facilitate easier access to the various welfare schemes.

Since January 2014 till November 2017, ActionAid HRO along with the its partner Shaheen Women’s Resource and Welfare Association conducted awareness programmes in slum areas and enrolled 10300 construction workers in Building and other construction workers welfare Board (BOCWW) in labour department circles 1, 14,17, 18, 19, 21, 23, 31, 33, and 34 (Bandla guda, Tirumal Ghery, Malkajgiri, Saroor Nagar, Yusuf Guda, Rasul pura, Warasi Guda, Balanagar, Fateh Nagar, Nizampet, Rajiv Gruha Kalpa, Karmika Nagar, Musheerabad, Safil Guda, Chandrayana Gutta, Bhavani Nagar, Talab Katta, Balaji Nagar, Moosapet, Nizampet, Shamirpet, Rampalli, Nagaram), and we also facilitated them to get as many cards.

Daily wages:

The findings in our latest wages that are given in the market in Hyderabad to day for the daily wage construction workers are in the following table

Daily wages of construction workers per day		
1.	Unskilled	Rs. 200 to 250 per day
2.	Semi – Skilled	Rs. 250 to 300 per day
3.	Skilled	Rs. 350 to 450 per day

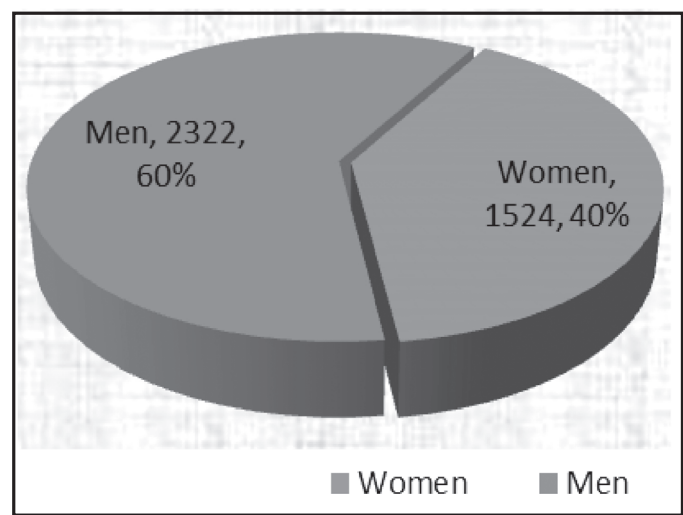
We have collated some data with 3846 construction workers in Hyderabad and analysed some of the indicators with which we can understand the conditions of construction workers, their problems and their issues of concern

3.7 Survey Findings

Total number of construction workers surveyed:

Gender	Total
Women	1524
Men	2322
Grand Total	3846

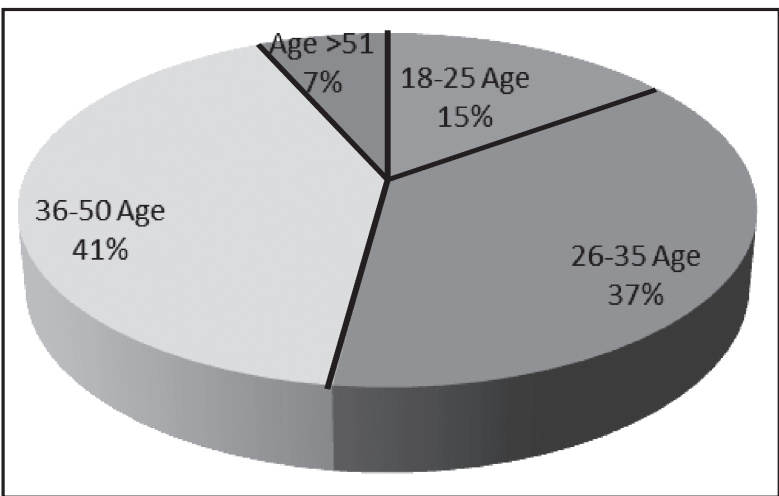
Chart - 4: women and men workers



Age group of construction workers

Age group	Numbers	Percentage
18-25 Age	575	15%
26-35 Age	1425	37%
36-50 Age	1590	41%
Age >51	254	7%

Chart - 5: Age group of construction workers

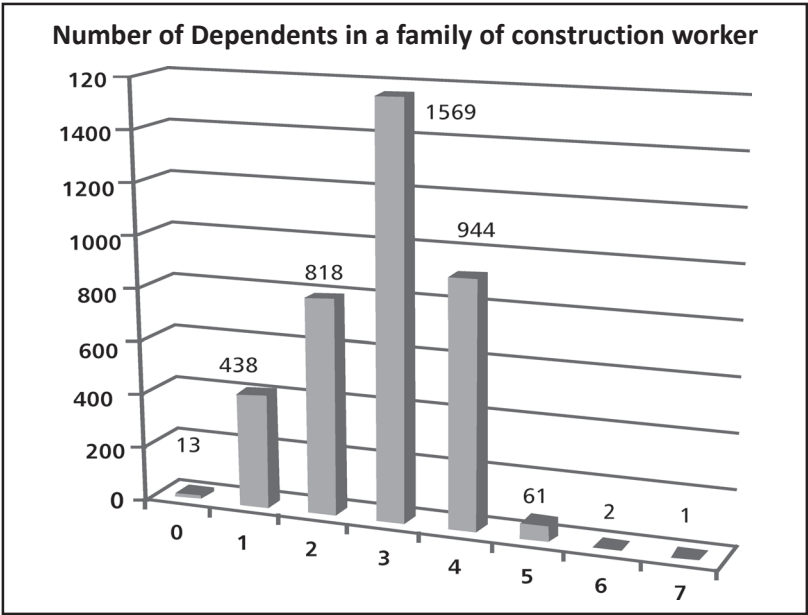


It is seen from the chart that out of all the workers around 80% of workers are in the age group of 26-50 years. But the age group which has most number of workers with 41% is 36-50 years, and the second group which is behind is 26-35 years which is around 37%. The least number of workers (7%) are in the age group of more than 51 years of age, which is obvious that as age increases, workers get retired and do not want to work in harsher conditions. Another interesting finding is of the age group of 18-25 years who represent only 15%. It seems in this age group that some are pursuing education and most of the women in this age group marry and have kids to look them after, and will be in the home or working as domestic workers or in other works.

Number of Dependents in a family of construction worker

No.of dependents	Total
0	13
1	438
2	818
3	1569
4	944
5	61
6	2
7	1
(blank)	
Grand Total	3846

Chart - 6: Number of Dependents

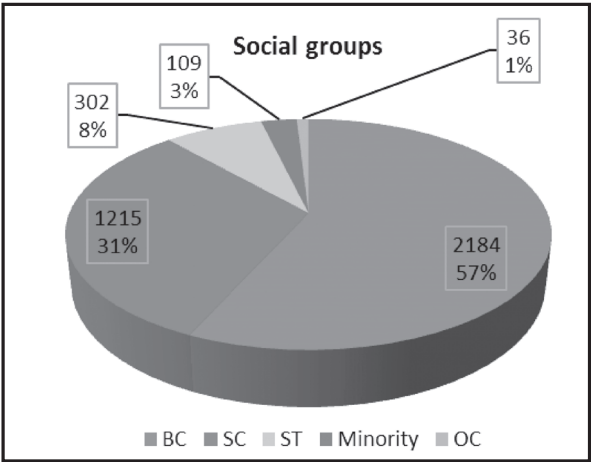


It is seen from the chart that there are an average of 3 dependents in a construction worker’s family. The dependents may include old parents, grand parents, mentally challenged/differently abled, children, etc. We can also see that there are as many as 7 dependents on a single person. As the dependents on a single person increases, the vulnerability in a family also increases considerably. As the construction work is fraught with dangers, it is in this context that every worker should know about the rights and entitlements that he or she is to get from the BOCW and other government agencies.

Social Groups among construction workers

No.of dependents	Total
Social Groups	Numbers
BC	2184
SC	1215
ST	302
Minority	109
OC	36
Total	3846

Chart -7: Social Groups

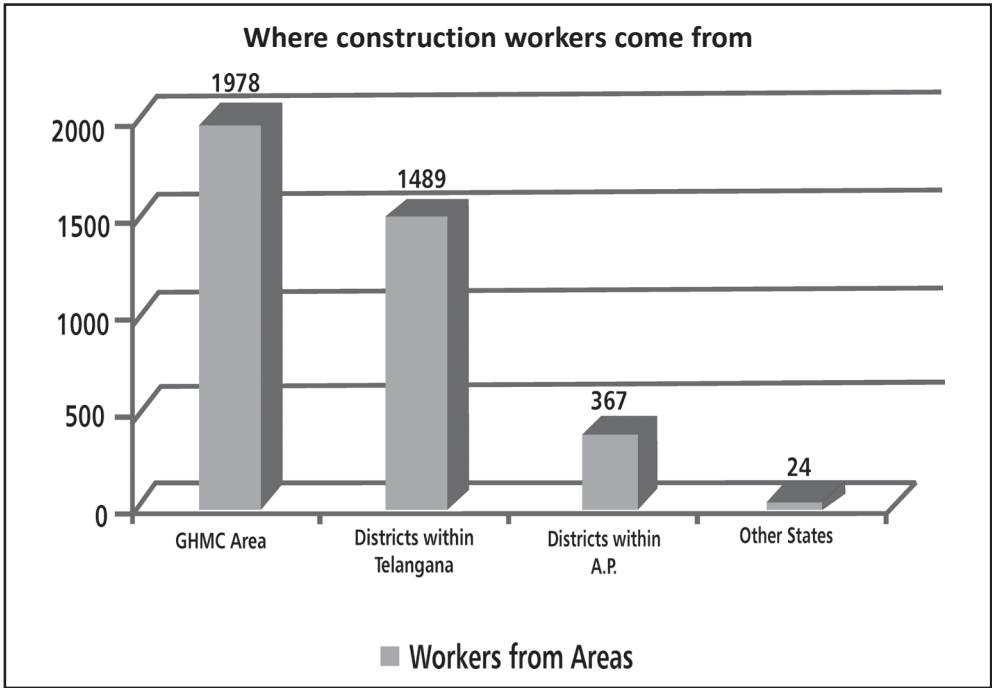


It is seen that in the areas we surveyed BCs (57%) and SCs (31%) formed a large chunk of population among the construction workers who amounted to 88% of the total population surveyed. So nearly 90% of the construction workers are from BCs and SC communities. The other group which is considerable representation is that of STs who formed 8% among them.

