

**A STUDY ON SOCIAL SECURITY OF UNORGANIZED
CONSTRUCTION WORKERS IN PUNJAB WITH
SPECIAL REFERENCE TO UNORGANISED WORKERS'
SOCIAL SECURITY ACT 2008**

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Management

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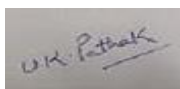


**LOVELY PROFESSIONAL UNIVERSITY, PUNJAB
2025**

DECLARATION

I, hereby declared that the presented work in the thesis entitled “A Study on Social Security of Unorganized Construction Workers in Punjab With Special Reference to Unorganized Workers’ Social Security Act 2008.” in fulfillment of degree of **Doctor of Philosophy (Ph.D.)** is outcome of research work carried out by me under the supervision Dr. Priyanka Chhibber working as Associate Professor, in the Mittal School of Business of Lovely Professional University, Punjab, India. In keeping with the general practice of reporting scientific observations, due acknowledgements have been made whenever work described here has been based on findings of other investigators. This work has not been submitted in part or full to any other University or Institute for the award of any degree.

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CERTIFICATE

This is to certify that the work reported in the Ph. D. thesis entitled “A Study on Social Security of Unorganized Construction Workers in Punjab with Special Reference to Unorganized Workers’ Social Security Act 2008 “submitted in fulfillment of the requirement for the reward of degree of **Doctor of Philosophy (Ph.D.)** in the Mittal School of Business is a research work carried out by Ujjwal Kumar Pathak (Registration No.)_41500132 is Bonafede record of his/her original work carried out under my supervision and that no part of thesis has been submitted for any other degree, diploma or equivalent course.

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ABSTRACT

The workforce in India has some distinct features which make it quite different from other countries. Out of these features, one striking feature is the growth of unorganized workers in every part of the country. Though this phenomenon is found everywhere in the country this is mostly visible in urban and semi-urban localities of the country. A major chunk of workmen is migrating from their place of origin to different urban and semi-urban cities of countries to find jobs. They get employment, but these jobs do not come under any formal area but rather in sector that is not organized at all. These unorganized workers outnumber all organized workers in the country. Even though these workers are more than any other workers in the country they are the least cared for a lot in terms of wages, welfare, safety, or social security is concerned. Social security is a set of benefits that protect a worker or his/her family members against the unforeseen dangers of life like sickness of any type, senility, unemployment, maternity, occupational injury, occupational disease, death, etc.

The government of India has passed several laws for the protection and social welfare of people those get employed with different organizations or jobs without considering the numerical strength of the workers employed in such organizations.

But there has been hardly any available piece of legislation for the protection of unorganized workers, who are involved in different sorts of occupations and employment in different parts of the country. This puts up a great challenge in delivering social security benefits to unorganized workforce in our country.

Construction workers are also unorganized workers, and they face the same sort of discrimination which is faced by other types of unorganized workers. The government made a central legislation named “Unorganized Workers Social Security Act 2008” for arranging social security coverage to various unorganized workers. It covers inter alia construction workers too.

This study has concentrated towards the social benefits of non-organized construction workmen in Punjab regarding the act. This study was performed in the state of Punjab, considering the relatively higher number of workers (with reference to 2011 census data of migrant workers) and the ease of administering data collection. At the second level

a mix of highest and lowest populated cities of Punjab are selected for the fieldwork. The first objective was to study and critically examine the detailed provisions of the act, which was exclusively meant for unorganized workers, including construction workers. The first part of the second objective was to examine the role of various demographic variables in relation to their work category. The Second part of the second objective was to examine the awareness level of construction workers with reference to the act. The third part of the second objective was to examine the role of various demographic variables in the level of awareness amongst the construction workers w.r.t. the Act.

The third objective was to examine the relationship between the level of awareness and the perceived satisfaction (meaningfulness) experienced by the workers in the social security domain. The fourth objective was to qualitatively analyze the respective roles and responsibilities of various labor enforcement agencies/authorities to suggest a framework for the effective implementation of the act.

To achieve these objectives, an in-depth review of the literature was done to study and analyze the act; unorganized construction workers were interviewed through a questionnaire. These questions were related to awareness about the social security act or any social security scheme that covers them. Besides, these workers were asked whether they were getting actual social security benefits. The members of the family were also asked about the same.

Apart from this, focused group interviews were conducted with some HR experts and the Labour Enforcement Officer to gain insight into the delivery of social security facilities to unorganized construction workmen in Punjab.

The research study also used secondary data as a source of information to get the right perspective on the condition of social protection-related facilities for these workers. This was through research journals, working papers, government reports, ILO reports, magazines, different committee reports, and articles.

This study remained descriptive as well as exploratory in nature. Since it tried to explain the state of affairs in connection with the social security of unorganized workers it is a descriptive study. But it also tries to get insights into the issues related to the same for improvement in the future it is also an exploratory study to a great extent.

Based on this research study some interesting conclusions were drawn. One prominent conclusion was that all unorganized workers who were interviewed did not have any idea about “Unorganized Workers' Social Security Act 2008”. Some workers had an idea about health insurance, but they did not know the details of the same. Almost all unorganized workers were male workers of migrant category from different states like Bihar, UP, MP, Jharkhand, Rajasthan, and Chhattisgarh. Very few such workers were female. One striking feature was that due to no availability of jobs they move from one place to another even within Punjab. These workers were found to be illiterate in almost all cases including female workers. These workers were living in very pathetic conditions and residential accommodations remained in very poor shape. The education and health of children were found to be neglected to a great extent. Some children were going to government schools. A good number of such workers who were married left their family members in their respective villages and this made them move from Cities to Villages and Villages to Cities. The outbreak of Corona complicated their problems to a great extent and most of them went back to their respective villages but now they have again joined the workforce here.

This research study has given a few important suggestions that will prove to be beneficial for society on many counts. It is going to help government agencies to modify the laws and schemes to cover unorganized construction workers. This study also encourages government agencies to ensure that issues of migrant workers are also taken care of. Further, the studies suggest that there should be special studies on issues related to female unorganized workers. There should be some arrangements for residential colonies as well as schools built for unorganized workers and children near essential cities. In the case of a situation like Corona, there should be some institutional provisions to take care of such organized workers to protect workers. Besides, the study also feels the strong need for active participation of business organizations in providing some social security.

This study also paves the way for future research on certain undiscovered or under-discovered topics related to the research area. These areas are migrant workers and their issues, female organized workers and their issues, the increasing number of unorganized workers and its implications on society and the country, and challenges of migration and out-migration.

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LIST OF ABBREVIATION

Abbreviation	Full Form	Page
APY	Atal Pension Yojana	29
EPFO	Employees Provident Fund Organization	31
ESIC	Employees State Insurance Corporation	31
GIZ	German International Corporation (Deutsche Gesellschaft für Internationale Zusammenarbeit)	115
ILO	International Labor Organization	33
NCEUS	National Commission for Enterprises in the unorganized Sector	17
NDP	Net Domestic Product	17
NGO	Non-Government Organization	29
NPS	National Pensions System	30
PMJJBY	Pradhan Mantri Jeevan Jyoti Bima Yojana	30
PMSBY	Pradhan Mantri Suraksha Bima Yojana	30
WFC	Worker Facilitation Center	115

CHAPTER I

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

A very prominent and dominating feature of Labour Market in India is the growth of unorganized workers in all parts of the country including urban, semi-urban, and rural areas. They outnumber workers of the organized sector. In our economy the unorganized domain plays a very important role in the context of creation of jobs and poverty abolition. Income earning capacity is improved for a great number of people through this sector (Vivek, V. and Chandrasekar, K., 2021) A great part of the entire working class in India is still engaged in the unorganized sector, which contributes a big part of the National Income. They are scattered throughout the country. But although the number is far more than workers in an organized sector, the unorganized workers do not find themselves receiving social security facilities provided by either the government or job providers. Society also does not play its part in contributing towards the social security of unorganized workers directly or through non-government organizations. This is not only a matter to be studied or discussed, rather this calls for addressing various challenges and obstacles in the way of delivering desired facilities of social security to the unorganized workforce.

So far as organized workers are concerned, though they are much less than unorganized workers they are getting all sorts of benefits. Employee Welfare schemes give them benefits at the place of work. They are protected by provident fund provisions and gratuity provisions as postretirement benefits. A pension scheme is also protecting them as a regular payment after retirement. In case of sick leave, wages and free medical facilities are availed by them. Maternity benefits of 26 Weeks are also provided for female employees of the organized sector. The bonus act ensures bonuses to factory workers every year. In case of death, a lump sum amount is given to dependents. Canteen facilities, restroom facilities, crèche facilities, ambulance rooms, and protective Guards helmets facilities are ensured for them under various legislations. Regular wage payment checks on any unauthorized deduction of the wage payment,

minimum statutory wages, leaves, etc. are provided for such types of workers employed in factories and other establishments. But unorganized workers hardly get any of these benefits. There is no organized voice that is strong enough to raise and address the concern of such unorganized workers in any area or place. They are the most neglected group.

There have been so many cases of unorganized workers who when working in construction work met with accidents and became disabled. They were not able to get any social security benefits and had to return to their native place. In certain cases due to sickness out of occupational hazards, they were not able to continue to work and had to return to their native place. In different occupations and jobs, there are different provisions for providing benefits to employees in terms of pension as a regular income but when the unorganized construction workers are not able to do the work on account of old age they have to depend on other relatives. Since they come from economically poor families, they had nothing to fall back upon. In some cases, they were found to be begging in the streets also. These workers do not get any lump sum amount as Provident Fund or Gratuity hence they are not able to set up a small business or trade. They move from one place to another hence they are not even noticed as individuals. Rather they are considered units of production. No government bothers to look after their interests. They survive for the sake of survival. This is a very pathetic state of affairs.

1.2 Unorganized Workers

Before we start to discuss different issues, it is important to comprehend the definition as well as features of unorganized worker. The term “unorganized worker” has been defined and explained in the literature. A few prominent and explicit definitions are as follows:

Unorganized workers comprise “those working in the unorganized sector or households, excluding regular workers with social security benefits provided by the

employers and the workers in the formal sector without any employment and social security benefits provided by the employers" (NCEUS 2009)

These workers are destitute and illiterate and do not have wealth. They do face health hazards and remain ignorant of laws that can protect them. The jobs in which they are engaged do not get the attention of the government machinery for enforcing labor laws and regulations, and for providing any kind of social security. (Ramanujam and Rawal 2010)

The phrase "unorganized worker" gets explained in the legislation named as "Unorganised Worker's Social Security Act, 2008" as a "home-based worker, self-employed worker, or a wage worker in the unorganized sector and includes a worker in the organized sector who is not covered by any of the Acts mentioned that is The Employee's Compensation Act, 1923, The Industrial Disputes Act, 1947, The Employees State Insurance Act, 1948, The Employees Provident Funds and Miscellaneous Provision Act, 1952, The Maternity Benefit Act, 1961 and The Payment of Gratuity Act, 1972."

The National Sample Survey Organization conducted a survey in 2010-12 and concluded that complete jobs in both the sectors in organized and unorganized areas remained 47 crores. Almost 8 crore people remained in the industry which is organized and the rest 39crore were in the unorganized sector (Annual Report 2015-16, Ministry of Labour). As an estimated 49.94 % of NDP is generated by the unorganized sector (NCEUS 2008). There remained 38 Crore, unorganized workers, in India according to the published report of the Periodic Labor Force Survey conducted in the year 2017-18.

Figure 1.1 – Demography of Workers in India



(Annual Report 2015-16 Ministry of Labour)

Construction Worker is also a type of unorganized worker. These people are majorly found working in towns and cities across the country. The nature of their work is casual in most cases. These people are found to be working in the major six cities including Ludhiana, Mohali, Amritsar, Jalandhar, Moga, Phagwara state of Punjab also and are in huge number.

s

Characteristics of Unorganised Workers

- There happens to be not a single set of authentic data about the exact number of unorganized workers in the country or in any state. There are only estimates about the same. This is a big problem.

- The unorganized sector in general undergoes seasonality of work and job very much. Thus, they do not have any type of fixed job.
- The majority of the rural workers living in their ancestral places have not got chances of fixed and long employment hence outmigration makes them unorganized workers in cities.
- The workplace is not fixed to a locality nor developed systematically, and workers perform similar job(s) in different areas and do not get a chance to perform tasks and survive together in compact locations. It is very difficult to find out their fixed residential locations or place.
- There remains the total lack of any official employment relationship at the workplace since there is no formal agreement between the two parties regarding terms and conditions of employment at all. This is similar to the situation in village areas where rich farm owners exploit poor and weak farmers, sharecroppers, and farm laborers when they work together in conditions that may be favorable to one class but may be generally explained identical.
- In villages in India the society is highly differentiated on the basis of various sociological factors. Society is based on caste and community and economic considerations are affected on the structure of relationships and functioning in that society. In cities and towns these considerations are less important but still to a certain extent they are prevalent since most of the unorganized workers in towns and cities remain migrant workers from different villages.
- In villages the big farm owners and rich persons who are from higher class of the society do not till the farmlands themselves, but they have all resources including plots of land and farm workers and sharecroppers who are mostly without any plot of land and belong to Scheduled Caste and Scheduled Tribe categories. They are greatly dependent on farm owners and rich persons for all their needs. This situation works as a push factor for such exploited classes to move to urban areas and function as unorganized workers of any sort.
- The workforce in the unorganized field remains affected by many fads, beliefs and old social traditions like child marriage, too much expenditure on social

occasions like marriage etc., which lead them to poverty and the forced labour system.

