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**A study on Welfare Schemes for Building and other construction workers  
at Pune City.**

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*Abstract: -*

*Building Construction is considered the foundation of industrial development. In India it is one of the fastest-growing industries with an annual growth of 12% Building Construction workers are mainly working in informal / unorganized sector. Poverty, unemployment and helplessness force people to leave their place of origin and to go to unknown places to work in extremely difficult condition.*

*Building Construction plays a major role in the development of the economy.*

*India's constructions industry is large and visible engaging 3.2 Crore workers nationwide.*

*For most of these workers the construction industry is their principal source of employment.*

*Thus, the construction workers come under the unorganized sector. We have many labor laws in India but all of them are not applicable, to the building construction workers. There are some laws which apply wholly or partly to construction sector.*

*These laws are –*

*Building & other construction workers act 1996*

*The Factories Act 1948*

*The Minimum wages Act 1948*

*The Equal remuneration Act 1976*

*The Payment of wages Act 1936*

*The workmen Compensation Act 1923*

*which are applicable to the workers in Building Construction workers.*



### **Introduction: -**

As per the unorganized workers social security Act 2008, the Government is mandated to provide social security to the workers of unorganized sector by formulating suitable welfare schemes on matters relating to life and disability, old age protection etc.

The unorganized sector covers most of the rural labor and a substantial part of urban labor. It includes activities carried out by small and family enterprises, partly or wholly with family labor.

In this sector wage paid labor is largely un-unionized due to casual and seasonal nature of employment and scattered location of enterprise. This sector is marked by low incomes, unstable and irregular employment and lack of protection either from legislation or trade unions.

The unorganized sector uses mainly labor intensive and indigenous technology. The workers in unorganized sector are so scattered that the implementation of the legislation is very inadequate & ineffective. The contribution made by unorganized sector to the national income is very substantial as compared to that of national income while the sector contribution of the organized sector is almost half of that depending on the industry.

### **Welfare measures for Building Construction Workers**

The Ministry of Labor & Employment in order to ensure the welfare of workers in the building construction workers; which inter-alia, includes weavers, handloom workers, fishermen and fisherwomen, toddy tappers, leather workers, plantation laborers, beedi workers has enacted the Building construction workers social security Act 2008. The Act provides for a constitution of the National Social Security Board which shall recommend the formulation of social security schemes, viz. life and disability cover, health and maternity benefit, old age protection and any other benefits as may be determined by the Government for the Building Construction workers. Accordingly, the Ministry has constituted National Social Security Board.

### **Problems of unorganized sector.**

This sector plays a crucial role in the economy in terms of employment, a significant segment of the workforce was still neglected. Therefore, an attempt was made to address the problems of unorganized workers.

In capacity to secure minimum wages.

Absence of suitable physical environment at work.

Revenue loss resulting from accident.

Long working hours

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Health and occupational risks.  
Insecurity resulting from illness.  
Failure to ensure old age.  
Job insecurity.

All unorganized sector workers, state government must decide on target groups in their own country to avoid overlapping between the national scheme and the schemes provided by the state, but the informal sector surveys identified lack proper follow-up measures & the response rates for future services are reduced.

Lack of Awareness

Failure to identify program beneficiaries

Lack of people's knowledge about program information as well as their entitlements.

To built easily accessible & easy schemes.

### **Various Schemes Act & Labor legislations for Building and Other Construction Workers.**

- 1] Labor legislation.
- 2] The Factories Act 1948
- 3] Contract labor Act 1970
- 4] Building and other construction workers Act 1996
- 5] Minimum wages Act 1948
- 6] Payment of wages Act 1936
- 7] workmen's Compensation Act 1923
- 8] The inter-state migrant workmen Act 1979
- 9] The Unorganized Sector workers Bill 2003 (Employment and welfare)
- 10] The unorganized sector workers Bill 2008
- 11] The unorganized sector workers Social security Bill 2005
- 12] The unorganized sector workers Bill) 2005 (Conditions of work and livelihood Promotion)
- 13] The National Rural Employment Guarantee Act 2005.