Area and Migration

S.No	Area of the workers	Number of workers
1	From GHMC Area (within Hyderabad)	1978
2	From Districts within Telangana	1489
3	From Districts within Andhra Pradesh	367
4	From other states	24
	Total	3846

Chart -8: Where construction workers come from



It is seen from the Chart that the workers who are from within the GHMC area are around 51% of the total workers. These workers are from Hyderabad who are migrants some 4 generations ago and more than that. i.e those workers whose grandparents or great grandparents settled here some 80 years or more than that period. The other category includes those who came from different district from within the erstwhile United AP state. We further divided them for the sake of clarity from which areas they have come from. We found that nearly 39% are from within Telangana districts (mostly from Mahaboob nagar, Warangal &Nalgonda) and some 9% are from the districts of Andhra Pradesh (Mainly from Ananthapur, Prakasam and W. Godavari districts). These groups of workers who are from the districts have settled in Hyderabad some 30 years ago and less than that period. There are other groups which are negligible 1% who came from other states like, Orissa, Jharkhand, Bihar and UP. The migrants from all these

states are especially working in big projects in Hyderabad and their number is very large. But we are trying to see the picture from the point of view of Addas and daily wage earners who work in small real estate ventures, and who go back to their home in the evening and not from the point of view of migrant workers working in bigger construction projects who come from various states mentioned above.

Several families of poor landless farm workers and marginal farmers who cannot find work have migrated to urban areas but they have strong links with their villages. They are prepared to do any kind of labouring. The construction workers work either under a contractor or freelance by standing at “*addas*” (on the street) where they try to attract trade. If they work freelance then the men earn roughly Rs 350 per day and women earn Rs 200 a day. Although the wages are reasonable, work is not available every day and mostly they find the work on an average three working days a week. Working under a *mestri* gives them more days of work but they complain that they are exploited by *mestris* who take a 15% cut of the wages. Even if such labourers have been in the business for several years they may continue to depend on contractors because they lack the contacts, education and confidence to find work and negotiate contracts. In addition, their caste makes them prone to multiple forms of discrimination so that they can rarely break out of their traditional station of working under someone on exploitative terms. Contractors routinely flout the many regulations that are meant to give labourers security and basic provisions. Several families choose to leave their women behind because living conditions for new migrants in the city are difficult, particularly getting access to drinking water. Accidents, sexual exploitation and disease are major risks. Workers work for long hours and get meagre wages. Construction workers are mostly uneducated and migrant who sweat it out in places without any facilities and safety equipment. Frequent accidents snuff out the lives of these workers or cause serious injuries to their bodies. It is in this context we started working on their access to BOCW schemes.

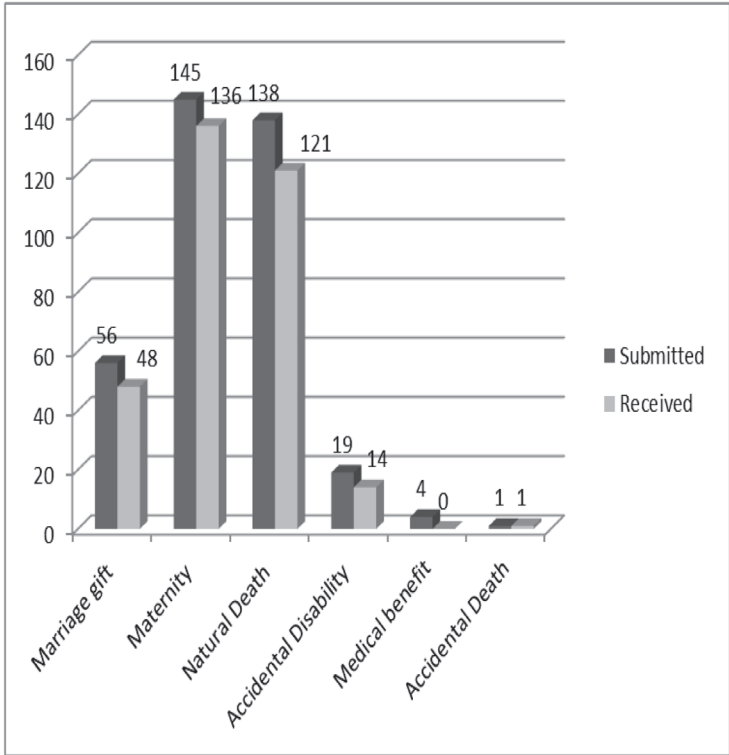
3.8 Access to BOCW Schemes

As per the provisions of the Building & Other Construction Workers (RE&CS) Act, 1996, every building & construction worker registered as a beneficiary under this Act is entitled to avail benefits under various schemes formulated by Telangana state Building & Other Construction Workers Welfare Board. are being provided to the registered construction workers

After the drive to enrol construction workers, the following welfare schemes have been applied for the benefits to construction workers and followed it up extensively with the labour department and facilitated the access of certain schemes. Among all the benefits applied for the entitlements to Maternity and natural death is the most.

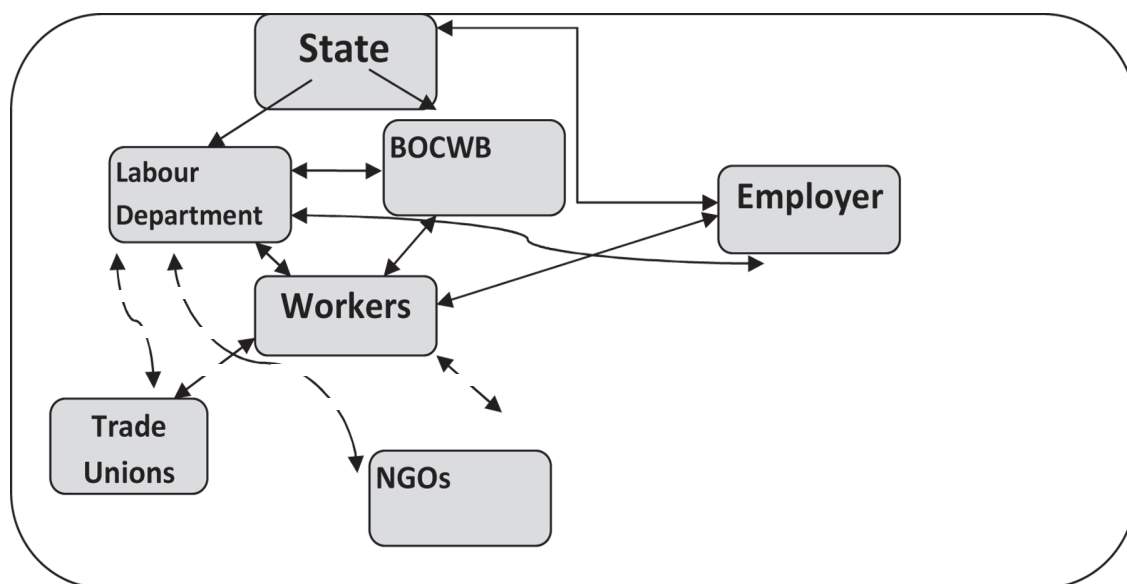
The scheme	Submitted	Received till December 2017
Marriage Gift	56	48
Maternity Benefit	145	136
Natural Death Relief	138	121
Accidental Disability	19	14
Medical Benefit	04	00
Accidental Death	01	01

Chart - 9: Access to benefits



Labour department – its functions and roles

The diagram below shows the interrelation between state, labour department, employer, employee, NGOs and Unions. (In the below diagrammatic representation, the Trade Unions and NGOs are outside agencies who facilitate the registration of construction workers, work for accessing benefits and other issues of construction workers)



For speedy disposal of the claims, the Government of Telangana has delegated the powers of the TBOCW²² (Telangana Building and Other Construction workers) Welfare BOARD to all the Deputy Commissioners of Labour (DCL) for settlement of the claims. Funds were allotted to the DCL for payment of the claims to the Beneficiaries.