- The victimization of a large portion of unorganized workforce, especially, those, belonging to Scheduled Caste and Scheduled Tribe, is the result of the growth of the middlemen prevalent in different forms.
- Local police personnel also exploit the workers since they do not have any formal recognition or documents. Their activities are also monitored very strictly. Their fast mobility also worsens this situation.
- One interesting aspect of this massive workforce of unorganized workers is lack of regular employment, social security benefits and less wages and a worse work environment. (Sen, R., 2013)
- Very old techniques of production and traditional employment relations which are prevalent across this sector do not encourage or motivate the workforce to have skills and get experts in using modern techniques and to develop superior employment relations. Therefore, their prospects of career are dark too. They are not represented by any group to fight for their cause.

1.3 Construction Worker

According to an estimate in the country around 8.5 million people of the working class are getting jobs in building and related classes of construction work (Prasad 2011). Construction workers happen to be a very populous and risky group of the unorganized work force in the country. The building and other construction workforce are always prone to risk to life and limb during their employment. Jobs are also of casual nature, the irregular employment relationship, volatile work schedule, absence of facilities, and dearth of health and safety facilities. Due to the lack of any legal provisions, the correct data of the number and types of accidents is also missing. It makes it very difficult to fix responsibility on the concerned person or make some vital decision. Thus, they suffer a lot during employment.

1.4 Social Security

Social security is a very important component of employee benefits in the human resource management domain. Before proceeding on to discuss the same the definition and features of the same are required to be explained. The following are the definitions as given by different scholars of the subjects.

When we discuss about the definition of Social Security it can be defined as the provision of benefits to households and individuals through government or collective arrangements to protect against low or declining standard of living arising from several basic risks and needs. **(Goyal Varsha, 2021)**

Further Social security may even be defined as any program of social protection which is established by law, or any other mandatory arrangement, that supplies individuals with a degree of income security when faced with the contingencies of old age, survivorship, incapacity, disability, unemployment, or rearing children. It may also provide access to curative or preventive medical care. **(Rajendran, 2015)**

Lord Beveridge a great scholar and social scientist in the year 1941 explained for the first time the dire need of fighting the five 'Giant Evils' of Want, Disease, Ignorance, Squalor, and Idleness and thus underlined the significance of social security **(Leaper, 1991)**.

Social security got declared a fundamental right of human in 1944 under International Labour Organization Declaration at Philadelphia

Indian Constitution provides various benefits related to social security for vulnerable people including workers. An entry number 24 (in list III of schedules VII) makes provisions as follows “Welfare of Labor, including conditions of work, provident funds, liability for workmen's compensation, invalidity and old age pension and maternity benefits.” Item No. 9 of the State List and item 20, 23, and 24 of the Concurrent List are related to the old age pension, social security and social insurance, and economic and social planning.” Besides, Article 41 of Directive Principles makes provisions for government role in delivering social security benefits to the unemployed people as well

as aged, sick, disabled etc. Article 39A explains about role of the state regarding without fee justice help by various ways. Again, Article 42 of the Constitution asks State to provide for better work conditions and for financial benefits. Article 43 directs the state to provide in various ways all workforces ensure by law or otherwise to all types of workforce proper wages, nice standards of work and other benefits including cultural ones.

Social Security can be considered as a system comprising benefits delivered to workforce to help them in the event of unforeseen challenges of life. These challenges are Senility, Accidents, Occupational Diseases, Sick condition, Maternity, and Unemployment. Social security may be explained provisions concerned with social safety established by acts, or different statutory provisions to ensure workforce with a level of monetary help when confronted with the problems of senility livelihood ,disability, job loss , or looking after dependents .

“ILO adopted the social security (minimum standards) convention (No.102) and defined following branches of social security benefits.

Table 1.1 – Social Security benefits as per ILO

1. Medical Care
2. Sickness Benefit
3. Unemployment Benefit
4. Old Age Benefit
5. Employment Injury Benefits
6. Family Benefit
7. Maternity Benefit
8. Invalidity benefit

(www.ilo.org)

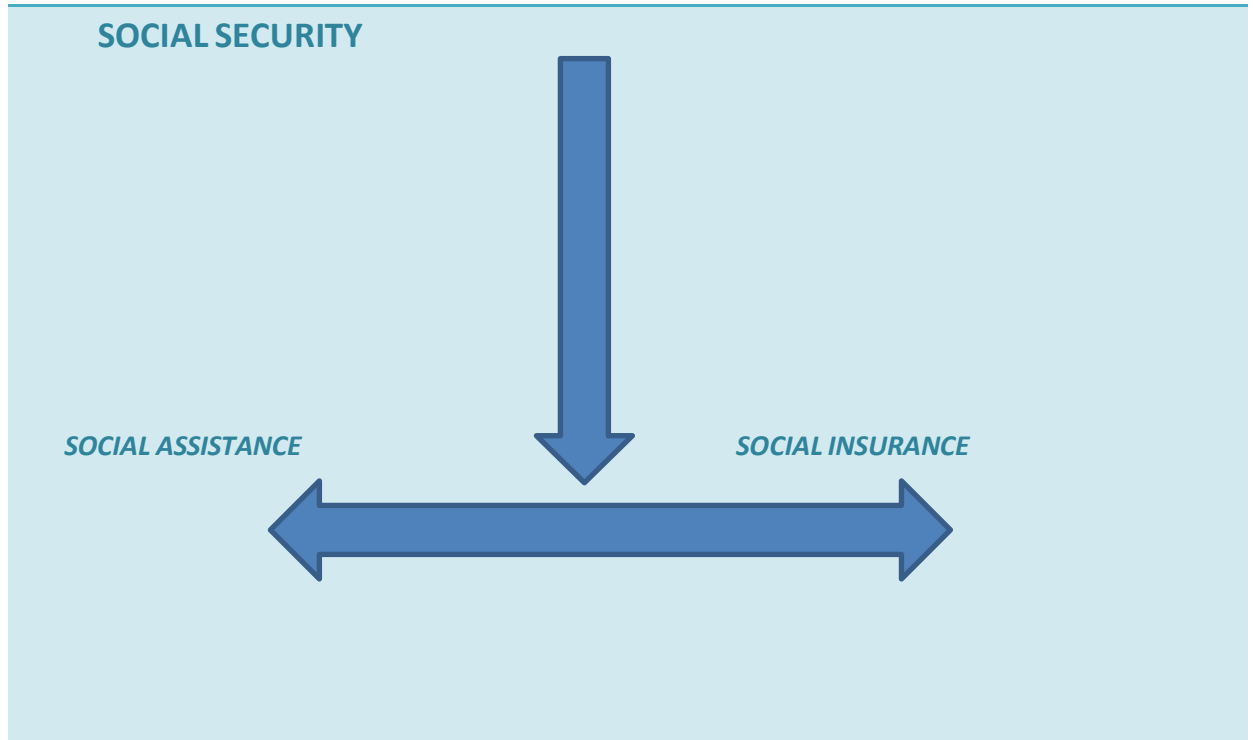
The mechanism of providing social security is divided into two categories. One is known as social assistance and other is social insurance. So far as social assistance is concerned various required facilities get delivered to workmen through the State without any charge but in the case of social insurance facilities remain extended under the condition that workmen contribute to a common fund. This fund is financed by workmen, State as well as Employers. In the case of social insurance to apply or administer for the benefits are very challenging for unorganized workers. First of all their wage is not regular, besides their service remain volatile, wage is poor, and it remains very much difficult to search for their employers since they are always trying for new the jobs. But despite these things there are a few chances to somehow insure these unorganized workers with the help of labor officials and employers and nongovernment organizations.

Therefore, on the face of it this seems that Social Assistance is relatively easy to execute because hardly any contribution on the part of the employer or workforce is made. Still searching for workers is a difficult job. Workmen change jobs, places, and at times even states. Generally, in advanced nations social insurance is utilized and preferred but not developed countries, social assistance appears preferred and liked since it depends upon the economic condition of the country.

The concept of social security can be explained in much broader terms, that includes both the aspects that is social insurance and social assurance. The difference between the two lies in the scope of operation of the schemes. Social insurance is primarily aimed at protection from want whereas social security besides wants and hunger also helps to remove squalor, diseases, ignorance, and exploitation. **(Naik DN, 2016)**

Figure 1.2 – Categories of Social Security

Types



Source: (Naik DN, 2016)

The researcher wants to highlight the fact that before the act UWSSA 2008, there was no social security provisions provided under any Law. The government, for the first time in 2008 made a law named “Unorganised Workers Social Security Act 2008” to deliver social protection facilities to unorganized workforce in case of any problem. This act is extended throughout the country and extended to all unorganized workers including construction workers.

1.5 “Unorganized Workers’ Social Security Act, 2008”

This legislation is made keeping in view of facilitating social security and social welfare facilities to unorganized workforce. The law was signed by the President of the Republic of India on the 30th day of December 2008 and the Act was applied to the whole of India. The Act is divided into six chapters having several provisions.

The detailed description of the act is given as follows:

“Section (2) gives the definitions, including those relating to the unorganized worker, self-employed and wage worker.

Section 3(1) explains the formulation of schemes by the Central Government for different sections of unorganized workers on matters relating to their (a) life and disability cover; (b) health and maternity benefits; (c) old age protection (d) any other benefit as may be determined by the Central Government.

Section 3(4) formulates schemes of provident funds, employment injury benefits, housing, educational schemes for children, skill gradation, funeral assistance, and old-age homes by the State Governments.

Section 4 arranges for funding of the schemes by the Central Government.

Section 5 makes a provision for the constitution of a National Social Security Board under the chairmanship of the Union Minister for Labour & Employment with a member Secretary and 34 nominated members representing various interest groups in the society .. The functions of the National Board, inter alia, include recommending to the Central Government suitable schemes for different sections of unorganized workers; monitoring the implementation of schemes, and advising the Central Government on matters that arises out of the administration of the Act.

Section 6 has a provision for the constitution of similar Boards at the State level.

Section 7 relates to the funding pattern of the schemes which are formulated by the State Governments.

Section 8 talks about record-keeping functions by the district administration. For this purpose, the State Government may direct (a) the district panchayat in rural areas; and (b) the urban local bodies in urban areas to perform such functions.

Section 9 provides for the setting up of a constitution of the Workers' Facilitation Centre at different places to (i) disseminate information on social security schemes available to them, and (ii) facilitate the workers to obtain registration from the district administration and enrolment of unorganized workers."

The "Unorganised Workers Social Security Act 2008," initially talked about 10 types of social security schemes for unorganized workforce which are as follows (Table 1.2)

Table: 1.2 Schemes under the "Unorganised Workers Social Security Act 2008"

(i) The Indira Gandhi National Old Age Pension Scheme Started from 2007, gives an amount of Rs. 200 only (between 60-79 years persons) and Rs.500 (80 years or above persons) for Below Poverty Line people
(ii) The National Family Benefit Schemes came into implementation in 1995. NFBS provides people in BPL households Rs.20, 000 only in the death of the major earning member of the family.
(iii) The Janani Suraksha Yojana was started in 1 2005. It gives new mothers an amount of Rs.700-1400 in villages and Rs.600-1000 in cities for delivery. The mothers in poor -performing states such as Uttar Pradesh and Bihar are given higher amounts of money.
(iv) The Janshree Bima Yojana was launched in the year 2000, it covers 45 occupational group premiums for the scheme remained fixed as Rs.200 per person which is given by central and state governments in equal amount. The benefits are like Rs.30,000 on natural death, Rs.75,000 on death or permanent disability due to

<p>accident, and Rs.37,500 on partial disability due to accident. But it is now merged into Aam Admi Bima Yojana (AABY).</p>
<p>(v) The Rashtriya Swasthya Bima Yojana was launched in 2007, aimed at BPL families that is unorganized persons, facilitates them to smart card-based cashless insurance cover of Rs.30,000. Central Government contributes 75 percent of the estimated annual premium, and the remaining 25 percent is given by other governments. The concerned person is required to deposit Rs.30 per annum as a registration/renewal fee. RSBY is applied to building and other construction workers also apart from BPL families.</p>
<p>(vi) The Aam Admi Bima Yojana was launched in 2007 and it gives insurance for people between 18-59. Years of age Later on, the Jan Shree Bima Yojana was amalgamated into AABY, Like the previous Jan Shree Yojana, the AABY extends an insurance cover of Rs.30000 on natural death, Rs.75000 on death in an accident, Rs.37,500 for partial permanent disability, and Rs.75,000 for total permanent disability. “Up to 30 June, about 4.52 crore beneficiaries had been covered and the outgo towards premium was Rs.569 crore in 2012-13, Rs.269 crore in 2013-14, and Rs.341 crore in 2014-15. (Ministry of Finance, 2015).</p>
<p>(vii) For handloom weavers, two different schemes were started in 2005-06 one was the Health Insurance Scheme (HIS) and other was Mahatma Gandhi Bunkar Bima Yojana (MGBBY) under the Handloom Weavers Comprehensive Welfare Scheme (HWCWS). Under these schemes various sorts of risks were covered and benefits were provided to concerned workers. The premium amount was also very less. Ministry of Textile. Played important role in this regard</p>
<p>(viii) Another scheme The Handicraft Artisans’ Comprehensive Welfare Scheme (HACWS) was evolved during the Eleventh Five-year Plan. This scheme has two components: (i) the Rajiv Gandhi Shilpi Swasthya Bima Yojana (RGSSBY) and (ii) the Aam Admi Bima Yojana (AABY) for Handicraft Artisans. The Ministry of Textile plays important role here too. (Ministry of Textile, 2015).</p>
<p>(ix) The National Scheme of Welfare of Fishermen was started in 1991-92 by merging two different schemes – Janta Accident Policy and National Welfare Fund</p>

for Fishermen. This is a detailed welfare scheme, which provides housing, drinking water, training, and extension. One of the components remains a group accident insurance for active fishermen, who are insured for Rs.200000 against death or permanent disability and Rs.1,00,000 for partial permanent disability, and a cover of Rs.10,000 for hospitalization due to accident. These are for specific groups of workers. This was appreciated by many.