### **Methodology:**

This Specific Study monitors the quantitative methods and Descriptive design. An interview Schedule was equipped based on the objectives of the study. Direct personal interview technique is used to collect data from the building Construction workers. Convenient Sampling technique has been adopted building construction collected from 80 were respondents at Pune city building construction industries.

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### **Statement of the problem.**

- 1] There is no provision for direct delivery of the welfare scheme to the construction workers.
- 2] Due to constant migration of construction workers
- 3] Due to non-proper completion of necessary documents for availing welfare schemes.
- 4] Due to technical problem arising from concerned government department to queue up welfare Schemes

### **Objective of the studies**

- 1] To Study of impact of welfare Scheme on building construction workers.
- 2] To study Socio-economic condition of building construction workers.
- 3] To discuss the welfare schemes of building construction workers.
- 4] To study of present Condition of Building construction workers.

### **Hypothesis of the studies**

- 1] The impact of welfare schemes on Construction workers has been Satisfactory.
- 2] Socio. and economic Condition of Construction workers is Satisfactory:
- 3] Building and other Construction workers welfare Schemes should be extended to maximum number of Construction workers
- 4] Building and other Construction workers welfare schemes are taken by initiative various organizations and NGO's to reach the construction workers so the current situation of the construction workers is satisfactory.

### **Review of Literature**

This chapter analyses the views and main findings of different authors on Building and other Construction Workers as well as unorganized sector. The study of related literature implies locating, reading and evaluating reports, schemes beneficiaries reports of observation and opinion that are related to the research work. Further the concept used in the present study have been discussed.

Welfare is anything done for the comfort and improvement, intellectual and social well-being of Building and other Construction Workers.

Conclusion -

The Present Study observes various problems faced by the workers in Building & other Construction Sector. The problem such as unsafe working conditions, occupational diseases,

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injuries, mobility of labor. Hence efforts should be taken to reduce or eliminate such problems with a view to maintain the health and wealth of the construction workers. In fact, every individual has the right to earn and enjoy life. Hence it is the responsibility of the government to provide those facilities which protect the construction workers & improve their life in all respects.

**The main findings of the study are given below:**

- 1) In the respondents of 64 percent building construction and other workers are living in urban other area.
- 2) In the respondents of 54% of the building Construction workers are employed throughout the week.
- 3) In the respondents of the average maximum working hours in a day is 8 hours.
- 4) In the respondents of 82 percent of Building & other Construction workers are beneficiaries of the essential and safety kit equipment.
- 5) 90 percent of workers get lunch at workplace.
- 6) Around 60 percent workers get employment for two to four months in a same place.
- 7) 32 percent of workers get health checkup facilities.
- 8) 15 percent of Building & other construction workers get educational schemes.

**Suggestions-**

The Government should involved to aware of the building & other construction workers welfare fund and the welfare programs that are supplied by the State fund. Non-Governmental organization must play an active role in developing an affectionate model of intervention which can be adopted by the governmental Construction agencies and the building owners. Government and organization get initiatives to may take some step to get registration for worker under BOCW Act 1996. Government or organization may open day care. Center for age 0-6 years and



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educational facility for 6-14 years. In work place owner should get Building & other construction workers maximum beneficiaries which includes Under Health scheme and Social Security.

### **Conclusion -**

The Present Study observes various problems faced by the workers in Building & other Construction Sector. The problem such as unsafe working conditions, occupational diseases, injuries, mobility of labor. Hence efforts should be taken to reduce or eliminate such problems with a view to maintain the health and wealth of the construction workers. In fact, every individual has the right to earn and enjoy life. Hence it is the responsibility of the government to provide those facilities which protect the construction workers & improve their life in all respects.

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