A District Screening Committee comprising the officers of the labour department and Employees representatives, Employers representatives were constituted in each District for scrutiny of the claims. The Dy. Commissioner of Labour is the Chairman of the Committee. The Asst. Labour Officer presents the claims before the Committee for scrutiny. On the recommendations of the committee, the DCL will release the cheque to the beneficiaries / dependents.

BOCW BOARD COMMITTEE consist of the Minister of Labour as the Chair person, Secretary of labour as the Executive Member, Commissioner of Labour as Member Convener, a Representative of Government of India who is nominated by the Central Government, 2 workers from Unions as Electorate Members and 2 builders as Electorate Members

There are 2 functions of BOCW Board. One is Formation of Schemes and the other is Financial Management

The functions of Labour Department include implementation of labour act 1996, collection of CESS, creating awareness to Building and Other Construction Workers and Registration in the board, issuing ID Cards to workers, sending claims and enquiries to the Board.

²² tsbocwwboard.nic.in/procedures-sanction-benefits accessed on 22.12.2017

a) General functions of Labour department

I	Maintenance of harmonious Industrial relations by resolving industrial disputes and facilitation of fair wage settlements through conciliation and adjudication.
ii	Promotion of Welfare and Social Security of workers by implementation of schemes of A.P. Building and Other Construction Workers welfare Board, A.P. Labour Welfare Board and A.P. State Social Security Board for Unorganized Workers .
iii	Securing safety, welfare, specified working hours, weekly and other holidays, leave, appointment letters, identity cards etc. to the workers by implementation of 22 Central and 4 State Acts.
iv	Fixation, revision and ensuring payment of Minimum Wages to the workers in 73 Scheduled Employments.
V	Settlement of claims for wages, Employees' Compensation, Gratuity, Bonus etc., for workers through summary quasi-judicial proceedings.
Vi	Registration and Licensing of Establishments and collection of labour welfare fund. Registration of Trade Unions. Rescue and release of child labour. Certification of Standing Orders for Industries. Assessment and collection of Cess from construction works. Registration of building and other construction workers.Registration of unorganized workers.

b) Statutory Functions of labour department

i	Labour Acts implementation.
ii	Conciliation under Industrial Disputes Act.
iii	Quasi-judicial under Minimum Wages Act, Payment of Wages Act, Equal Remuneration Act, Payment of Gratuity Act, Shops and Establishments Act and Employees Compensation Act
iv	Registration of Trade Unions.
v	Registering/Licensing of Shops, Establishments.
vi	Certification of Standing Orders.
vii	Collection and assessment of Cess from construction works.
viii	Registration of building and other construction workers and unorganized workers.

In the next chapter we shall discuss the problems and issues of construction workers in Hyderabad, the problems construction workers are facing, the awareness, enrolment and card distribution to the workers, the implementation of different schemes under BOCW and accessibility of benefits to the workers.

Chapter -4

CHALLENGES AND PROBLEMS OF CONSTRUCTION WORKERS

4.1 Introduction

It is reported that there are lot of issues in the disposal of claims for construction workers. Right from delay in registering them as workers to giving them identity cards to applying for the entitlements to releasing the cheques to the beneficiaries. Most of the construction workers are semi-literate to illiterate people who do not know the schemes, and so it is difficult to access them whenever they need support. The middle men do exploit them and it is noticed that the cumbersome procedures and delay in the delivery mechanism is having debilitating effect on the lives of the construction workers.

India's thirty million construction workers are literally the builders of modern India. They build airports, railway tracks, roads and highways, which connect the entire Indian sub-continent spanning all its expanses and diversities. Construction workers are the spine of the economy as they construct the infrastructure needed for industrial growth. In a globalising economy, it is they who are constructing the new economic zones, mega malls, the IT cities, and that are creating new forms of wealth today. The same construction workers who build innumerable buildings face countless problems and they are unable to secure adequate daily wages. At least half of them fail to secure day-long work. In this chapter we shall discuss some of the problems and challenges construction workers are facing.

4.2 Issues of construction workers

a) Problems at home

Many workers are not getting enough work. The daily wage workers go to addas in the morning at dawn and most of them return home empty-handed after waiting till 1 pm on lean days. They point out that the work has been decreased now and there is less of human work following increasing use of machines as a consequence they are not getting work now. The workers mostly live either in small huts or rooms with tin-sheet roofs, paying rents ranging from Rs 1500/- to Rs 3000/-. Many who have chosen to take up labour work are doing so after having incurred debts for educating their children, performing marriage of girls, taken loans for health of family members, buying land and constructing houses.

It is observed that some of the construction workers have bad habits, misunderstanding, argument with partners, stress related problems and physical health problems. Again, when absence of social security increases the following nodes namely, work for more number of hours, staying away from home, skin problems, sexual behavior & sexual health are in indeterminate states, whereas misunderstanding, addiction of drugs, argument with partners, stress and health problems will increase.

b) Problems at work

During our interactions with the workers some of them have raised serious concerns against the working of Mestries. A Mestry (An experienced skilled mason who turned as contractor and mobilised a team of specialized workers) who engage the labourers don't pay them wages at once. They pay for four days in a week, keeping the balance amount. They had to face harsh expletives of the mestries. If the workers press for total payment they are not called for work again. The workers have to face humiliation and continue to work, as they can't afford to starve. Although engaged for a wage of Rs 450/- per day, the workers are paid only Rs 350/- by the employer. For women it is as low as 200 only for a full day's work.

We also found that some Mestries deliberately hold the money for a long time to earn some interest for the money. Another reason is even if the mestries receive the money earlier itself, they do not pay the workers in full straightaway, to assure themselves that workers will not leave the project before it is finished. That is the reason why the workers are rarely fully paid for their work before the end of the project.

Some of the work related risks are injuries. Construction work involves hard labour and operation of heavy equipment. Accidents also occur frequently, especially among poorly trained and inexperienced workers. Injuries do occur when workers are forced to work under unsafe environments unaware of the danger of such conditions.

c) Augmented health risks

- Due to congested and swarming dwellings with pitiable conditions of sanitation and reduced amount of water, workers especially women are at high risk of contracting infectious diseases.
- They are susceptible to occupational hazards and increased risk of HIV/AIDS.
- Those workers who live especially in shanty non-notified slums in the city face poor access to infrastructure facilities as well as health services.

d) Identity as construction worker, access to entitlements and services

When these 'adda' labourers are injured at work sites no ex-gratia is paid to them if they do not have ID cards issued by the BOCW, as those who engage them and the 'mestries' and the labour department is not bothered about their welfare, without meeting their treatment expenditure. It is in this context that the awareness programmes have been conducted by ActionAid HRO in most of the slum areas and addas concentrated by construction workers.

- If a construction worker does not possess identification card, it will adversely affects access to all the entitlements he or she can accrue from the BOCW in the form of entitlements.

- Absence of any other identification and documentation like ration cards, aadhar cards including PDS, financial services etc.
- Absence of any political status and voice at their destinations as a result of which the seasonal migrants are largely unserved and unattended.

e) *Skills, wages and social protection*

- unskilled and semi skilled construction workers and women workers are vulnerable to low and uncertain wages, unstable jobs, no social security, no legal aid and even bondage in several work sectors.
- The unskilled and women workers have restricted opportunities to upgrade skills as a result of which they face early stagnation plus involuntary and early return.

f) *Rapid Mechanization*

Introduction of new technologies as well as rapid mechanization into the construction sector are reducing employment opportunities for unskilled or semi-skilled workers, particularly women. As a consequence there is a considerable reduction in women in this sector

4.3 Problems of Women in construction sector

Women construction workers generally live and work in appalling, often dangerous and unhealthy conditions, usually without basic sanitary facilities, in the shanty towns of urban areas. Access to sanitary facilities is frequently a problem on a new construction site. Temporary facilities are usually unisex, often without privacy, and generally not very well maintained. Sometimes there are no sanitary facilities available for women to use. Due to the lack of facilities, women report that they avoid drinking water on the job, risking heat stress and other health problems.

Nevertheless women construction workers, who are crafting the base of the new economy, themselves live in a time warp, confined in low skilled, low paid, vulnerable working conditions, bound by feudal working relationships, often literally in a type of bondage. More than one-third of all the construction workers are women living under deplorable conditions. In addition to the primary safety and health hazards faced by all construction workers, there are safety and health issues specific to female construction workers. The alarming expansion of this sector, in recent times, has adversely affected employment and income security for the larger majority of the workforce, along with a marked reduction in the scale of social welfare / security programme especially for women.

Some young and middle aged women face worst exploitation both financially and sexually. There are instances where some of them have become victims of misbehavior after being taken to a remote area in the guise of work. Later unable to face the humiliation there are

cases where the women committed suicide. Sexual harassment in the workplace is not only an equal employment opportunity issue but is also increasingly recognized as a safety and health issue. While the problem of sexual harassment is gaining increased attention in all workplaces and civil rights remedies are more aggressively pursued, many are beginning to see it not only as an issue of employment discrimination but as a real workplace safety and health issue as well. Personal protective equipment and clothing, inadequate information, and the lack of education and training, about workplace safety and health greatly concern women workers and lack of support for workplace training. We have also seen some instances where some elderly women are fighting a bitter struggle to clear loans, using their wages. They are burdened with feeding their old husbands, grandsons and grand-daughters following the death of their sons. We have also noticed some elderly couple after spending '2 or 3 lakhs, taken as loan, for their daughter's marriage, are unable to pay back the amount as the compound interest is increasing day by day and they do not find much work to earn, and if they do get some 15 days work in a month, they are burdened with the issues of household expenses resulting in lack of saving and eventually facing an increasing debt burden.