(x) In the Pension to Master Craft Persons Scheme financial help is given to the senior Master Craft persons who get Shilpi Guru Award, National Award, National Merit Certificate or State Award in handicrafts and is above the age of 60 years. However, here the person's annual income should be less than Rs.50,000/-. The eligible workers will be provided financial assistance either in the form of allowances or fixed amount of money or both

Source: (Unorganized Workers Social Security Act 2008)

Although the “Unorganized Workers’ Social Security Act, 2008” has identified 10 social security schemes for unorganized labors but the act has just mentioned a few guidelines of the scheme which lacks any legal binding on government as well as on employers. Besides, most of the laborers do not know about their rights and welfare schemes of the government. In a few cases, although they have an idea about schemes, they do not know how to approach and where to approach. Hence, apart from the government, the National Social Security Board, NGOs, and all other stakeholders must come forward with hand in hand to register India as a welfare state in the true sense of the term. This is required. **(Biswas, D. and Mariani, A., 2020)**

There seem to be three major flaws in the provisions of the law. There is no minimum and universal entitlement to social security, the provisions for social security are not integrated with any implementation framework, and perhaps, most important, there is no time frame for universal coverage of unorganized workers. **(Mishra, A.K., 2014)**

Some other schemes: For the purpose of providing an integrated social protection program for all poor people, three Social Security Schemes related to Insurance and

Pension Sector were initiated in 2015. The schemes were launched for delivering insurance facilities and social protection at a very low cost. The schemes are as follows:

Pradhan Mantri Suraksha Bima Yojana (PMSBY)

This program is for people between 18 to 70 years who give their consent to join. Aadhar remains the primary KYC for such a person. The risk covered under the scheme stands to be Rs. 2 lakhs for accidental death and full disability and Rs. 1 lakh for partial disability. The premium of Rs. 12 per annum is to be deducted from the account holder account. In 2019, the gross enrolment by banks remains about 15.47 crore under PMSBY and 32,176 claims of Rs. 643.52 Crore have already been disbursed.

Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY)

This is for those people between 18 to 50 years who give their consent to join and follow the requirements. Aadhar remains the primary KYC for such a person's bank accounts. The life cover of Rs. 2 lakhs is insured for a year period. Risk coverage under this scheme is Rs. 2 Lakh in case of death of the insured, due to any reason. The premium is Rs. 330 per annum. On 31st March 2019, the gross enrolment by banks, was around 5.91 crore people under PMJJBY and 135,212 claims of Rs. 2704.24 Crore have been disbursed.

Atal Pension Yojana (APY)

It is applicable from the year 2015. The Yojna gives a monthly pension to eligible workers who are not covered otherwise. This scheme is open to all people who are between the 18 to 40 years. Under the system, any eligible person can opt for a guaranteed pension of Rs 1000 to Rs 5000 (to be received at the age of 60 years). The benefits under this are as under:

- The APY primarily concentrates on all citizens in the unorganised sector, who join the NPS.
- Anyone between 18-40 years of age may join.
- After the worker demise, the spouse of the subscriber to receive the same pension amount as that of the subscriber until the death of the spouse.
- After the death of both the subscriber and the spouse, the nominee of the subscriber shall be entitled to receive the pension wealth, as accumulated till age 60 of the subscriber.

Pradhan Mantri Shram Yogi Maandhan

It is a government sponsored program only for protection in old age and social protection of Unorganized Workers. It is a recent scheme.

It is a voluntary scheme wherein workers also contribute. The workers will get a amount of Rs 3000 per month once he reaches the age of sixty years. In case of the death the spouse will get one half of the amount per month other dependents will not get family pension.

- With the maturity of the scheme, a person will obtain a monthly pension of Rs. 3000/ only.
- The applicants between may make monthly contributions ranging between Rs 55 to Rs 200 per month till they attain the age of 60.
- Once the person becomes 60 years old, he/ she can claim the pension amount.

Eligibility Criteria for Pension

- Unorganized Worker
- Age 18 to 40 years
- Monthly Income Rs 15000 or less than that

Any Workman Should not be.

- Engaged in any Organized Sector (member of EPFO/NPS/ESIC)
- Be an income taxpayer.

He/ She should have.

- Aadhaar card
- Savings Bank Account / Jan Dhan account number with IFSC

(Ministry of Labour & Employment)

1.6 Summary

The problem is lack of statutory social security provisions in connection with unorganized construction workers (In case of organized workers EPF Act, ESI Act , Employees Compensation Act, Maternity Benefit Act etc. are provided) .This can be concluded that the social security of unorganized construction workers is a very relevant topic for research. On the one hand, the numbers of unorganized workers are larger than any other category of workers, on the other hand they are getting the least social security benefits.

These unorganized workers are not aware of the different social security schemes. In the lockdown period they suffered a lot (**Kaushik, M.M. and Trikha, M.A., 2020**).

The first step for ensuring social security was passing of the law named “Unorganised Workers Social Security Act 2008”. Under this act the central government and state governments were authorized to deliver various social security facilities to unorganized workers. This act provides for many schemes and encourages different governments to develop a mechanism to provide social security to unorganized workers. This study focuses on the awareness of workers about the benefits meant for such workers; it studies awareness of these benefits among the intended beneficiaries and tries to find out relationship between the awareness about the act and perceived meaningfulness of the same. Opinions of experts and government authorities have also been sought regarding the same. This topic for research has been a neglected area of study; hence, this research will prove beneficial for the workers as well as the society.

The study has been administered in both kinds of cities (highly populated and less populated) in Punjab with the intention of ensuring a diverse representation of industrial sectors and workforce demographics. This approach enhances the generalizability of the findings rather than diluting accuracy. Moreover, several demographic and socioeconomic factors (including age, gender, education, and community) have been considered to capture the possible differences in the responses of the participants.

CHAPTER 2

CHAPTER 2

REVIEW OF LITERATURE

2.1 Introduction:

Social security for different classes of workers in general and unorganized construction workers in special has been a major challenge for the government from the very beginning in India. So far as the social security of organized workers is concerned there have been various statutory provisions under different laws passed over the period of time but before passing of “unorganized workers' social security act” in the year 2008 there was hardly any effort on the part of the government to address the specific issues of unorganized workers of any sort. Now from the last quarter of the year 2021, the central government has started a portal named-Shram portal for the purpose of registration of workers but yet a large number of workers are not registered on the same.

The Government of India has announced many relief packages during the COVID-19 pandemic. But a tiny portion of those packages has been spent for social security purposes of unorganized workers (**Mukherjee 2022**)

But there have been some studies on problems and challenges associated with unorganized workers in India. Academicians and experts have given their views on these issues and have also suggested measures to resolve these issues. Based on the themes of studies following sets of literature were found to be relevant and contributory to my research work.

2.2 Issues and Problems of Unorganised Workers:

There have been certain studies that confirm and explain that unorganized construction workers suffer from many problems.

(**Dey Payal & Ghosh PK 2022**) explain in their paper that unorganized employment is deprived of social security in workplaces. Besides the unorganized economic sector in India does not get recognized or recorded through any formal mechanism in law or practice. Hence, they are not able to get various benefits.

(Gopalakrishnan S & Mohan Kumar P. 2020) opines that the Construction industry remains the second largest job provider of workforce in the world and is next only to agricultural sector workers. Since the construction industry and workers thereunder fall in the unorganized sector, they do not get benefits like the advantages received by the workforce in the organized domain. Majority of workers of this domain are poor from social and economic point of views and are also illiterates who are recruited by the middlemen based on the construction workforce needs on a daily wage's manner. Migrant people from villages and underdeveloped areas of the country are regularly being exploited for this purpose. The hard and difficult construction work and their temporary and poor living conditions make them prone to several diseases and ill health. They are not able to get any medical and financial support.

(MishraSatyam, 2018) explains that the workforce in the unorganized field in India are around ninety-three percent of the total prevailing working people..The unorganized sector workers in India faces serious problems like uncertainty of employment to risky conditions at work. Therefore there remain various problems faced by social security.

(Hoda,2017) in this regard writes in his paper the view that though the system of social security in the country seems very wide but there remain many deficiencies and shortcomings, majorly regarding the unorganized sector in India. This is a contradictory situation.

(Chatterjee, 2016) concludes that despite the provisions of various laws for social security in India for the different types of workforces, still the conditions of unorganized workers remain the unchanged, only organized workers are getting the test of fruits of social security in all respects. Unorganized workers did not get these benefits.

(Reddy,2016) is also of the view that “Unorganised Worker Social Security Act 2008” remains a combination of different programs without any rationale neglecting a huge number of vulnerable workforces to their fate. There should be a wide-reaching social security scheme for the welfare of the workers of the unorganized domain in the country providing for a unified system of minimum social security, minimum conditions of

work, and a national minimum wage regulation. Besides, other benefits like pension etc. should also be provided so that no one is allowed to remain unprotected.

(Satya, P 2016) highlights the fact that unorganized workers face exploitation to a great extent by other members of society. They work in very bad conditions, and especially wages they get are lower than that are prevalent in the formal sector, even for such jobs that are similar. That is where the productivity of the workforce is not different. The work level remains of lower quality and poor conditions of employment, both on wage and job dimensions.

(Srivastava, 2016) opines workers in construction area have a very indecent standard of living at their place. All the migrant workers of skilled and unskilled nature have a very low grade of per capital daily consumption expenditure Their economic condition is very poor.

(Khurana, 2016) Even as employment in the construction industry in India has grown in recent decades, the economic insecurities of workers persist. The existing forms of work and labor control, embedded in capitalist and patriarchal relations, are significant for women's ability to question or resist their conditions of work.

(Kalyani,2015) expresses the view that the unorganized sector has the features of excessive seasonality of employment, the growth of casual and temporary employment, atypical production organizations and job relations, absence of any social security benefits, the lack of social standards and worker claims, and absence of any minimum payment.

(Rajendran,2015) explains about unorganized workers that the non-organized type of the workers scattered type of operational procedure, dearth of any institutional support decrease their bargaining strength and their capacity to get all facilities from the laws made for their benefit.

(Subrahmanya, 2013) opines that the most important problem in the social security administration is the challenge of delivery of different services. As per the current

system much of the money which is meant for the poor gets misused on the way due to the involvement of middlemen. The scheme thus remains a flop.

(**Kumar & Bhatia,2012**) express the view that the social security legislation in our country are not part of labor legislation due to the lack of any related statute or law . There remain no ministries of social security both at the center and state level, the concerned matter is looked after by the ministry of labor in the central government. This is not a very good situation.

(**Mohapatra, 2012**) concludes that unorganized domain work is recognized by poor rate of wages that are so less to meet minimum standards of living including poor nutrition, long working hours, and difficult working conditions, no basic facilities such as medical, potable water, and cleanliness in the workplace. So far as construction workers are concerned main issues are Identifying employers and the end of exploitation by middlemen.

(**Lerche Jens,2012**) explains that in India, working conditions and wages are not increasing for informal labor. The bargaining power of the worker is very weak, on the other hand government and employers want more in formalization.

(**Tiwari, 2012**) concludes that building construction workers do not get right quantity of nutritious. Mostly they live in kaccha houses. Many workers prepare their food in the same area in which they live. They have to use wood as fuel for preparing their food. They get drinking and cooking water from public tube wells or taps.

(**Yajurvedi,2012**) points out that an examination of the administration of different programs and schemes in India shows that the process of implementation follows a top-down approach. It does not take into consideration people's desires, expectations, and also the need for organized participation. Further, most of the existing schemes suffer from the low participation of the potential beneficiaries and also an abysmal lack of

publicity and information regarding the schemes. In some voluntary welfare funds, workers do not enroll themselves because they consider it to be too small of benefits.

(Faish,2011) explains that in only organized workers who are about 7% of entire workforce take the fruits of social benefit laws and the other class belonging to the unorganized workforce are not getting the benefits under any laws since either they are not fit for the coverage, or laws are just not rightly implemented for them. He further says the list of unorganized workers is not decreasing in India. The requirements are many and some immediate measures may be provided as a first step, if some complexities are removed from major laws like the “Unorganized Workers' Social Security Act, of 2008”.

(Ramanujam & Rawal, 2010) give the opinion that the administration of welfare measures to unorganized workers is a stupendous task as it involves over 400 million workers. The existing machinery and the processes and procedures involved do not match the complexity of the tasks involved. As a result, many genuine beneficiaries are not addressed at all.

(Mehrotra, 2008) expresses the view that In India social assistance is meager and that social insurance is limited and fragmentary; in both cases, it mainly covers BPL persons rather than all unorganized sector worker households. All unorganized workers are not covered under this.

(Agrawala, 2008) opines that Indian Informal workers are not protected by social laws that make employers responsible towards workforce. But the workers have managed to get some welfare benefits from the State. She further opines that they now demand more from the state than from the employer. Democracy has increased its strength.

(Sakhtivel & Joddar,2006) opine that the unorganized segment of the workers is hardly covered under any of social security schemes. This segment is neglected in receiving any social security benefits.

(**Rao, Rajsekhar & Suchitra,2006**) explain that since the financial status of the unorganized workforce is very less as compared to the lowest strata of the organized workers hence the need for social security benefits among unorganized workers is pressing. Providing development benefits to these workers is a very challenging task, but not an impossible one. To help them first the approach should be a decentralized one starting with small and feasible social security measures followed by a broader strategy to keep the marginalized groups closer to the mainstream of society.