Construction workers especially women had to face harrowing time when their children fell sick and had to go for treatment in private hospitals. They are demanding improvement in facilities in State-run hospitals and intervene in solving their problems, by meeting the expenses incurred in getting treatment for ailments. It can be said that Construction sector in the present conditions do not help women provide basic income and social security necessary for alleviating socio-economic conditions. Without appropriate policy environment and effective implementation, it is difficult for the benefits of economic growth to reach these categories of workers.

4.4 Issues in Labour department

There are problems of managing construction Sector and regulation of its system i.e to strengthen its institutional capacities and weak enforcement of policies. The government has not made enough efforts in formulating new policies aimed at improving the productive capacity of the sector through trading, skill acquisition, technology upgrading, and financial assistance. The government has not developed and established a database of construction workers for the purpose of providing all necessary information for planning and research purposes in relations to the sector.

Ex-Union Minister of State for Labour and Employment Bandaru Dattatreya²³ says "it is shameful that both the Telugu speaking States used cess collected for labour welfare for foreign tours, buying luxury cars and even refreshments. The Telangana and Andhra Pradesh governments failed in utilising the one per cent cess amount collected from buildings and other construction

²³ 'Fund misuse slur on Telangana and Andhra Pradesh', The Hans India, May 16,2017, Hyderabad

projects for the welfare of the construction labour”. This was stated against the backdrop of the Supreme Court observations on the issue and its directive to the State governments to spend the same without fail.

Speaking to the media, the Union Minister of State for Labour and Employment Bandaru Dattatreya said it was the duty of the State governments to spend money on such welfare activity. Unfortunately, the AP government had collected Rs 1,153.61 in three years after the bifurcation of unified State but had spent only Rs 205.46 crore on labour welfare. The Telangana government had collected Rs 443.12 crore out of which only Rs 98.69 crore was spent for the welfare of labourers. A total of Rs 31,762 crore had been collected countrywide through the cess by the State governments, but only Rs 6,000 crore had been shown as spent on welfare activities. Action would be initiated against such violations, he warned.

4.5 Problems in getting ID cards

- It is a huge task for the ignorant and illiterate or semi-literate construction workers to achieve the ID Cards and to get into some social protection mode. In our survey, we found that firstly most of them do not know that such a card exist. Secondly there are instances where they have cards issued by some unions, but they do not know that it is not the BOCW card issued by labour department, and if something happens, they will not get any claims.
- The process of getting ID card is very cumbersome and time consuming. A daily wage labourer in a city like Hyderabad cannot afford to go to a far away place to the labour department in an auto or a bus and risk a day’s wage to get an application form for applying to get an ID card. Most of the times it so happened that we found there are no forms available in the department as they have to get them printed. The workers cannot afford to go to the labour office again as they feel that the forms may not be available again if they go to the office after losing their daily wage.
- The worker has to fill the form and have to append all the attachments needed like id proof, ration card, etc and has to head for a bank to get a challan, from there the worker has to go to the labour department office and has to submit all the documents. This is really a hard task for an illiterate and uninformed worker. Later the worker has to wait for months to get the card. There are some cases where the workers did not receive their cards even after an year.
- The workers have to frequent the labour office in the hope that they will get their cards. This will also take lot of time of the worker and the daily wage also. It results in Lot of time spending at labour office.

- Some of the ID cards were either missing, or there are spelling errors in names, or some ID cards have names of relatives changed, some ID cards have wrong photos, and dates changed.

4.6 Problems in claiming benefits

S.No.	Claims	Problems in Availing benefits
1	Accidental death	1) The requirement of a Certificate from the Hospital where the deceased was treated is essential. ALO of the area concerned has to do prompt enquiry and coordinate with the labour department of area concerned. But this is not happening 2) There are cases where the deceased construction worker is dead in Hyderabad and he/she is from other district and if buried in the district, A certificate from the district is to be produced by the ALO of the district concerned and has to do prompt enquiry and coordinate with the labour department at Hyderabad. This is been delayed.
2	Maternity benefit	1) Claims to be possible only after one year after the issue date of id card. if the child is born before that period they are not eligible.
4	Marriage gift	1) Claims to be possible only after one year of the id card
5	Natural Death	1) ALO of the area where funeral has done has to give an enquiry report The death certificate of a deceased, ALO of a particular area need to give consent
6	Medical support	1) It is not being considered now
7	Funeral expenses	1) If the funeral of a worker takes place in a place other than where death occurred, expenses the Enquiry report for the claim is getting very late, and their funeral expenses claimed is delayed much.

Other findings

1. The settlement claims are Processing very late from the labour Department
2. If a construction workers suffers accident/death in other places, Enquiry report is delayed
3. We have to put our best efforts and lot of time need to be spent for little info/ application/ submission/entitlement at labour office

4. Regarding Accidental injury, the officials accept only 90% disability which is only 3 lakhs (but whereas it needs to be 5 lakhs in Telangana)
5. The amount for accidental injury for disability has not been specifically earmarked from 15% to 85% of the disability
6. Medical treatment for accident has not been clearly spelt out in the policy. How many days a labour need to be hospitalized is not mentioned
7. Natural death – If a person dies in Hyderabad and cremated in another district Mahbubnagar (for instance), he should get death certificate from Mahbubnagar, and ALO of Hyderabad area to give letter for inquiry to Mahbubnagar ALO. And he has to do enquiry and report to Hyderabad area ALO.—the process is not followed and taking lot of time
8. Accidental Disability – If a Hyderabad worker suffers accident and gets disabled in another district Mahbubnagar (for instance), he should get certificate from Mahbubnagar, and ALO of Hyderabad area has to take initiative and give a formal letter for inquiry to Mahbubnagar ALO. And he has to do enquiry and report to Hyderabad area ALO. This process is being delayed.

CHAPTER-5: CONCLUSION AND KEY RECOMMENDATIONS

Conclusion

ActionAid India Association anchored this study on construction workers in Hyderabad which succinctly incorporated the essential elements, and generated evidence in the urban set up on the profile and conditions of addas and the issues of construction workers and brought forth the ensuing recommendations for policy advocacy. The findings significantly unravelled the problems that exist in construction sector with a distinct focus on construction workers in terms of their awareness and accessibility of different schemes of BOCW and how to improve the social security of informal workers in India.

Energies to draw attention to recognise the problems of construction workers are two fold – (a) research and advocacy on the issues of construction workers and (b) grassroots mobilisation for policy reform in the area of social security, with a focus on workers’ rights. Efforts have been made in convening diverse stakeholders including government, public representatives, practitioners, researchers, activists concerned with labour rights issues, in order to converge the discussion on the social protection in line with Sustainable development goals and other emerging global paradigms.

NGOs have contributed to policy-making on critical issues. Over the years some of them have shown exceptional capacities, expertise and credibility in terms of accountability, transparency, and ability to address equity concerns. These have resulted in a growing acceptance in the government and international community regarding their performance and have given a favourable global opinion of the NGO sector about their legitimacy in policy issues. NGOs with their grass root strength and networks many a times proved to be more than groups of individuals organized for multiple reasons that include human aspirations and global interests that prevailed over the search for the common good, and while they remain as key players in the development arena globally, they have to work with policy makers to get the solutions favourable to the issues concerning the rights of informal workers.

The findings offer an interesting data and analysis of the work done on the rights and entitlements of construction workers and there is a need for policy processes to be facilitated with state actors, and suggest the opportunity for more studies to follow. It should bring together researchers, NGOs and policy makers to discuss ways in which information-based research can best be utilized in policy making. There tends to be a lack of communication between researchers and policy makers. Policy makers are not always informed about ongoing research and researchers often lack knowledge of the most pressing policy questions that they would need to make their research more relevant.

Research findings can only be used as an input to plan, design and frame development policies if NGOs, researchers and policy-makers cooperate closely to understand specific needs of construction workers, ensure relevance of issues, and improve communication, dissemination and implementation of the research recommendations. An environment has to be created which contributes to this process by providing room for discussion to researchers and policy-makers, and generate ideas and recommendations around the rights and entitlements of informal workers.

Policy-makers, on the other hand can involve NGOs, Researchers, activists while forming multi-sectoral committees or policy forums where the stakeholders can discuss national development strategies and priorities. They can take the initiative to Involve NGOs and researchers in policy-making process and policy consultations. This arrangement can not only involve various stakeholders in a participatory mode of deliberations and consultations but it also minimises the risk of taking policy advice from one source only as good policy makers tend to look into various dimensions before finalising the policy framework.

Based on the above findings, we would like to suggest some measures for ameliorating the grievances.

5.1 Recommendations for Effective Implementation of Existing Policies

A. Spreading awareness of rights and entitlements of construction workers

- The labour department has to conduct Awareness programmes in all areas where construction workers live, and at work sites and at addas as we found that most of the construction workers are illiterate and ignorant, and are unaware of the schemes of the Board of construction workers (BOCW); As a consequence they do not apply for registration and get themselves covered under social protection. Hence there is an urgent need to create awareness on the rights and entitlements of construction workers. The department of labour has to regularly conduct membership drives for the construction workers, enroll them and cover them under social security provisions
- The department should have to open labour facilitation centres at addas to create more awareness on their rights and entitlements and also on other government schemes.
- There are lot of instances where the workers went to the labour department for application form and they did not get it. The labour department should have enough application forms at any time to cater to the needs of workers who come to the department for application, and they have to see that none of the workers should ever return empty handed without application form.

²⁴ Rina Agarwala, *India's Informal workers and social protection*, April 11, 2011, in <http://casi.sas.upenn.edu /iit/agarwala on 14-1-2014>.

- IEC material will be printed to create awareness. IEC material to be distributed at labour addas, construction sites etc.
- Community meetings will be organized for Community mobilization and informed awareness.
- Capacity building of CBO leaders and laborers who can further facilitate the process of registration for their fellow workers.
- To create awareness on their rights and entitlements street play & pamphlets/poster distribution, Jataras etc will be organized at labour posts, slum areas and construction sites

B. Facilitation of registration of construction workers

- This will be facilitated using a three pronged approach
 - i) Reaching out to the construction workers at labour addas.
 - ii) Reaching out to the workers at construction sites.
 - iii) Reaching out at their place of their habitation.
- Establish workers information centres/ registration desks that will facilitate the registration process for workers. These centres will also help workers to access and apply for welfare benefits in collaboration with the labour department.
- Engage with NGOs working on construction workers and conduct joint camps with labour department and BOC board for registration and facilitation in getting the benefits of schemes.
- Appoint registration facilitators at all places (addas, residence and work sites) who will support the workers in getting required documentation (experience certificate, photo etc.) to enable registration.
- Have enough application forms printed in the first place. issuing id cards fast from the labour department

C. Create transparent monitoring and evaluation processes

- The labour department should engage other stakeholders, NGOs, Unions to ensure programmes are implemented effectively. Regular meetings will be organized with Labour Minister, Labour Secretary and Deputy labour commissioner for better implementation of BOCW schemes.

- State Level Conventions have to be organized to plan and interface meetings between workers and government officials wherever possible.
- Constitute District level monitoring Cell with NGOs, local leaders & workers for better functioning of welfare board.
- The Labour Department should ensure that Registration of the employer should be made on mandatory basis.
- To understand more about welfare measures for informal workers, government should commission studies which can trace out and compare functioning of different aspects on the institutional structure, framing rules and regulations, different schemes and entitlements, effectiveness, or gaps in implementation of schemes, best practices from other states and countries.
- Poor human capital base (in terms of education, skill and training) as well as lower mobilization status of the work force further add to the vulnerability and weaken the bargaining strength of workers in the informal sector. Thus, the sector has become a competitive and low cost device to absorb labour, which cannot be absorbed elsewhere, whereas any attempt to regulate and bring it into more effective legal and institutional framework is perceived to be impairing the labour absorbing capacity of the sector.
- It is imperative that when the government has been playing the role of just a provider of some sops to the informal sector, the NGO sector need to play a major role as facilitators. It is also to be seen the shrinking power of conventional trade unions to protect workers in the contemporary era of neoliberal globalization²⁴. Moreover, they argue, informal workers are unable to organize given the decentralized structures of their work and the growing popularity of decreased state intervention in labour rights.
- Substantial scope exists for GOs to benefit from NGOs' group-organizing skills. Some instances available offer broader lessons on ways that NGOs and extension services can work in a mutually reinforcing fashion. Predictably enough, it is the group-organizing and human resource development skills of NGOs which have tended to complement the technical skills and facilities available to government. Less predictable are the types of interaction that might evolve in specific settings: much appears likely to develop on an ad hoc basis in response to the individual characteristics of NGOs and the settings in which they work. However, it is becoming increasingly clear that a formal forum is required for certain types of interaction, including training, the joint planning of research and extension agenda, and securing the rights of informal workers.

D. Facilitate access to benefits

- Welfare benefits are delivered very late or not at all, resulting in increased vulnerability of workers and dependents. Therefore the labour department should ensure a complaint mechanism to be made for the late delivery of welfare benefits to the aggrieved workers or their dependents.
- To construct adequate Shelters for workers (men and women) at the addas as safety for rain, heat and other problems at appropriate places near the addas.
- To construct free toilets for both men and women
- To provide drinking water facilities at the addas.
- To provide Rs 5/- plate food to all the workers at each adda every day
- To construct a small room for crèche facilities for the children of workers in each adda wherever there are more than 150 workers (it can be run like a mini Anganwadi to be facilitated by an NGO)
- To provide a mobile vehicle for the medical checkup with free medicine with a doctor (preferably lady) to visit atleast each adda once a fortnight.
- To form an advisory committee to address the issues of workers (especially women's issues, appropriate wages, regular work etc) for providing them security and to reduce grievances.
- To initiate a toll free 24X7 helpline for the unorganised and construction workers, for solving workers' problems.
- State government must categorize all the Unorganized Workers, and enact Unorganized Sector Social Security Act-2008 to protect rights and provide entitlements for all unorganized workers in the state.
- Fixing the minimum daily wage of unskilled unorganized worker at Rs 500/- per day.
- Recognizing and Regularization all the Labor Posts (adda) in the state.
- The migrant workers should be given identity cards at the migrated place, and they should be made eligible for all the schemes of the government at the place of their work as citizens. If any untoward incident happens to them, government should take care and responsibility for their well being.
- All types of petty occupations, Artisans, Vendors should also get into the list and workers to be included in informal sector act

- We request the state government to allocate necessary budget for covering millions of these workers under a minimum social security schemes like accidental insurance, health care, maternity benefit and pension.
- Skill development of men and specifically women in construction workers should be given priority and government has to allocate more funds for it.
- Investigate the abuse and exploitation of labourers by agents and employers, and prosecute them.
- Adequate interventions to ensure decent working conditions and proper contract systems and provide basic health care and welfare of construction workers.

The construction workers are facing the onslaught of ‘informality’, ‘insecurity’, ‘flexibility’, and ‘austerity measures’ as a part of the state response to the ongoing neoliberal economic crisis. In addition, workers in cities like Hyderabad are facing distress migration, coercive labour conditions, denial of basic benefits and right to organize. As the NCEUS report 2007²⁵ states: “What is quite significant is that 79% of the informal or unorganised workers (502 million by 2012), 88% of the scheduled castes and scheduled tribes, 80% of the OBC population and 84% of the Muslims belong to the poor and vulnerable group. They have remained poor at a bare subsistence level without any job or social security, working in the most miserable, unhygienic and unliveable conditions, throughout this period of high economic growth since the early nineties.”

The hard-fought social and labour rights won by the working classes are being denied to the ever growing informal sector. In the ‘race to the bottom’, which leads to both older and newer forms of forced labour, reduction of family income, erosion of labour laws and social security, the so called ‘emerging economies’ are operating in contexts where maximisation of profits is being made at the expense of working people and their right to a ‘decent life’. We recognise the spirit of the Philadelphia declaration of the ILO 1944 embodied in the phrase, “poverty anywhere constitutes a danger to prosperity everywhere”

The promotion of ‘jobless’ growth under neo-liberalism is a direct attack on the rights of workers and the potential for gainful employment. The kind of urbanisation we see today, is essentially part of the same aggressive a pro-elite, pro-corporate agenda. Cities are being constructed and developed by the working people, and ironically, the same spaces are becoming alien and unliveable for these very people.

In such a situation, there is an acute need to formulate alternatives, a ‘systemic paradigm’, where growth must not be jobless but wage-led; management and ownership must enhance,

²⁵ Report on the Conditions of Work and Promotion of Livelihoods in the Unorganised Sector, August 2007

not private accumulation, but peoples' welfare; crony capitalism and closed door policy making must give way to transparency and accountability in governance; The Indian state has the minimum responsibility to uphold the 'constitutional morality' which constitutes the inherent strength of the Indian Constitution, which evolved out of the mass upsurge of the anti-colonial struggle. The Constitution of India guarantees freedom of association as a fundamental right and lays down multiple ways and means to ensure that the values of the preamble are respected and made available to all citizens of India and especially so for all working people of this country.

Ambedkar's famous words in the Constituent Assembly, are extraordinarily resonant even today *"On the 26th of January 1950, we are going to enter into a life of contradictions. In politics we will have equality and in social and economic life we will have inequality. How long shall we continue to live this life of contradictions? How long shall we continue to deny equality in our social and economic life? If we continue to deny it for long, we will do so only by putting our political democracy in peril. We must remove this contradiction at the earliest possible moment or else those who suffer from inequality will blow up the structure of political democracy which this Assembly has so laboriously built up."*

These recommendations represent the aspirations of construction workers, which forms the backbone of India's burgeoning economy, and who are yet, ironically, poor, vulnerable and unprotected.