2.3 Gender Issues and Social Security

Few researchers discussed specific issues of female unorganized construction workers. These issues are related to challenges in providing social security in the context of female unorganized workforce including that of construction workers.

(**Mariadoss & Samuel,2019**) conclude that the standard of living of female workers in the construction sites are very pathetic and the workforce employed in the industry has to face many issues related to discrimination in the job, no proper fixed employer, very low wages, health problems, insecurity of the job, lack of social security, sexual assault and employment injuries at the workplace.

(**Jasna& Maneesh,2017**) describe that for women, the construction sector work is very risky and many problems are faced by them at the workplace. Health-related issues remain a major problem for women workers because they are physically weak.

(**Bharara, 2012**) has concluded in her research paper that instances of employment related injuries are too high among the female laborers working in construction sites; the prime reason is that the occupation remains very hazardous. Apart from this women lack training and required physical strength for doing such strenuous work.

(**Kumar R & Pandey,2012**) conclude that the women from villages in India are mostly found to be working in the non -formal sector but this sector is dominated by male

workforce and female workers also get very less wages in comparison to male labor. They further say that old value system should be changed wherein females were not treated equally at the workplace. According to them even if there may be some differences between the sexes, there should be attempts to ensure better work conditions and improvement in the quality of life of female workers.

(**PattanaikBK,2012**) provides an interesting conclusion that male workers have migrated majorly from backward areas of Bihar and Uttar Pradesh whereas the female workers have migrated from underdeveloped and tribal-dominated areas of Madhya Pradesh and Chhattisgarh. This phenomenon explains the fact that migration of female workers is different for different states.

(**Barnaba, Anbarasu & Clifford, 2009**) give the view that there remains certainly a difference in compensation opportunities between male and female workers in the construction sector. They further opine female workers were using their wages profitably - for the benefit of the family members and they are capable of doing masonry work also.

2.4 Need for State Intervention and Legal Framework

There have been some studies that call for the active contribution on the part of the government and its agencies in providing social security benefits to unorganized construction workers. These are as follows:

(**Pillai & Dam, 2020**) tries to explain that despite the government's intervention and provisions of various relief measures, minimum wage laws, micro-insurance, and social schemes for the secluded section there is a need to maximize the reach and impact of social security provisions. These schemes are not very effective in providing social security to these unorganized workers.

(**Singh,2016**) points out that since construction workers are found to be working in unorganized sector hence specific schemes must be started to protect this vulnerable

segment. Hence, he recommends reframing a detailed and consolidated social security system for unorganized construction labour in India.

(Alam, 2013) puts stress upon the fact that there are some important safety demands of these workers which are ensuring food and nutritional benefits, medical benefits, residential facilities, job to be secured, financial protection, life and accident insurance, and old age benefits. He demands an integrated scheme of social security for the workforce in the unorganized sector.

(Dev, 2013) points to the fact that present social security schemes in the unorganized sector cover only 5 to 6 percent of the unorganized workers. He further says there is a disconnect between policies and implementation. There is thus an urgent need to build appropriate institutional structures for better implementation. His emphasis is on developing a suitable administrative structure to deliver social protection benefits to the needy.

(Dahs & Helen, 2008) concludes that social security attempts done by Central Government, State Governments, and NGOs explain that the wants are greater than the support given and the attempts must be target oriented and should be so vast to cover the increasing number of unorganized labor. They emphasize on comprehensive system of social security for unorganized workers.

(Subrahmanya, 1998) also suggests an all-inclusive and detailed security program that may be developed by a central authority and implemented by different government authorities for delivering at least minimum benefits at the cost of the government. He also suggested that a prescribed percentage of the GDP should be set aside for this purpose. This approach focused on the centralized system of social security administration.

(Gillion, 1994) emphasizes pluralistic structures that include state-financed plans contributory social security arrangement and privately organized mechanisms all play

an important part. He opines that it is the most feasible option. Thus, his emphasis is on multi-dimensional approach to provide social security to unorganized worker

2.5 International Perspective

Some studies describe features of social security in a few important countries of the world. This helped to compare the situation of social security prevailing in these countries with that of India.

(Brzeska, Das & Fan, 2016) say that the ongoing social protection system of China is facing several challenges. The social assistance programs do not have the right standardized legal structure. He further adds that it is based on administrative mechanisms that include guidelines, notices, decisions, and commands issued by the State departments and ministries. This situation leaves the system prone to elite control and misuse.

(Wang, 2016) in his research paper expresses the view that there should be strong government intervention in China to improve the employment chances of workers in unorganized sector employment, particularly in employment markets where workers have poor bargaining power and are majorly unorganized.

(Kongtip Nankongnab, 2015) says laws in Thailand that are there to save unorganized workers are not implemented properly and hence are not able to be effective. Informal workers do not have employment agreements and are not aware of their legal rights. The social security system here does not provide informal workers protection against any work accidents, diseases, and work injuries, unemployment and retirement benefits and employment compensation.

(Fourie, E., 2010) in his research paper tries to explain that a new type of atypical employment and work in unorganized sector is a growing phenomenon, particularly in developing countries. In South Africa, ‘atypical’ employment remains actually typical for sectors such as housework, the construction field and farming. Besides trade union inclusion of atypical workers are very less and hence trade unions should concentrate

on both wage negotiations with employers as well as social and political bargaining for making legislation to promote social security , such as the “Unorganised Workers’ Social Security of 2008” in India.

(Kannanand Rutten, 2002) has emphasized on the fact that construction work has been to a great extent instrumental in rapid development in Asian countries, but its role has not been rightly recognized in the domain of academics and policy. Hence the sector has been totally neglected.

(Lundberg U & A Klas, 2001) explains about welfare paradox prevalent in Scandinavian Countries. On the one hand there is a broad social insurance system on the other hand at the same time a system with strictly regulated and needs-based poor relief/social assistance. The system provides both types of social security –social assistance as well as social insurance.

(Ginneken, 1999) points out in his research paper that in certain parts of the world like certain parts of Africa and South Asia, formal social protection inclusion is limited to around 5 to 10 percent of the entire workers and that too is declining .So far as India is concerned, in the mid-1990s not more than 10 percent of workmen were in the organized sector, compared with more than 13 percent in the mid-1980s. In Latin American Countries coverage remains roughly between 10 and 80 percent and mainly remained stagnant. The coverage remains high in the Southern Cone nations and low in Central America. In Southeast and East Asia, coverage may vary between 10 and 100 percent and is generally increasing. In most transitional countries of Europe, the coverage still varies between 50 and 80 percent, while most developed countries cover 100 percent.

2.6 Future Prospects

(Palacios, R.J. and Robalino, D.A., 2020) suggest there should be integration of social assistance and social insurance for the future generation of the working class. Since

there is the existence of unorganized labor, many countries tried to combine contributory social insurance programs (pensions, unemployment benefits, and health insurance), with some noncontributory security programs and several sorts of safety nets. They say that for the future of workers social insurance and social assistance both are important.

(Elembilassery.V, 2018) suggests that educating about different government programs, training, improving basic facilities, and growth of community and microfinance are such activities that workers unions in the informal sector should administer so that worker participation and strength can be ensured.

(Dreze, 2016) points out that so far as India is concerned it has not yet fully developed a concrete system of social security but the initiatives of last fifteen years have certainly provided vast possibilities in this area for the near future.

(JitR, 2016) has suggested that Trade unions can broaden their base by extending their boundaries to the unorganized sector. This will help workers as well as trade unions. Till now trade unions have not included unorganized workers as their registered members.

(Khurana, 2016) opines that although numbers of workers are growing in the construction industry in recent years yet the problem of economic insecurities of such workers persist. He also says that the current forms of work and employment control, which is a part of capitalist and patriarchal relations, are important for female workers ability to ask for or fight for their conditions of work.

Psychology of Unorganized Construction Workers

(Duckworth, J., Hasan, A. and Kamardeen, I., 2024) opined that leading causes of poor mental health among construction manual and trade workers are poor work-life balance, high job demand, poor cultural norms and mental health stigma, chronic bodily pain, lack of social support, workplace injustice and job insecurity. They concluded that

prominent effects of poor mental health are suicidality, drug and alcohol addiction, poor workplace safety and poor work performance.

(Kumar, G.P. and Thangavelu, R.B., 2024) has pointed out that neglecting worker welfare in developing sectors not only impacts their physical and mental health, it affects their overall well-being. Specifically, construction workers with physically demanding, awkward postures often suffer from musculoskeletal disorders that necessitate lengthy recovery.

(Rotimi, F.E., Brauner, M., Burfoot, M., Naismith, N., Silva, C.C. and Mohaghegh, M., 2024) opine that benevolent and hostile sexism directly influences work morale and indirectly affects **women's mental** and physical wellbeing in the construction industry

(Alsulami, H., Serbaya, S.H., Rizwan, A., Saleem, M., Maleh, Y. and Alamgir, Z., 2023) concluded that Emotional Intelligence plays an important role to enhance the safety behaviors of the Construction Workers besides reducing their workplace stresses. They further opine that workers' stress levels are found to negatively impact their safety behaviors, indicating that any reduction in occupational stress can reciprocally enhance their safety compliance

(Tong, R., Wang, L., Cao, L., Zhang, B. and Yang, X., 2023) explain that psychosocial factors indirectly influenced workers' safety performance by impacting on their occupational psychology condition (i.e. burnout and engagement). Besides work stress, role ambiguity, work–family conflict and interpersonal conflict were negatively related to safety performance by promoting burnout and affecting engagement.

(Sriramalu, S.B., Elangovan, A.R., Annapally, S.R., Birudu, R. and Lakshmana, G., 2023.) explain that study showed that migratory construction workers had a higher level of distress, and their QoCL (Quality of Community Life) was below moderate. It was observed that pre-and post-migration factors such as poor living and working conditions, lower wages, job uncertainty, and lack of social security schemes might create psychosocial stress. The stress has led to distress and resulted in poor QoCL

(Samanta, S. and Gochhayat, J., 2023) have concluded that the higher rate of occupational safety and health issues among Indian construction workers can be attributed to lack of proper communication, non-use of personal protective equipment, wrong postures of work and work activities, lack of training, **psychological factors such as stress and burnout**, lack of safety orientation and culture, and issues lying in compliance of appropriate legislation.

(Sharath, S. and Loganathan, K., 2022.) opine that sound sleep is an integral part of human health. Construction workers are often required to undergo accelerated training after being hired, resulting in inadequate sleep and subsequently impacting their **psychological well-being**.

(Li, K., Wang, D., Sheng, Z. and Griffin, M.A., 2022) suggest that the construction industry is stressful and concerns for workers' psychological well-being (PWB) are on the rise with the high prevalence of mental health problems. They further opine that there is currently no clear framework or system in the mainstream construction literature to guide management practices such as allocating resources, optimizing work systems, and supporting worker well-being.

(Bhatt, R.R., Desai, G.J. and Verma, P.B., 2015) conclude that analyzing the results show that most of unorganized construction workers have high to extreme level of stress. This work stress can be reduced by applying the concept of level of prevention through ergonomics, work design, organizational development, workers training & counseling, pre-placement & periodic examination, enhanced occupational health services etc.

2.7 Research Gaps

Based on a review of the literature certain research gaps were found. First of all, there has not been any specific study on Social Security Schemes for Construction Workers in Punjab. Though there have been some studies on specific segments of unorganized construction workers. Besides, till now hardly any study has been on the Social Protection of Unorganized Workers in general. Whatsoever studies have taken place till now they emphasize upon the fact that there is hardly any provision for the social security of unorganized construction workforce in India. All scholars agree upon the fact that the number of unorganized workers is too big. Besides social security conditions of female unorganized workers are worse than their male colleagues. Female workers jobs are riskier too. It has also been agreed that state interventions in the forms of statutes and administrative mechanisms are required. So far as other countries are concerned there are different systems of social security for unorganized workforce. In Canada there is an integrated mechanism of social safety for all types of workforces but in Thailand there are problems in implementing social security for unorganized workers. So far as prospects are concerned roles of trade unions, the government and civil society is very pertinent and relevant. A big number of unorganized workers are in the labor market, but their details are not recorded in any study hence most of the studies are based on probability. Employees State Insurance Corporation has recently proposed social benefits to unorganized workers as Pilot Project in New Delhi. But it has still not evolved a mechanism to find out the number of unorganized workers and financing of the scheme. No study has been conducted on the overlapping of social security nets in different central and state government-run programs and thus leading to a chaotic situation for actual beneficiaries. Further the trade union mechanism to address the social security concerns of unorganized sector did not find a place in any study. The trade union's role in the social security of unorganized workers remained a neglected thing so far as research studies are concerned.

CHAPTER 3

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Rationale of the Study:

When the rationale of this study is tried to be found out one pertinent fact is that in India where the social security system is poor and is yet to mature, the people engaged in the unorganized sector are exposed to the vulnerabilities of uncertainties of life (**Jana, D., Sinha, A. and Gupta, A., 2019**).

Besides the workforce in India has been increasing with a very fast pace that leads to increase in the general population and out of this workforce majority falls in the unorganized sector (**Mohapatra, K.K., 2012**).

Now this big increase in the workforce has created many challenges for the economy including the worker welfare and social security mechanism to provide the due benefits to the workforce. Various benefits have been tried to be provided but all of these are meant for workers who are in the organized sector. The unorganized sector remains neglected in this regard (**Charmes, J., 2012**). Ultimately this situation has had many implications in the lives of such workers and their dependents. This situation has also affected the economy. In this light, it is very imperative to explore the prevailing social security mechanism in detail and to search for some practicable solutions for making the situation better for these unorganized workers in our country. (**Ramachandran, K., 2018**).

These studies explain that, on the one hand, the number of unorganized workers is too large. On the other hand, statutory provisions are scant, and all provisions are focused on organized workers only. This thing has affected the lives of such workers, their dependents and ultimately the economy too. The study explores the situation and searches for some practicable solutions to make the situation better for these workers. Therefore, the researcher strives to explore the situation and search for some practicable solutions to make the situation better for these workers. The study tries in all its earnest to explore the various issues related to social security aspects of unorganized workers.

The study is confirmed by several pieces of evidence that statutory provisions of unorganized workers are limited, despite the number of such workers being very large.

Multiple labor laws for organized workers highlight that while India has developed a robust legal framework for the protection of organized workers, the practical implementation and coverage for unorganized workers remain very limited. Besides , government reports and empirical research suggest that the majority of labor protections are designed with organized sector workers in mind, with relatively fewer comprehensive provisions specifically addressing the needs of unorganized workers .

Social Security provisions like provident fund, gratuity, sickness benefits, medical benefits ,partial or total disability compensation, death compensation to dependents ,occupational disease compensation all these benefits have not been provided under any law for unorganized workers except unorganized workers social security act of 2008 and recently passed social security code Some schemes have been there, but they do not provide any specific mechanism or legal system and benefits are too meagr. Since they are not registered they are not covered under various acts passed by the central government

3.2 Research Questions

There are so many questions that prompted the researcher to go for this study. In the industrial establishments and other established organizations, the researcher has found that workers were getting various welfare and social security benefits and their jobs also remained secure and safe. This situation is prevalent in the government as well as private sector. But when the workers were found in different areas doing any type of manual jobs without any fixed tenure or without any terms and agreements such workers were only getting bare wages. The rates of wages also remained very low and payment was also irregular. They did not get any benefits whatsoever at the place of work or otherwise. When they fell sick, they did not get any leave with wages. Sometimes they were found to be meeting with accidents and yet they remained unattended by anyone including their employers. Workers employed in any organization get provident funds and gratuity, but these unorganized workers never get any such benefits. Besides, when these workers remained jobless there was no support in terms of income protection. The places where they lived were rented houses and that too was in very bad condition. Even when such workers become old, they did not get any pension or income protection. In case of occupational accidents, they remained at

the mercy of employers. In case of death, the dependents did not get any financial benefits. Another thing that prompted the researcher to initiate this research was the fact that there was hardly any law to cover informal workers. Further, a big number of unorganized workers in every part of Punjab was itself a motivating factor to study their lives. These workers were migrants most of the time and worked in a place far from their respective native places. They have to encounter a different culture, and they need to adapt to that culture. This intermingling of cultures creates a new culture. This too has been a motivating factor to continue my research on this topic. One important point is also interesting to note as to why did government neglect the social safety rights of these unorganized workers despite ILO convention along with Constitutional Provisions. Trade Unions also from the very beginning have neglected the interests of unorganized workers. Trade unions never tried to pave the way for unorganized workers to join any of the trade unions . Most of trade unions in India are involved in inter trade rivalry and they are least concerned with the plight of unorganized workers. Outside leadership of these trade unions have also made these trade unions defunct. These questions call for an answer and this research tried to answer all these questions. Though the problems and issues are many, these can be sorted out with participation of all stakeholders of the society.

3.3 Objectives of the Study

1. To examine the nature and scope of social security provisions for unorganized construction workers as mentioned in “Unorganised Workers’ Social Security Act 2008”
2. A. To examine the role of various demographic variables in relation to their work category.
B. To examine the awareness level of construction workers with reference to the act.
C. To examine the role of various demographic variables in the level of awareness amongst the construction workers w.r.t. the Act.

3. To examine the relationship between the level of awareness and perceived meaningfulness derived by the workers in the social security domain.
4. To qualitatively analyze the respective roles and responsibilities of various labor enforcement agencies/authorities to suggest a framework for effectively implementing the act.

3.4 Hypothesis for the Study

Objectives 1 and 2B are exploratory with no hypothesis. The stated hypothesis belongs to objective 2A (H1 to H5), 2C (H6 to H15) and objective 3 (H16 to H20)

Relationship among categorical variables

H₀₁: There is no significant impact of gender on the category of work

H₀₂: There is no significant impact of age on the category of work.

H₀₃: There is no significant impact of education level on the category of work.

H₀₄: There is no significant impact of community on the category of work

H₀₅: There is no significant impact of marital status on the category of work.

Role of various demographic variables in the level of awareness

H₀₆: There is no difference in male and females towards awareness of Indra Gandhi National Old Age Pension Scheme

H₀₇: There is no difference in age level towards awareness of Indira Gandhi National Old Age Pension Scheme

H₀₈: There is no difference in education level towards awareness of Indira Gandhi National Old Age Pension Scheme

H₀₉: There is no difference in communities towards awareness of Indra Gandhi National Old Age Pension Scheme

H₁₀: There is no difference in category of work towards awareness of Indira Gandhi National Old Age Pension Scheme

H₁₁: There is no difference in male and females towards awareness of Indira Gandhi National Family Benefit Scheme

H₁₂: There is no difference in age level towards awareness of Indira Gandhi National Family Benefit Scheme

H₁₃: There is no difference in education level towards awareness of Indira Gandhi National Family Benefit Scheme

H₁₄: There is no difference in communities towards awareness of Indira Gandhi National Family Benefit Scheme

H₁₅: There is no difference in category of work towards awareness of Indira Gandhi National Family Benefit Scheme

Relationship between the level of awareness and the meaningfulness towards different schemes

H₁₆: There is no significant relationship between the level of awareness and the meaningfulness towards Indira Gandhi National Old Age pension scheme

H₁₇: There is no significant relationship between the level of awareness and meaningfulness towards the National Family Benefit Scheme.

H₁₈: There is no significant relationship between the level of awareness and the meaningfulness towards Janani Suraksha Yojna.

H₁₉: There is no significant relationship between the level of awareness and the meaningfulness towards Aam Admi Bima Yojana

H₂₀: There is no significant relationship between the level of awareness and the meaningfulness towards Ayushman Yojna.

3.3 Research Methodology

The present study investigated the application of two major aspects of social security – Social Assistance and Social Insurance. The study concentrated on the role of statutory bodies in the degree of implementation of various social security benefits as provided under the “Unorganised Workers’ Social Security Act 2008” to the workmen. As a part of exploratory research, secondary data were collected from different statutory bodies and institutes. The data included the bare act rules, reviews, and comments of parliamentary committees. Further primary data was collected from beneficiaries and concerned authorities and professionals and was utilized to evaluate the level of awareness of beneficiaries regarding benefits and consequent meaningfulness of the same under the act. Based on a focused interview with different labor enforcement

agencies, their roles and responsibilities regarding the implementation of this act were analyzed. Further suggestions were taken to modify the act to make it more beneficial for the intended workers.

3.4 Research Design

The research design has been descriptive as well as exploratory. The study commenced by obtaining and analyzing secondary data available from different government agencies. A mix of quantitative and qualitative data was collected from the construction workers, members of their families, and various authorities respectively.

3.5 Sample Size and Sampling Technique

The sample was collected based on multi-stage sampling. In the 1st stage, two strata were created based on urban population density. Three cities were randomly selected from each stratum (a total of 6 cities) before moving to the second stage of sampling. These six cities were selected out of 10 Municipal Corporations whose Census data was available. . Three cities represented the most populous and three cities represented the least populous out of selected six cities. These cities were Ludhiana, Amritsar Jalandhar, Moga, Pathankot and Phagwara in descending order of population. In the second stage of sampling proportional sample of construction workers was taken using convenient and snowball sampling. Considering the size of the target population, acceptable margin of error and the time constraint, a sample size of 845 workers was considered ideal for this research, but due to Covid19 pandemic, a large chunk of construction workers migrated back to their hometown, hence the final sample size remained 800 workers. Since As per the last government census the total population of these cities was 40.61 lakhs and the break up was Ludhiana with 16.18 lakhs, Jalandhar with 8.68 Lakhs, Amritsar with 11.59 lakhs ,Moga with 1.63 lakhs, Pathankot with 1.56 lakhs and Phagwara with 0.97 lakh hence 320 samples were taken from Ludhiana ,228 from Amritsar ,170 from Jalandhar ,32 from Moga ,31 from Pathankot and 19 from Phagwara. The level of awareness regarding any government scheme has been

measured by a mix of direct and indirect questions gauging subjective and objective feedback (Timmermans, B. and Cleeremans, A., 2015). In the absence of a standardized questionnaire to measure the level of awareness and perceived meaningfulness, a questionnaire schedule was designed to collect responses from the workers. Initial research instrument was drafted based on the broad framework, issues, and challenges faced by unorganized workers. The research instrument was content validated by academicians and practitioners before administering the data collection. After incorporating the feedback from the experts, data was collected between January 2020 and continued till May 2022. The data was collected by physically interacting with the workers at various construction sites, labour chowks and other places.

Table No – 3.3

Municipal Corporation Cities	Total Population of the city (in Lacks)	Relative Population of Cities in %	Proportionate Sample Size (Respondents)	Proportionate Sample Size (Respondents) %
Ludhiana	16.8	39.84%	320	39.84%
Amritsar	11.59	28.54%	228	28.54%
Jalandhar	8.68	21.39%	170	21.39%
Moga	1.63	4.01%	32	4.01%
Pathankot	1.56	3.84%	31	3.84%
Phagwara	0.97	2.38%	19	2.38%
Total	40.61	100%	800	100%

(Census 2011 Municipal Corporations) %

A semi-structured interview was done for a sample of 10 authorities across various departments to collect the qualitative data from the authorities. The officers interviewed were labor enforcement officers at the select cities. All the officers were male and average duration of the interview was 55 minutes.

Table No –3.4

SL. No	Designation	Age	Gender
1	Assistant Commissioner of Labour, Ludhiana	54	Male
2	Assistant Commissioner of Labour, Jalandhar	45	Male
3	Assistant Commissioner of Labour, Amritsar	47	Male
4	Assistant Commissioner of Labour , Pathankot	47	Male
5	Assistant Commissioner of Labour, Moga	42	Male
6	Labour Enforcement Officer, Phagwara	33	Male
7	Labour Enforcement Officer, Central Chandigarh	35	Male
8	Assistant Regional Labor Commissioner Central, Chandigarh	33	Male
9	Labour Enforcement Officer, Central, Ludhiana	32	Female
10	Labour Enforcement Officer, Central, Mohali	28	Female

3.6 Use of Statistical Tools:

To test the proposed hypothesis, a set of univariate and bivariate techniques were used. SPSS (version 22) was used to perform to administer t-test, ANOVA, Correlation, and frequency tables were used to find out the relationships among variables On the basis of test results inferences were drawn and research objectives were achieved.

Table No -3.5

Research Objectives	Proposed Hypothesis	Research Design	Statistical Tools Used
1. To examine the nature and scope of social security provisions for unorganized construction workers as mentioned in Unorganised Workers' Social Security Act 2008	NA	Descriptive and Exploratory (through secondary data)	NA
2.A To examine the role of various demographic variables in relation to their work category.	There is no difference in demographic (age, gender, education, marital status and community) variables towards their work category	Descriptive and Exploratory (through primary data with sample size of 800)	Chi square test
2.B To examine the awareness level of construction workers with reference to the act.	NA	Descriptive and Exploratory (through primary data with sample size of 800)	Bar Diagram
2.C To examine the role of various	There is no difference in	Descriptive and Exploratory	ANOVA

demographic variables in the level of awareness amongst the construction workers w.r.t. the Act.	demographic (age, gender, education, marital status and community) variables towards awareness about the act and its schemes	(through primary data with sample size of 800)	
3. To examine the relationship between the level of awareness and perceived meaningfulness derived by the workers in the social security domain.	There is no significant relationship between the level of awareness and the meaningfulness towards the act and its schemes	Descriptive and Exploratory (through primary data with a sample size of 800)	Correlation
4. To qualitatively analyze the respective roles and responsibilities of various labor enforcement agencies/authorities to suggest a framework for the effective implementation of the act.	NA	Interview (Qualitative analysis)	The researcher used a qualitative lens to examine the role dynamics of the offices and tries to gauge any patterns in the data using inductive coding.

CHAPTER 4

CHAPTER 4

RESULTS AND DISCUSSION

In this chapter, the researcher has discussed the results and their interpretations to achieve the research objectives of the study. For achieving these objectives different statistical tools as well as study of journals, books, reports, websites were utilized. There were four objectives to be achieved through this research. Out of these four objectives the second objective had two sub objectives. The first objective was achieved through study of the act and related topics. Objective numbers two and three were achieved through different statistical tools like ANOVA and Correlations. Objectives number four was achieved through a semi structured interview. The results out of these methods are discussed as follows. Chi Square test was also administered on respondents to find out relationship among categorical variables for objective 2B.

4.1 Objective 1

In this chapter the research results related to achieving the first objective were found out based on an extensive study of available research journals, government reports, websites, and books that inter alia included the social security system of other countries also. Based on this endeavor, various facts came out, and in light of that various recommendations have also been made which have been discussed in the concluding chapter of this study.

The study started by comparing the unorganized social security act with other labor laws meant for organized workers. It was found out that in terms of quantity or quality both the different labor laws which are meant for organized workers are better than those for unorganized workers. In this regard various specific acts have been passed by different governments in India. These laws cover provisions of provident fund, gratuity, compensation in case of disablement, sickness and death, free medical facilities, leaves

during sickness, maternity benefits, pension, rehabilitation training etc. The Unorganized Workers' Social Security Act 2008 provides a mechanism to run social security schemes by different governments. Provisions related to the Central Social Security Board and the State Social Security Board is very important and pertinent. Besides the specifically mentioned some schemes are run by central government with the contribution of state governments. These schemes have been discussed in detail in the introduction chapter of this thesis. This act does not restrict the government to provide only certain benefits to workers rather it provides a mechanism to initiate and operate the provisions of this act. Thus, it depends on the sincerity and promptness of the governments to increase the scope of the law to cover all unorganized workers.