5.2 Key policy recommendations

- Setting up of the Unorganized Labour Protection and Welfare Authority that combines regulatory, vigilance and welfare functions.
- Formation of an Inter-state Coordination Committee comprising representatives from both Telangana and key destination states such as A.P, Orissa, Bihar, Jharkhand, U.P and west Bengal so as to monitor work and living conditions of migrant workers, review special schemes and offer recommendations to industry and urban authorities for improvement in the conditions of migrant workers.
- Creation of a fast track mechanism for effective regulation, vigil and swift legal address of construction workers' work related disputes.
- Creation of a system of portability of entitlements such as food security, healthcare and financial services.
- Effective enforcement of laws preventing all forms of forced labour, and providing dignity for workers, abolition of bonded labourers, and child labour.

- Old-age pension and health benefits along with employer liability, contribution towards a provident fund, compensation for workplace related injuries and hazards, pension and gratuity, maternity benefits and crèche facilities
- Ensure expansion of the ESI service to all of the unorganised sector
- In the case of migrant workers, the host-state welfare schemes should be open to inter-state migrant workers.
- Ensure strict enforcement of anti-sexual harassment laws and prevention of violence at workplace
- Portable ID cards valid anywhere across the country, to ensure free movement and recognition of working people.
- Ensure the right to security of tenure along with the rights against unfair dismissals.
- Principal employers must be held responsible for all legal entitlement and dues
- Clear-cut fast track dispute resolution and grievance redressal mechanisms must be established

ANNEXURE

Annexure -1 : Constitution of State Welfare Board:

The Government of Telangana constitute the Telangana Building and Other Construction Workers in terms of the Section 18 (1) of the Building & Other Construction Workers (RE&CS) Act, 1996 with the following members:-

- ☐ Hon'ble Minister for LET&F- Chairman
- ☐ Principal Secretary to Government, LET&F Department - Ex-Officio Member
- ☐ Commissioner of Labour, Telangana- Member Convenor
- ☐ Two members Representing the building workers
- ☐ Two members Representing the employers

The 1st Telangana Building and Other Construction Workers Welfare Board was constituted vide G.O.Ms.No.6 of LET&F(Labour) Dept Ts, Dt.17-09-2014.

CHAIRMAN AND MEMBERS OF THE BOARD:

The term of the last board has been completed and proposals are with the Govt of Telangana for reconstitution of the Board.

Chairman	Sri Naini Narashimha Reddy, Hon'ble Minister for Labour, Employment, Training & Factories, Telangana.
Ex-Officio Member	Sri. Ahmad Nadeem, I.A.S.,I/c Prl. Secretary to Government, LET&F Dept, Telangana
Member Convenor	Sri.Ahmad Nadeem, I.A.S.,Commissioner of Labour, Telangana
Non- Official Members representing workers	Smt.S.Padma Shree, Gandham Anjaneyulu
Non- Official Members representing employers	P. Venu Gopal Reddy, M. Raja Shekar
Other Important Officer:	
Secretary & Chief Executive Officer	K.Ravinder Reddy, Telangana Building and Other Construction Workers Welfare Board, TAKS Bhavan, RTC X Roads, Hyderabad – 500020, Phone: 040-23447739, Email: tbocwwboard@yahoo.in Mobile: +91-949255528

Constitution of state Advisory committee

The Government of Telangana constitute Telangana State Building & Other Construction Workers Advisory Committee under Rule 10 Part-II, Chapter-III of the A.P. Building & Other Construction Workers' (RE&CS) Rules, 1999 read with Section 4 (1) of the Building & Other Construction Workers (RE&CS) Act, 1996 with the following members:-

- (a) A chairperson appointed by the Government of Telangana
- (b) Two Members of the State Legislature - Members;
- (c) A member representing the Central Government;
- (d) The Chief Inspector - Member, ex officio;
- (e) Two persons representing the building workers
(in consultation with the Organisations of the employees functioning in Telangana - Members;
- (f) Two persons representing the employers
(in consultation with the Organisations of the employers connected with the building and other construction work functioning in Telangana) - Members;
- (g) Three persons representing one each from Associations of Architects, Engineers, Accident Insurance Institution - Members;

CHAIRPERSONS AND MEMBERS OF ADVISORY COMMITTEE

The term of the last committee has been completed and proposals are with the government of Telangana for reconstitution of Advisory committee

Annexure-2 : Definition of Construction worker

A person employed to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment be expressed or implied, in connection with any building or other construction work is a construction worker. The following categories of workers come under the definition of construction works and they are entitled for all the benefits under the Act:-

- | | |
|-------------------------------|--------------------------------|
| 1. Mason | 7. Earth Worker |
| 2. Plumber/Sanitary Work | 8. Helper |
| 3. Painter | 9. Bar Bender |
| 4. Carpenter | 10. Centering Worker |
| 5. Electrician | 11. False Ceiling Worker |
| 6. Marble/Kadapa Stone Worker | 12. Interior Decoration Worker |

- | | |
|--|---|
| 13. coolie | 34. Caulker |
| 14. Tile Roofing Worker | 35. Kalasis / sarang |
| 15. Landscaping Worker | 36. Worker engaged in processing lime |
| 16. Sawyer | 37. Worker engaged in anti-sea erosion work |
| 17. Brick Kiln Worker | 38. Mechanic |
| 18. Mud Mixing Worker | 39. Solar Fencing Worker |
| 19. Glass Worker | 40. Pre-fabricating Structural Worker |
| 20. Roller Driver | 41. Lifts, Escalators Installation workers |
| 21. Mosaic Worker/ Polishing Worker | 42. Road Laying Worker |
| 22. Mixer Driver | 43. Municipal Drainage Worker |
| 23. Mixer(including Concrete mixer Operator) | 44. Transmission Line Worker |
| 24. Tunnel Worker | 45. Construction Site Security Person |
| 25. Rock Breaker | 46. Supervisors in Construction Work |
| 26. Quarry Worker | 47. Rigger |
| 27. Road Worker | 48. Watchman |
| 28. Brick Maker | 49. Welder |
| 29. Electricity Substation Worker | 50. pump Operator |
| 30. Stone Cutter/ Stone Crusher | 51. Well Sinker |
| 31. Head Mazdoor | 52. Hammer/man |
| 32. Road Surfing Worker | 53. Fitter |
| 33. Well Driver for removing silt | 54. Thatcher |

Annexure-3 : Benefits for the Worker

As per the provisions of the Building & Other Construction Workers (RE&CS) Act, 1996, every building & construction worker registered as a beneficiary under this Act is entitled to avail benefits under various schemes formulated by A.P. Building & Other Construction Workers Welfare Board.

Presently the following welfare schemes are being provided to the registered construction workers

1. Marriage Gift
2. Maternity Benefit
3. Fatal Accident Relief
4. Disability Relief
5. Natural Death Relief
6. Hospitalization relief

7. Funeral Expenses
8. Pension Scheme NPS – Lite, 2010 (Swalamban)
9. Skill Development Training
10. Vocational training to the dependents
11. Relief to the unregistered workers

How to get Registered as Beneficiary:

1. A building & other construction worker who has completed 18 years of age but has not completed 60 years of age and engaged in any building or other construction work for not less than 90 days during the preceding 12 months is eligible for registration.
2. The worker can submit filled in application form XXVII with certificate of employment issued by any officer of the labour department not below the rank of Asst. Labour Officer upon his personal verification on the request made by the worker or by a Trade Union of Construction workers, Registered Establishment, Government organizations or agencies engaged in building industry,
3. Two pass port size photos, the age proof by way of school certificate or doctor's certificate.
4. A sum of Rs.50/- towards registration fees and Rs.12/- as membership fee per annum (or) Rs.60/- for five years to the concerned Asst. Labour Officers.
5. Nomination specifying the names of dependants in the application form for the purpose of delivery of benefits in case of death of the worker. "Dependants" shall have the same meaning assigned to it under Section 2 (1) (d) of the WC (Workmen Compensation) Act, 1923.
6. Nomination can be modified at any time after giving a written notice to the Inspectors.
7. For details of the jurisdiction area of the officers please visit www.goir.ap.gov.in/Reports.aspx - in the Department Labour Employment Training and Factories.

How to Get Renewal:

Prescribed application form should be submitted to the concerned Asst. Labour Officer along with renewal fee of Rs.12/- per annum (or) Rs.60/- for five years.

Procedures for Sanction of Benefits:

For speedy disposal of the claims, the Government of Telangana has delegated the powers of the TSBOCWWB to all the Deputy Commissioners of Labour for settlement of the claims.

Funds were allotted to the DCL for payment of the claims to the Beneficiaries.

A District Committee comprising the officers of the labour department and Employees

representatives. Employers representatives were constituted in each District for scrutiny of the claims.

The Dy. Commissioner of Labour is the Chairman of the Committee.

The Asst. Labour Officer present the claims before the Committee for scrutiny. On the recommendations of the committee, the DCL will release the cheque to the beneficiaries / dependents.

REGISTRATION FORM

The Andhra Pradesh Building & Other Construction Workers Welfare Board (erstwhile unified Andhra Pradesh) was established by the Government of Andhra Pradesh under Section 18 of Building & Other Construction Workers (RE&CS) Act, 1996 primarily for formulating and implementing the various Welfare schemes for the benefit of the Building & Other Construction Workers in the Andhra Pradesh. The Board has come into existence with effect from 30-04-2007.

The Andhra Pradesh Building & Other Construction Workers Welfare Board is a tripartite body consisting of worker representatives, employer representatives and Government officials. The Board has carried on extensive drives and registered more than 20 lakh construction workers as beneficiaries and also formulated and implementing welfare schemes such as marriage gift, Maternity Benefit, Fatal Accident Relief, Disability Relief, Natural Death Relief, Hospitalisation relief, Funeral Expenses, Pension Scheme, NPS

Annexure-4 : Welfare Schemes

Details of welfare schemes which are being implemented by the Telangana Building & Other Construction Workers' Welfare Board, Hyderabad, for the benefit of construction workers in the state.

S. No.	Name of the Scheme	Details of Scheme	Amount of benefit (in Rupees)
1	Marriage Gift	Financial Assistance to the Unmarried Women registered Building & Other construction worker and also to the two daughters of the registered building & Other construction workers.G.O.Ms.No.13, dated.29-04-2017, LET&F (Labour) Department, Telangana	30,000/-
2	Maternity Benefit	Maternity benefit for Women registered building & Other construction worker, Wife of the male registered building & Other construction worker and two daughters of the either male or female registered building & Other construction worker limited to two deliveries each.G.O.Ms.No.12, dated. 29-04-2017, LET&F (Labour) Department, Telangana.	30,000/-
3	Fatal Accident Relief	Relief to the nominee / dependents / legal heir of the registered building & Other construction worker who dies on the spot or due to the injuries caused by the accident occurred either in the work place or anywhere else.G.O.Ms.No.29, dated.28-04-2016, LET&F (Labour) Department, Telangana.	6,00,000/-
4	Disability Relief	Relief to the registered building & Other construction worker sustaining injuries caused by an accident occurring either in work place or anywhere else resulting in total permanent disability / partial permanent disability (The extent of disability will be decided as per procedure under Employees' Compensation Act). (a) Total permanent disability (b) Partial permanent disability G.O.Ms.No.28, dated.28-04-2016, LET&F (Labour) Department, Telangana.	Rs.5,00,000/- Up to 4,00,000/-

S. No.	Name of the Scheme	Details of Scheme	Amount of benefit (in Rupees)
5	Disability aids and appliances	To provide artificial limbs and wheel chair / tricycle to the registered construction worker who lost limbs in an accident that occurred either in the work place or anywhere else resulting in disability. To ascertain the details of the product and its cost of the artificial limbs and wheel chair / tricycle etc".Through M/s Artificial Limbs Manufacturing Corporation of India, Kanpur a Government of India organisation.G.O.Ms.No.30, dated.28-04-2016, LET&F (Labour) Department, Telangana.	Cost of the product depending upon the disability requirement
6	Natural Death Relief	Relief to the nominee / dependents / legal heir of the registered building & Other construction worker in case of natural death. G.O.Ms.No.11, dated. 18-05-2015, LET&F (Labour) Department, Telangana.	60,000/-
7	Hospitalization Relief	Financial assistance @ Rs.300/- per day and maximum Rs.4,500/-per month to the registered building & Other construction worker for hospitalization due to accident or terminal disease G.O.Ms.No.15, dated. 29-04-2017, LET&F (Labour) Department, Telangana.	4,500/- per month upto 3 Months.
8	Funeral Expenses	Expenses for the funeral are provided in case of 1. Fatal accident/Natural Death of Registered workers. 2. Accidental Death of un-registered worker in the course of employment; and 3. Charges for transportation of body of the deceased worker, who died in accident in the course of employment to his native place @ Rs.20/- per K.M. G.O.Ms.No.14 dated. 29-04-2017, LET&F (Labour) Department, Telangana.	30,000/-

S. No.	Name of the Scheme	Details of Scheme	Amount of benefit (in Rupees)
9	Skill Development Training	<p>Training in safety and hygiene and skill up-gradation.</p> <p>(a) 15 days residential skill development training programme in construction trades for registered BOC workers</p> <p>(b) 15 days Recognition of Prior Learning (RPL) training Programme at work site.</p> <p>(c) 90 days residential skill development training programme in construction trades for unemployed youth of dependent of registered construction workers.</p> <p>(d) 90 days skill development training programme in curtain & garment stitching for unemployed girls / women of dependents of registered construction workers.</p> <p>G.O.Ms.No.63, dated: 06-09-2016, LET&F (Lab-IV) Department.</p>	<p>with an expenditure of Rs.7,000/- per trainee.</p> <p>300/- per day per trainee as stipend.</p> <p>with an expenditure of Rs.3,900/- cost per trainee.</p> <p>23,696/- cost per trainee</p> <p>15,000/- cost per tainee</p>
10	Relief to the unregistered workers	<p>1. Fatal Accidental Relief: Death occurred at work-site.</p> <p>2. Disability Relief:</p> <p>(i) 50% and above Partial Permanent Disability to the worker.</p> <p>(ii) 50% below Partial Permanent Disability.</p> <p>G.O.Ms.No.63, dt.21-11-2011, LET&F (Lab-IV) Department.</p>	<p>50,000/-</p> <p>20,000/-</p> <p>10,000/</p>

Annexures -5 : Courses offered

A. Course Offered²⁶ For Skill Up-gradation Training Programmes

[For persons of 18 years age and above]

Code No.	Course and Duration	Educational Qualification	Focus Areas
201.	Electrical House Wiring 15 days	Registration with Labour Department (A.P. Building and Other Construction Workers Welfare Board)	Electrical convention symbols, reading of electrical drawings – Ohm's Law, introduction of different circuits and connections, comparison between series and parallel, AC fundamentals, RLC circuits, making of series and parallel circuits – Introduction of different testing equipment / meters – Single phase KWH meter, 3 phase KWH meter and their connection
202.	Plumbing and Sanitation 15 days	— do —	Laying, measuring, marking, cutting, threading, bending and jointing of external water supply systems – Water supply service connection, testing of water supply lines – Testing procedures of plumbing lines and construction of manholes, septic tanks and soakage pit – Installation of sanitary fittings (active), CP ceramic, bath, WC, kitchen etc. – Documentation of laying of pipelines, joints, valves
203.	Formwork Carpentry 15 days	— do —	Work procedures of all types of formwork – Deshuttering periods for forms – Timber joints – Shuttering at heights using soldiers and shutters – Placing and removal procedure of formwork

²⁶ <http://www.nac.edu.in/short-term-courses.php>

Code No.	Course and Duration	Educational Qualification	Focus Areas
204.	Masonry 15 days	— do —	Building layout and setting out – Transferring of levels and field testing of bricks, blocks, sand and cement, coarse aggregate –Damp proof course – Stone masonry – Detached pier and attached pier – Solid bricks and block masonry – Hollow concrete block masonry – Fixing of doors and windows frames – Composite materials
205.	Barbending 15 days	Registration with Labour Department (A.P. Building and Other Construction Workers Welfare Board)	Reinforcement of columns, footings, beams, lintel and sunshades – One way slab and two way slab reinforcement – Reinforcement of staircases – Do's and don'ts in reinforcement– Barbending with machinery
206.	Painting and Decoration 15 days	— do —	Types of paints and tools – Interior and exterior paints – Primers for various surfaces – Mixing methods of paints – Painting methods – Application of painting– spray painting, powder coating, anodizing, duco paints – Application of polish – Polyurethane coat etc. – Drying methods
207.	Welding 15 days	— do —	Principle of manual, metal, arc welding – Arc welding machines – Types of welding joints, position and types of welds – Edge preparation and its importance – Importance of flux used in MMAW welding – Gas welding and gas cutting process – Welding process with TIG, MIG, SAW – Advantages and limitations

B. Courses Offered For Skill Development Under Construction Trade Training

(for persons of 18 years age and above)

Construction Trades Training (90 days) with facility of free boarding & lodging and visit to Project sites. The training is structured to equip unskilled workers with basic skills, coupled with hands on experience enough to begin a carrier as qualified construction technician. On completion of training, NAC (National Academy of Construction) will award a certificate to the successful candidates, thus, enabling him to obtain employment anywhere in the relevant trade. Successful trainees will also be assisted in securing employment in private sector construction industry.