There are various social security provisions for organized workers under different laws to provide provident funds, gratuity, sickness benefits, medical benefits, disability benefits, maternity benefits, occupational rehabilitation, and death benefits to dependents of the employees. For all such benefits different laws were passed and those laws are applicable to even those organizations or establishments which have a number of workers more than 10.

But for Unorganized workers, no such provisions were there at all. Only in 2008 this act "unorganized workers social security act" was passed to provide social security benefits to unorganized workers through various schemes under the act.

Researcher also compared the nature, scope and social protection benefits for unorganized workers in India with the same in other countries. In South Korea, all employees whether organized or unorganized are covered under Social Security cover. In Japan also social security covers all citizens. In Canada minimum social security is provided across different employments. In Thailand the implementation of social security benefits has not been much successful. In People's Republic of China there is no uniformity in coverage and scope of social security provisions. Through an extensive review of the literature mentioned above and also through the study of the act and rules along with the government of India (Ministry of Labour) reports, the first objective was

achieved. For the second and third objectives statistical tools were utilized to verify and validate the collected primary data. For the last objective Qualitative Analysis (Interview) was done.

For achieving the Second and Third Objectives different statistical tools were utilized and on the basis of the outcome inferences have been made. For this purpose, certain hypotheses were tested through these tests.

4.2 Objective 2:

DEMOGRAPHIC ANALYSIS OF RESPONDENTS

The basic demographic profiles of respondents have been explained in the following Bar Charts. These helped me to understand details about these unorganized construction workers.

It was found out that out of the entire sample population maximum persons were in the age group between 25 to 35 years. Minimum persons were in the age group of between 56 years and above. Out of 800 workers 500 workers were less than 45 years of age. So, most of the unorganized construction workers were young. Old people, due to health issues cannot move from one place to another.

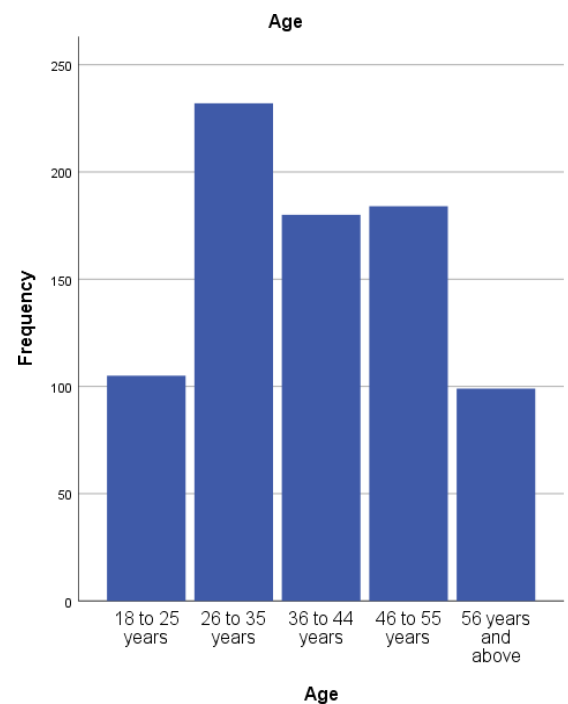


Figure 4.1: Age of Respondents

Maximum workers were found to be educated till high school but around twenty five percent of them got education post high school out of which around 6 % workers were graduate degree holder. So most of the workers were not highly educated.

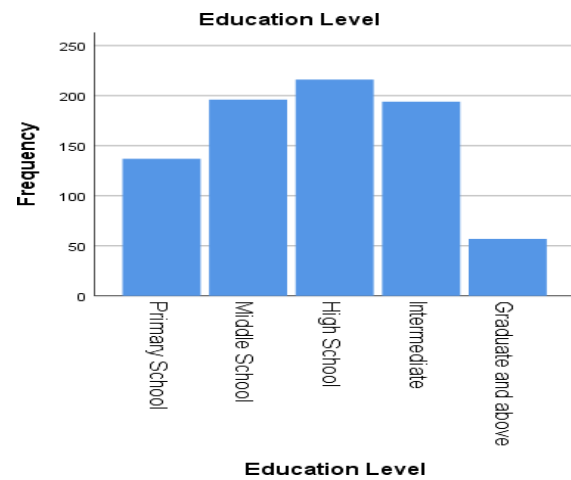


Figure 4.2: Education Level of Respondents

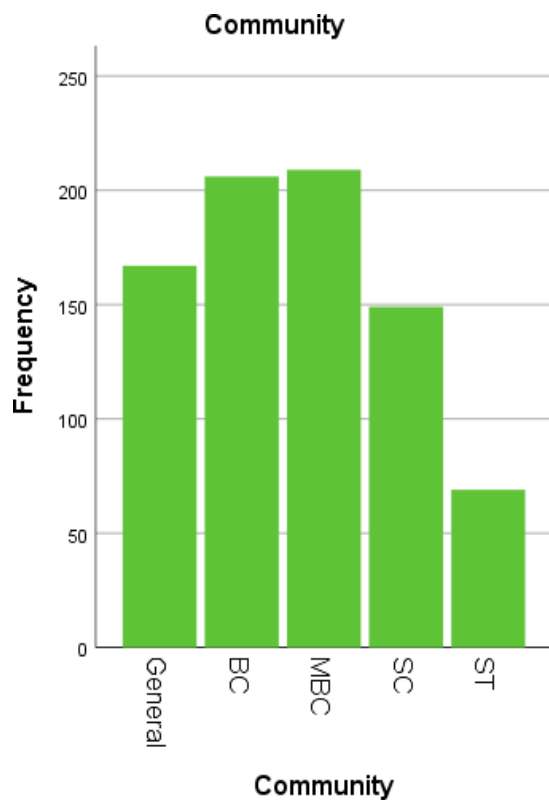


Figure 4.3 Community of respondents

(i) When the researcher tried to get the data about these workers in terms of community it was found out that most of the workers belonged to most back ward caste, backward caste categories followed by general caste, scheduled caste and scheduled tribes. It also indicates social and economic conditions of different castes since some castes are highly represented in the overall population of unorganized workers.

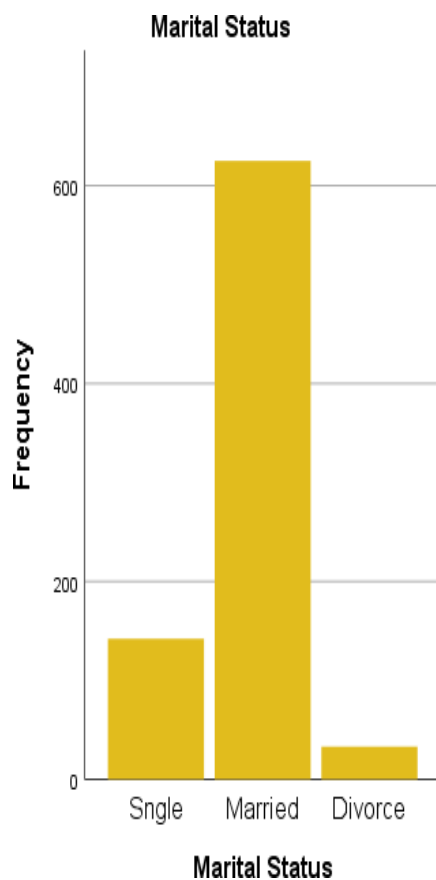


Figure 4.4 Marital Status of Respondents

Maximum workers were found to be married followed by single and divorced. This was in response to questions asked to both male and female workers. Married people had more responsibilities on their shoulders. Single persons on the other hand did not have such responsibilities. Divorced persons were very few in number.

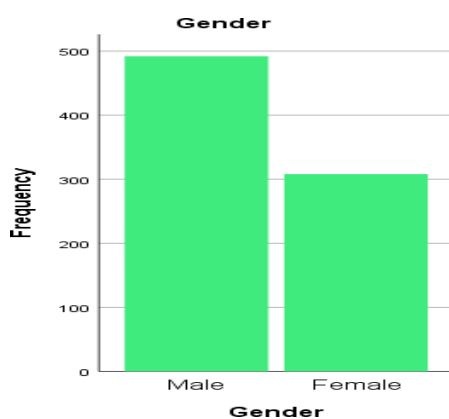
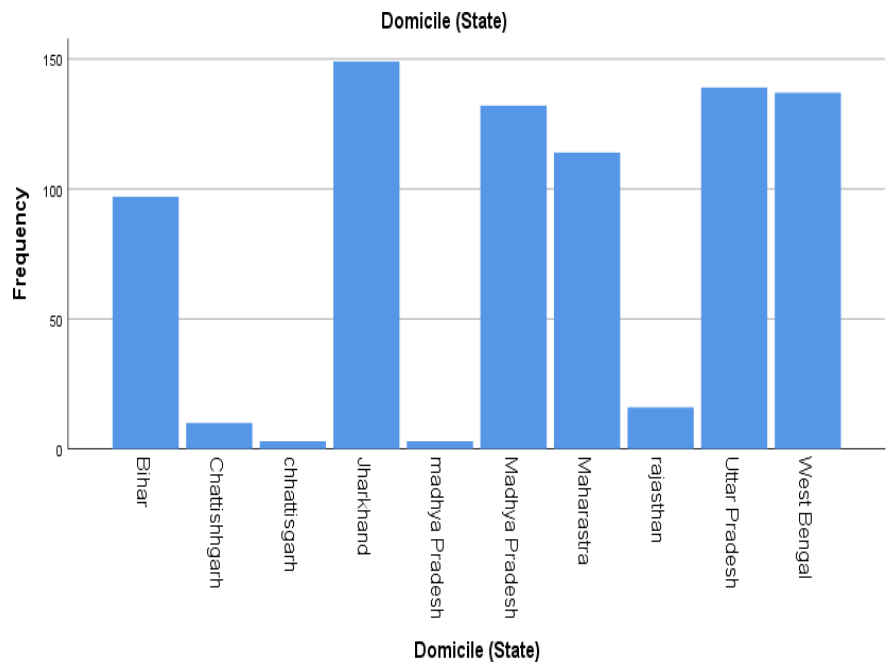


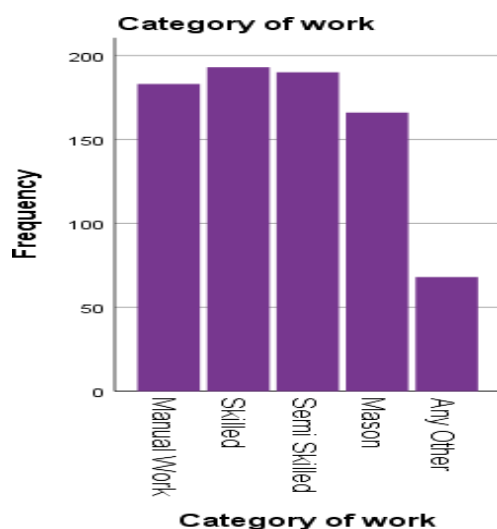
Figure 4.5 Gender of Respondents

Male workers were found to be more in numbers as compared to female workers. There number was almost five hundred. This also indicates less mobilization of female workers. Female workers were found to migrate only when they are accompanied by their husbands. Due to social norms also, females do not move.



(Figure 4.6 Domicile of Respondents)

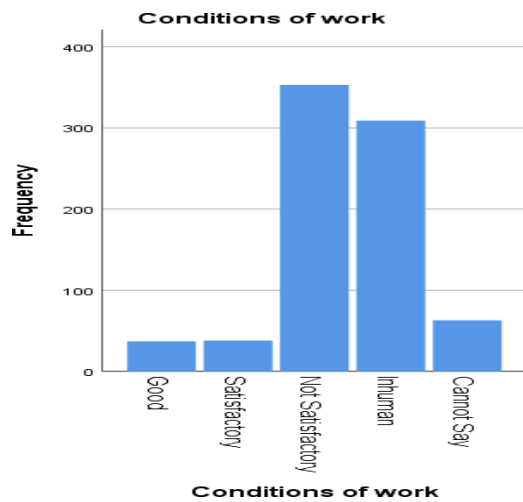
- (ii) All the unorganized workers came from the states of Jharkhand, UP, West Bengal, MP, Maharashtra, Bihar and Rajasthan. Out of these workers the least were from Rajasthan and Maximum was from Jharkhand. Most of the states are economically weak except Maharashtra. In certain parts of Maharashtra due to poor conditions of farmers many people migrated



(Figure 4.7 Category of Work of Respondents)

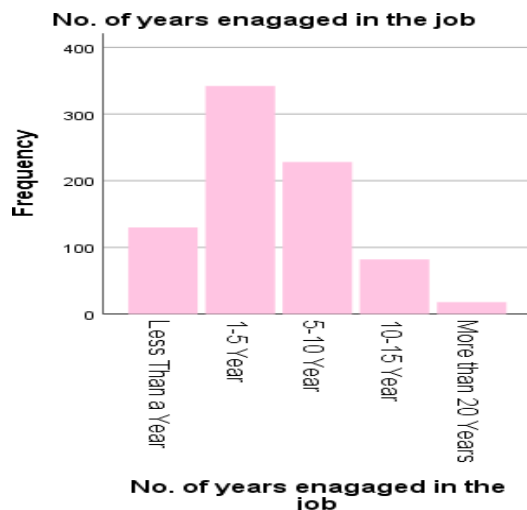
- (iii) There was little difference across the categories of work done by these workers. One reason was that their jobs changed frequently, hence the job categories changed too. For mason category and other category relatively, few workers were found. Though the difference is not so great. It indicates that jobs do not have much difference in skills and can be learnt by all workers.

So far as the conditions of work was considered majority of workers were either not



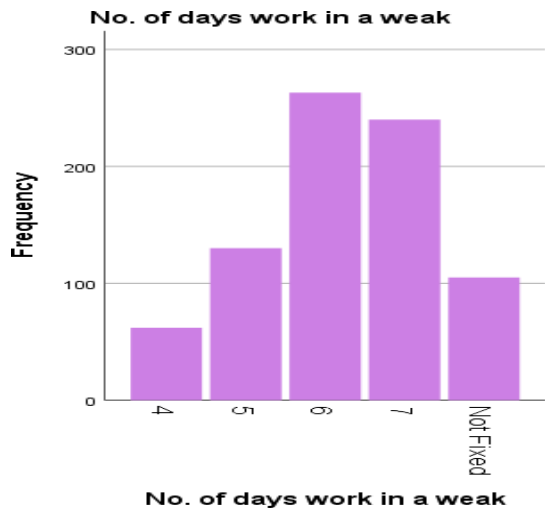
satisfied or considered these conditions to be inhumane. A minor population remained Neutral to answer this question. This was a very important but pathetic state of affairs. If such a large number of persons are not satisfied with job it will be bad for the individual workers, their family members as well as for the society.

(Figure 4.8 Conditions of Work of Respondents)



Although many of workers could not exactly recall the year when did they came to work as unorganized construction workers in Punjab but on the basis of their answer it was found that around 55 % of the workers were there for less than 5 years. Few workers were found to be working for two decades too. But this did not indicate that they were very happy, but they had to survive somehow.

(Figure 4.9 Work Experience of Respondents)



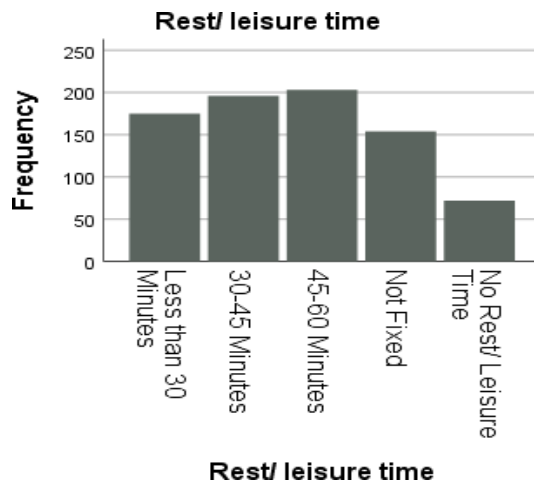
(Figure 4.10 Work days in a week of Respondents)

(iv) Around 60% of workers were able to get jobs for the six days or seven days of the week. The remaining workers were getting jobs less than five or four days. Around 12% of workers responded that they are not sure about getting jobs a week. So even if these people are willing to do a job and capable of doing so, they remain unemployed. There is no provision of applying for jobs rather its most of the chance whether they will get jobs or not.

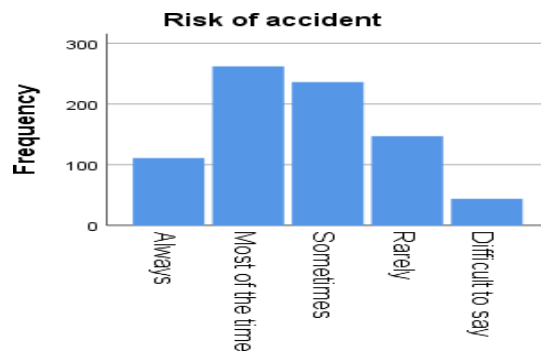


(Figure 4.11 Working hours of Respondents)

(v) Most of the workers were doing work for 10 hours or more in a day. This is an alarming situation and calls for detailed analysis. This is against the norms which are followed in Factories and even in Mines. But for these workers there is no mechanism to fix maximum hours of work a day.



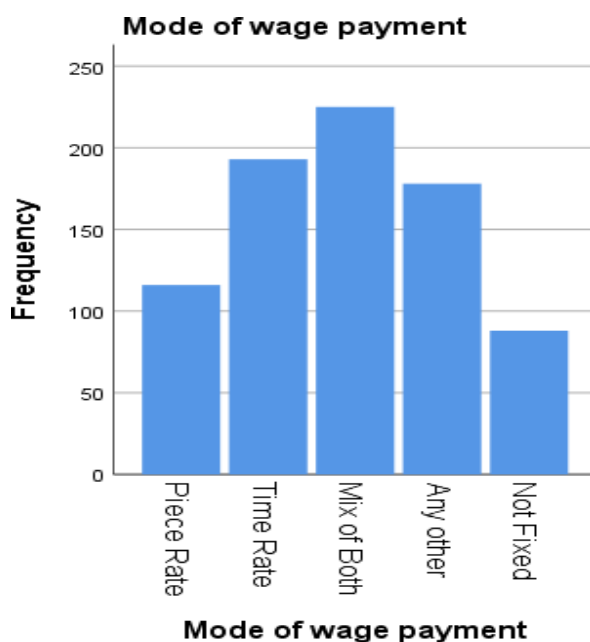
(Figure 4.12 Rest time of Respondents)



(Figure 4.13 Accident Risk of Respondents)

- (vi) Although workers were getting rest time in most cases, but its duration varies significantly. Around 350 workers were getting rest time between 30 to 60 minutes. Besides, in the case of other workers either there was no fixed time slot for rest, or no rest time was given to workers. 175 workers were getting less than 30 minutes of rest time. It's inhuman and risky for these workers.

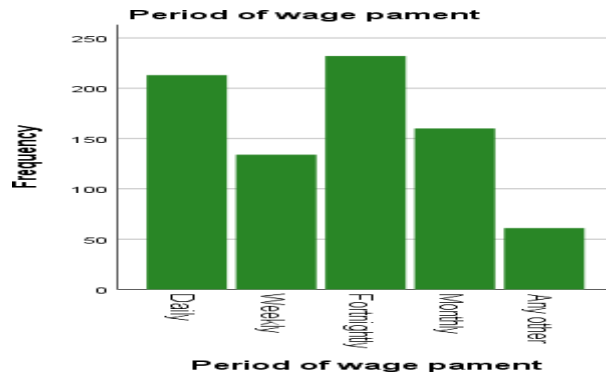
- (vii) When workers were asked to answer questions about risk of accidents a big number of them, that is 360 said that there was risk of accident all the time or most of the time. The next big group opined that sometimes there are chances of accidents. Less than twenty percent of workers said that risk is rare. Few workers found it difficult to say. Hence no doubt there is a huge risk of health and life to unorganized construction workers.
- (viii) In response to the question regarding mode of the payment it was found that most popular mode of wage payment was a mix of time rate and piece rate followed by time rate only and piece rate only 10 % of the workers said that



mode of payment is not fixed. Around 20% of workers said they are paid on the basis of some other mode of payment. The mode of payment is determined by the employer and workers cannot bargain much about it.

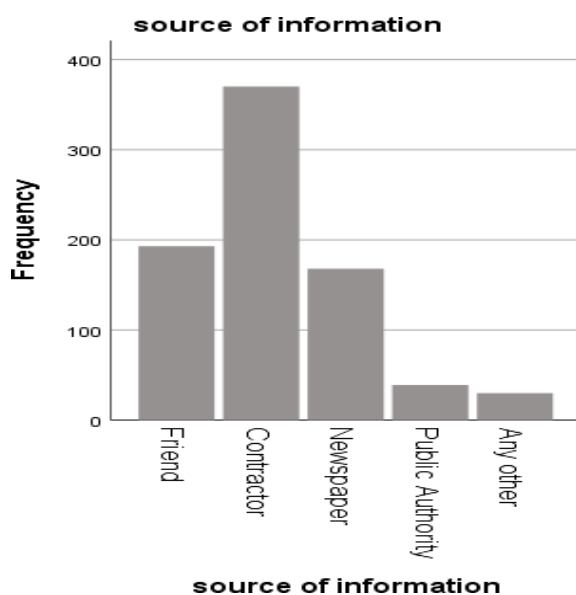
(ix)

Figure 4.14 (Mode of Payment of Wages)



(Figure4. 1 Wage Payment Period of Respondents)

When workers were asked about the period of wage payment. The response was that 250 workers got payment fortnightly, 210 workers got payment on daily basis, 160 workers got monthly wages, 125 workers got weekly wages rest workers got wages irregularly. Since contractors give wages in many cases hence fortnightly and monthly payment is given



(i) When respondents were asked about the source of information the respondents answered that it was the contractor who provided them with all information. The next source of information was a friend followed by the newspaper. Few respondents said that they got information from public authority or any other agency.

(Figure4. 2 Information Source of Respondents)

4.3 Relationship among Categorical Variables:

This section examined the relationship among different categorical variables (objective 2A). For that, we have used the chi-square test. The level of significance is 5%.

4.3.1 Gender and Category of Work

H₀₁: There is no significant impact of gender on category of work decided

Category of work * Gender Crosstabulation				
Count				
		Gender		Total
		1	2	
Category of work	1	130	53	183
	2	100	93	193
	3	105	85	190
	4	113	53	166
	5	44	24	68
Total		492	308	800

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	21.125 ^a	4	.000
Likelihood Ratio	21.247	4	.000
Linear-by-Linear Association	.003	1	.957
N of Valid Cases	800		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 26.18.			

The chi square value is quite significant in this case. This analysis proves that gender to a certain extent determines the category of work. Most of the females were found to be doing semiskilled work since they are not able to do tougher work, or they are not considered fit to do such jobs.

4.3.2 : Age and Category of Work

H₀₂: There is no significant impact of age on category of work decided

Category of work * Age Crosstabulation							
Count							
		Age					Total
		1	2	3	4	5	
Category of work	1	26	56	43	41	17	183
	2	26	57	47	37	26	193
	3	23	54	38	51	24	190
	4	22	46	33	43	22	166
	5	8	19	19	12	10	68
Total		105	232	180	184	99	800

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.999 ^a	16	.913
Likelihood Ratio	9.141	16	.907
Linear-by-Linear Association	1.694	1	.193
N of Valid Cases	800		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 8.41.			

This analysis proves that age is not a determining factor regarding types of job. Across all the five age groups there was not a significant difference in categories of job chosen. Any age group people had a chance to get any of the job irrespective of category.

4.3.2 Education Level and Category of Work

H₀₃: There is no significant impact of level of education on category of work decided.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Category of work * Education Level	800	100.0%	0	0.0%	800	100.0%

Category of work * Education Level Crosstabulation							
Count							
		Education Level					Total
		1	2	3	4	5	
Category of work	1	30	43	52	38	20	183
	2	30	52	52	48	11	193
	3	27	50	54	48	11	190
	4	37	36	42	40	11	166
	5	13	15	16	20	4	68
Total		137	196	216	194	57	800

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.010 ^a	16	.672
Likelihood Ratio	12.422	16	.714
Linear-by-Linear Association	.638	1	.424
N of Valid Cases	800		
a. 1 cells (4.0%) have expected count less than 5. The minimum expected count is 4.85.			

As per this analysis and the outcome in terms of test result education does not determine the category of job a person is doing. Even for unskilled jobs educated persons are employed and the education is not a criterion for give jobs. Highly educated people were also doing unskilled jobs, and less educated persons were doing skilled jobs.

4.3.4 Community and Category of Work

H₀₄: There is no significant impact of community on category of work decided

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Category of work * Community	800	100.0%	0	0.0%	800	100.0%

Category of work * Community Crosstabulation							
Count							
		Community					Total
		1	2	3	4	5	
Category of work	1	38	51	55	27	12	183
	2	42	50	47	40	14	193
	3	40	52	49	28	21	190
	4	35	38	39	40	14	166
	5	12	15	19	14	8	68
Total		167	206	209	149	69	800

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.359 ^a	16	.646
Likelihood Ratio	13.276	16	.652
Linear-by-Linear Association	3.172	1	.075
N of Valid Cases	800		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.86.			

The test value explains that category of work has not to do with the community. For all the five communities all five category of work was provided. The difference in jobs on the basis of community was not significant. This Chi-Square value explains the above.

4.3.5 Marital Status and Category of Work

H₀₅: There is no significant impact of marital status on category of work decided

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Category of work * Marital Status	800	100.0%	0	0.0%	800	100.0%

Category of work * Marital Status Crosstabulation					
Count					
		Marital Status			Total
		1	2	3	
Category of work	1	38	136	9	183
	2	29	159	5	193
	3	31	149	10	190
	4	30	131	5	166
	5	14	50	4	68
Total		142	625	33	800

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.254 ^a	8	.619
Likelihood Ratio	6.339	8	.609
Linear-by-Linear Association	.015	1	.901
N of Valid Cases	800		

a. 1 cells (6.7%) have expected count less than 5. The minimum expected count is 2.81.

Whether a person is married or not, the jobs were not connected to it. In all categories of jobs married, single and divorced were employed. The value of test result confirms it. Hence marital status is insignificant so far as categories of work is related.

Hypotheses	Details	Significant Value	Decision
H ₀₁	There is no significant impact of gender on category of work decided	***	Rejected
H ₀₂	There is no significant impact of age on category of work decided ..	.913	Not Rejected
H ₀₃	There is no significant impact of education level on category of work decided	.672	Not Rejected
H ₀₄	There is no significant impact of community on category of work decided	.646	Not Rejected
H ₀₅	There is no significant impact of marital status on category of work decided..	.619	Not Rejected

The test result proves that Gender has to do with category of work. But age is not a factor to determine category of work. Education level also does not determine the

category of work in the unorganized sector. Community is also not a factor to determine category of work. Though most of the respondents were in married group still it does not determine the category of workers.