Code No.	Course and Duration	Educational Qualification	Focus Areas
101.	General Works Supervisor (Duration:3 months)	Intermediate	Measurements- Tools and equipment; Construction materials and their specifications-General survey, and Quality aspects- Soil classification - types of foundations – Construction aspects of masonry - concreting, plastering, pointing -Formwork and scaffolding, doors and windows.
102.	Highway Works Supervisor (Duration:3 months)	Intermediate	Surveying and leveling, Reading of technical drawings; Classification of roads Construction & Maintenance - Construction materials, Bridges and Culverts, Road appurtenances and Quality aspects.
103.	Land Surveyor (Duration:3 months)	Intermediate	Chain survey, Campus survey, Plain table, Leveling and theodolite, Total station and Plotting.
104.	Store Keeper (Duration:3 months)	Graduate	Store organisation structure, Entry methods of receiving and issue of construction materials- Procedure for salvation of scrap and surplus – Material handling, security devises- Online training – MS Office, Data entry, Inventory

Code No.	Course and Duration	Educational Qualification	Focus Areas
105.	Electrical House Wiring (Duration:3 months)	8th Class	Electrical safety – Do’s and Don’ts in electrical field – Electrical circuits and testing- Broad classification of electrical accessories – PVC wires and cables with modern trends; House wiring, power distribution, energy saving and power back up supply; Distribution transformers – motors and switch gear equipments.
106.	Plumbing and Sanitation (Duration:3 months)	5th Class	Tools, Types of plumbing materials – GI, CI, UPVC, CPVC, Copper, RCC, PVC (SWR) and SWG pipes- Jointing methodology of pipes, fittings, Leakage checks- Sanitary appliances, Installation and maintenance.
107.	Formwork Carpentry (Duration:3 months)	5th Class	Types of formwork, Fixing, removing and storing; Formwork for foundations, columns, beams, slabs, sunshades and stair cases- Formwork for high rise structure- Storage tanks.
108.	Building carpentry (Duration:3 months)	5th Class	Types of wood and wood products, cutting to size and planning, various types of joints, door frames and shutters, window frame and shutters, ventilators and shutters, types of hardware fixing, making of cabinets and pelmets.
109.	Masonry (Duration:3 months + 100 hours for concrete)	5th Class	Specifications of materials used in concrete and masonry, Types of mortars – mixing and placing- Construction of brick wall, Alignment- bonds, Vertical, Horizontal pointing – plastering and curing- Mixing of ingredients of concrete, conveyance, lifting, placing and curing- Latest trends in masonry and concrete.

Code No.	Course and Duration	Educational Qualification	Focus Areas
110.	Bar Bending (Duration:3 months)	5th Class	Types of steel-Tools used in bar bending, hooks and stirrups – Conventional tools – Mechanisation in bar bending- Maintenance of stock yard.
111.	Painting and Decoration (Duration:3 months)	5th Class	Tools used in painting-Types of paints – Surface preparation – mixing and applying methods- Application of primer, Putti, Crack fillers; Varnishing and polishing for wooden surfaces, Spray applications.
112.	Welding (Duration:3 months)	8th Class	Types of welding process – Gas, Arc, TIG, MIG; Types of welds – Joints and position, Electrodes used and Safety precautions.
113.	Architectural Assistantship [Duration:3 months]	Intermediate	Manual drafting, Architectural scales, 2-D plans, Elevations and Sections- Isometric and perspective views- AutoCAD commands, Tools, 2-D drawing of plans and plotting, Digitization of Manual drawings.3-D Tools,3-D Commands, Conversion from 2-D plan to 3-D.
114	Curtain & Garment Stitching [Duration:3 months]	5th Class	Body Measurement, Sewing Machine – Parts & operation, Defects while stitching and rectification. Design & color harmonies in dresses, curtains – Selection of fabric types – stitching of plan, loop and tape curtains, valence 1 & 2, Saree Blouse – 2 styles, Drafting, Cutting & Stitching, Shalwar, Kameez (Punjabi dress) drafting, cutting & stitching, Apron –Drafting, cutting & stitching, Mens Shirts & trouser – Drafting, cutting & Stitching, Uniform(School)- Drafting, Cutting & Stitching

BIBLIOGRAPHY

1. Annette Barnabas, D. Joseph Anbarasu, Paul S. Clifford (Sep-2009) A Study on the empowerment of Women Construction Workers as Masons in Tamil Nadu, India, *Journal of International Women's Studies*, Volume 11, Issue 2, Article 8, 121-141.
2. Barnabas, Annette, D. Joseph Anbarasu, and Paul S. Clifford. "A study on the empowerment of women construction workers as masons in Tamil Nadu, India." *Journal of International Women's Studies* 11.2 (2013): 121-141.
3. Baruah, Bipasha. "Women and globalisation: challenges and opportunities facing construction workers in contemporary India." *Development in Practice* 20.1 (2010): 31-44.
4. Building and other construction workers (Regulation of Employment and condition of service) Act, 1996, Ministry of Labour, Government of India
5. Census provisional Report. Available at: <http://censusindia.gov.in/2011-prov-results/indiaatglance.html> accessed on 5th February 2015.
6. Darshan singh (2007), "Working Condition and Problems of Unorganised Labour: A Study of Building Construction Workers" *Labour & Development*, Vol.12, No.2, Vol.13, No.1.
7. Girija, R. & Geetha, R. (1989) Socio-economic conditions of construction workers in Tamil Nadu, Report submitted to ICSSR.
8. International Labour Organization (1999) Report on the ILO/ICFTU International Symposium on the Informal Sector, Geneva: ILO
9. Kundu, A. and Sharma, A.N. (eds) (2001), "Informal Sector in India: Perspectives and Policies", Institute of Human Development, Delhi.
10. National Commission for Enterprises in the Unorganised Sector (2007): Report on conditions of work and promotion of livelihoods in the unorganised sector, New Delhi: Government of India; online: <http://nceus.gov.in/>
11. Papola, T.S. (1981), "Urban informal sector in a developing economy", Vikas Publishing House, New Delhi.
12. Pushing Ahead with Reform in Korea Labour Market and Social Safety-net Policies: Labour Market and Social Safety-net Policies, OECD Publishing, 2000, 180 pages.
13. Roderick Lawrence, Edmundo Werna, *Labour Conditions for Construction: Decent Work, Building Cities and The Role of Local Authorities*, August 2009, Wiley-Blackwell, 312 pages, ISBN: 978-1-4051-8943-9
14. Socio- Economic Condition of Construction Labour in Kolhapur City Umeshkumar D. Sammyak Research Scholars, Department of Economics, S.I.B.E.R. Kolhapur, in *Online International Interdisciplinary Research Journal*, {Bi-Monthly}, ISSN 2249-9598, Volume-II, Issue-V, Sept-Oct 2012 www.oirjournalssn2249-9598 Page 119

15. Self Employed Women's Association (SEWA). Labouring Brick by Brick: A Study of Construction Workers, June 2000.
16. Suchitra, J. Y. and Rajasekar, D. (2006) One size does not fit all: Employment insecurity of unorganized workers in Karnataka, *The Indian Journal of Labour Economics*, 49(3) July-September, 455-473.
17. International Labour Organization (1999) Report on the ILO/ICFTU International Symposium on the Informal Sector, Geneva: ILO
18. Annette Barnabas, D. Joseph Anbarasu, Paul S. Clifford (Sep-2009) A Study on the empowerment of Women Construction Workers as Masons in Tamil Nadu, India, *Journal of International Women's Studies*, Volume 11, Issue 2, Article 8, 121-141.

ABBREVIATIONS

ACL: Assistant Commissioner of Labour
AIDS: Acquired Immuno Deficiency Syndrome
ALO: Assistant Labour Officer
AP: Andhra Pradesh
APBOCWBB : Andhra Pradesh Building and Other Construction Workers Welfare Board
BOCW : Building and Other Construction Works
BOCWA : Building and Other Construction Workers Act
BOCWW : Building and Other Construction Workers Welfare
BPL : Below Poverty Line
CBO: Community Based Organisation
CL- Commissioner of Labour
DCL: Deputy Commissioner of Labour
EME : Emerging Market Economy
ESI: Employees State Insurance
GHMC: Greater Hyderabad Municipal Corporation
GO: Government Order
GPS: Global Positioning System
HIV: Human Immuno Deficiency Virus
HRO: Hyderabad Regional Office
ICDS: Integrated Child Development Scheme
ICESCR – International Covenant on Economic Social and cultural Rights
ICSSR: Indian Council of Social Science Research
IEC: Information Education and communication
ILO: International Labour Organization
IT : Information Technology
NA: Not Available
NCEUS: National Commission on Employment in Unorganised Sector
NCL: National Commission on Labour
NGO: Non-Governmental Organization
NSS: National Sample Survey
OBC :Other Backward Castes
OECD: The Organisation for Economic Co-operation and Development
RE&CS: Regulation of Employment and Conditions of Service
SC : Scheduled Caste
SEUF: Socio-Economic Unit Foundation
SEZ – Special Economic Zone
ST : Scheduled Tribe
TBOCWBB : Telangana Building and Other Construction Workers Welfare Board
TNJACW: Tamilnadu Joint Action Council for Women
UDHR: Universal Declaration of Human Rights
UN: United Nations
UNRISD: United Nations Research Institute for Social Development
WC act: Workmen Compensation Act



**SHAHEEN WOMEN'S RESOURCE
AND WELFARE ASSOCIATION**

www.shaheencollective.org

📍 Shaheen, 23-3-540, Baqshi Bazar, Sultan
Shahi, Old City, Hyderabad - 500 265

☎ + 91-40-2438 6994

act:onaaid

www.actionaidindia.org

🐦 [actionaidindia](#)

📷 @actionaid_india 📺 @actionaidcomms

📍 ActionAid India Country Office, R - 7,
Hauz Khas Enclave, New Delhi - 110016

☎ +91-11-4064 0500

📍 ActionAid India - Telengana & Andhra Pradesh
Regional Office, #21, Brooke Bond Colony, Kakaguda,
Kharkhana, Secunderabad - 500015

☎ +91-40-40149631/65445410