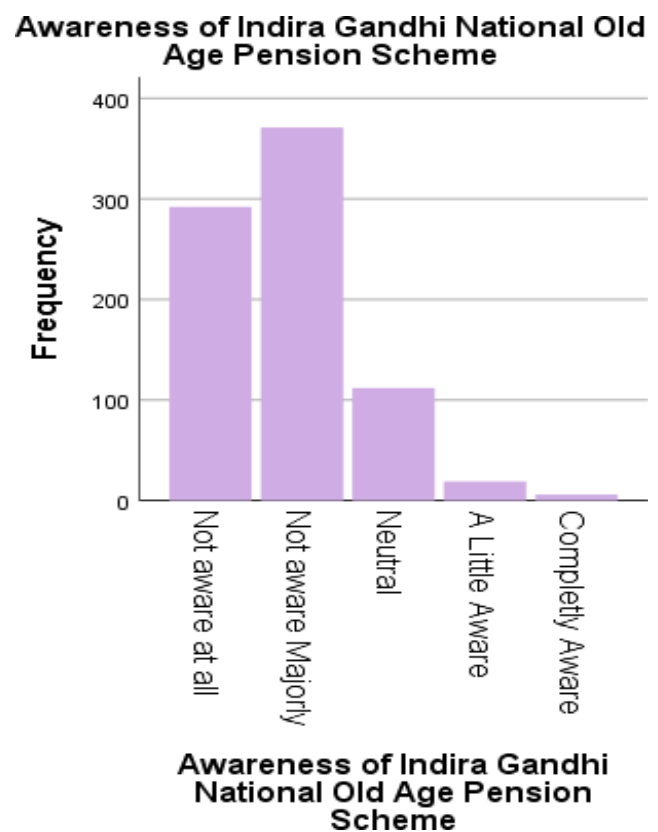
4.4 Objective 2B

In this section, we have tried to understand the awareness of unorganized workers about social security schemes under the act. All schemes under the act have been considered separately to gauge the level of awareness of the respondents.

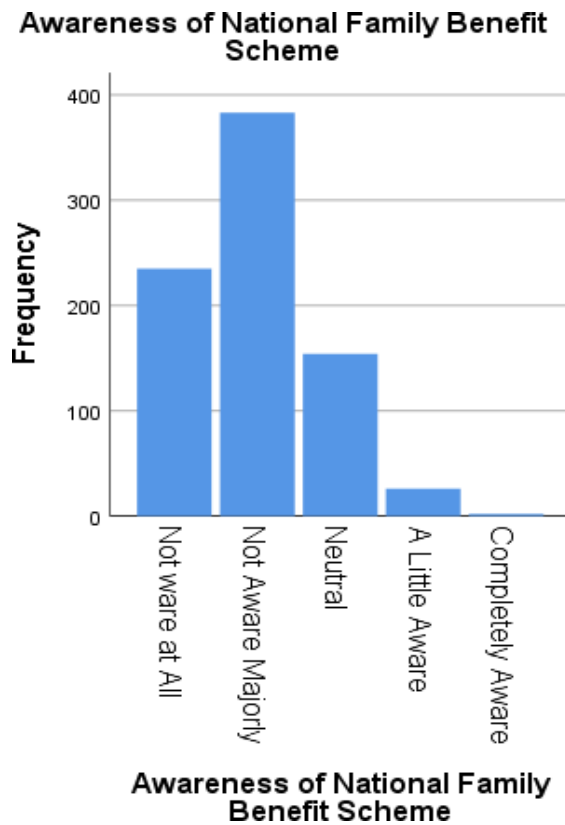
4.4.1 : Awareness towards Indira Gandhi National Old Age Pension Scheme

(Figure 4.3)

A large number of workers were not aware about this scheme majorly, followed by the next large group that did know at all about this scheme. The third major group remained neutral to answer. Only few workers had an idea about this scheme.

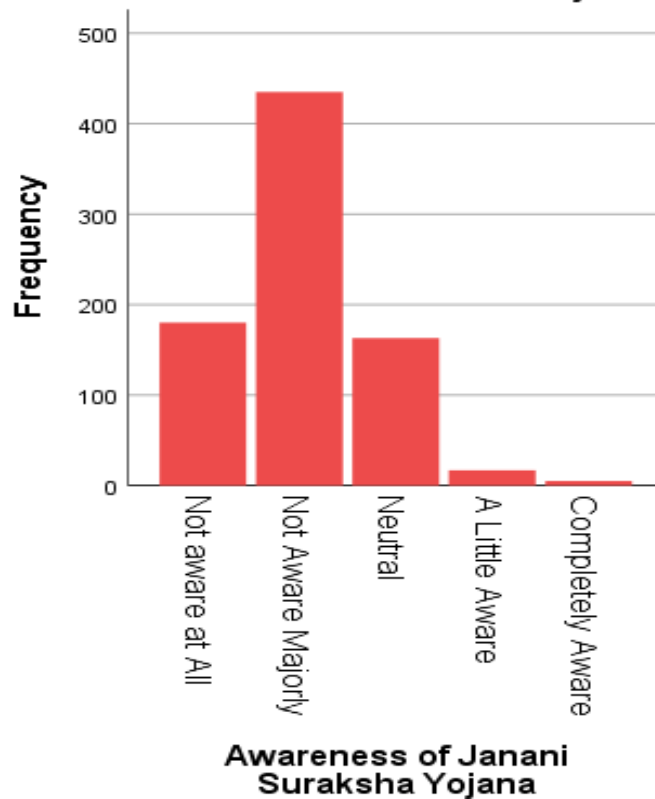


4.4.2 Awareness towards National Family Benefit Scheme



(i) When the question was asked about the National Family Benefit Scheme the largest group said they do not know about the scheme majorly and just heard the name, the second large group did not know about the scheme at all. The third group preferred to remain neutral. An insignificant number of workers said they have some knowledge about the scheme.

Awareness of Janani Suraksha Yojana



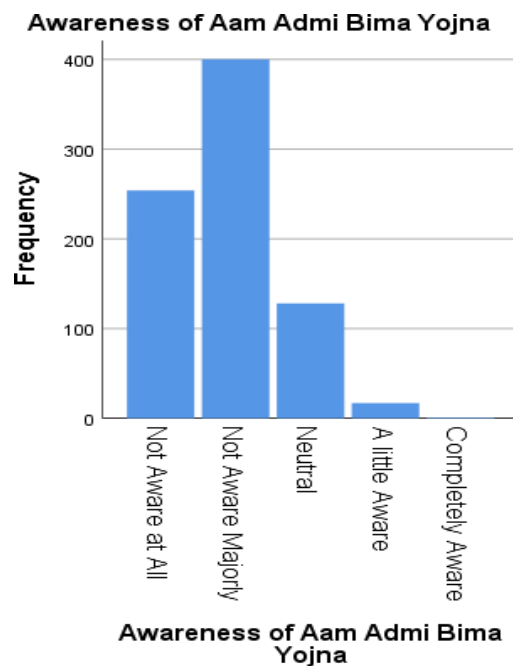
4.4.3 Awareness towards Janani Suraksha Yojna

(Figure 4.19)

(i) This is a very significant scheme for women. When awareness about this Scheme was measured more than half of the respondents said they are not aware about any

details of the scheme. The next major group said they had never heard about the scheme. The next major group remained neutral to answer. An insignificant number of workers had little or full knowledge about the scheme.

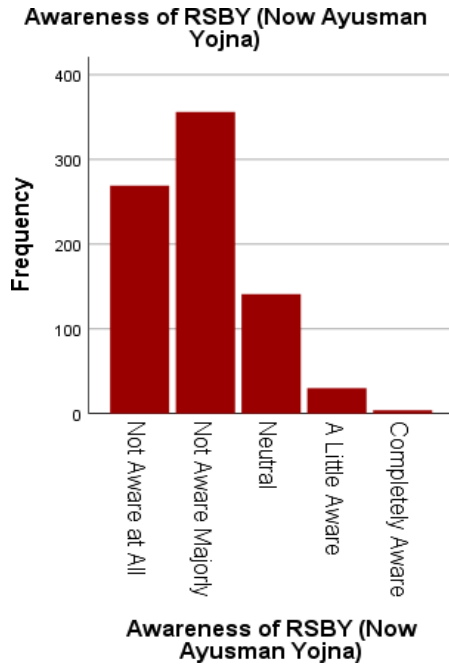
(Figure 4.20)



4.4.4 Awareness towards Aam Admi BimaYojna

- (i) Respondents were asked to answer about the scheme. Half of the respondents said they just heard the name of this scheme. Around one third of the respondents knew nothing about the scheme. The third major group remained neutral to answer. An insignificant number of workers had a little knowledge about the scheme.

4.4.5 Awareness towards Ayshman Yojna



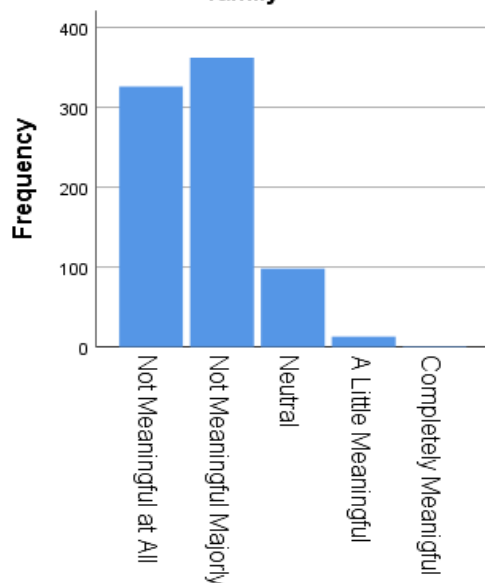
(i) This scheme is very popular scheme of government of India. When respondents were asked about the scheme majority of workers said they have just heard the name of the scheme or do not know anything about the scheme. Around fifteen percent of workers remained neutral to answer. An insignificant number of persons said they had some knowledge about the scheme.

4.4.6 Meaningfulness of Schemes

Here, the researcher tried to know how meaningful these social security schemes are for these unorganized workers.

4.4.6 Meaningfulness towards Indira Gandhi National Old Age Pension

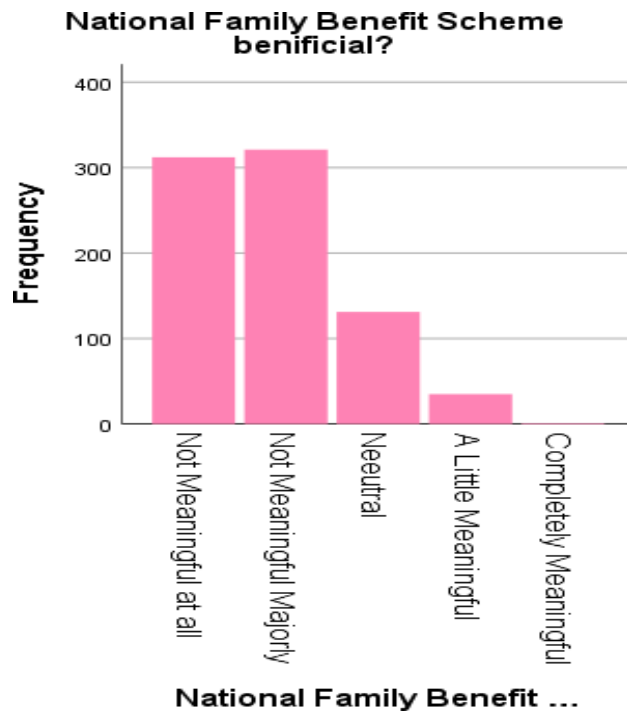
Indira Gandhi National Old Age Pension
Scheme beneficial for you and your
family



(i) Respondents were asked as to how meaningful they considered this scheme. Maximum number of workers said that the scheme remained not meaningful majorly or not at all. One hundred workers remained neutral. The remaining insignificant number of workers said it is a little meaningful.

(Figure 4.4 Meaningfulness of IGNOAP scheme to Respondents)

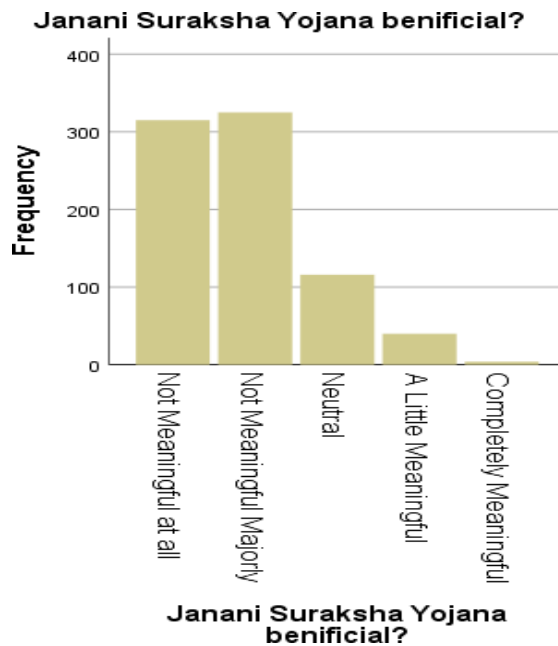
4.4.7 Meaningfulness of National Family Benefit Scheme



(ii) When asked about this scheme more 320 respondents said that they did not find it meaningful majorly whereas 3310 respondents said that they did not find it meaningful at all. A total of 149 respondents remained neutral. An insignificant number of workers said that they find it a little meaningful. No one find it meaningful completely.

(Figure 4.5 Meaningfulness of National Family Benefit Scheme to Respondents)

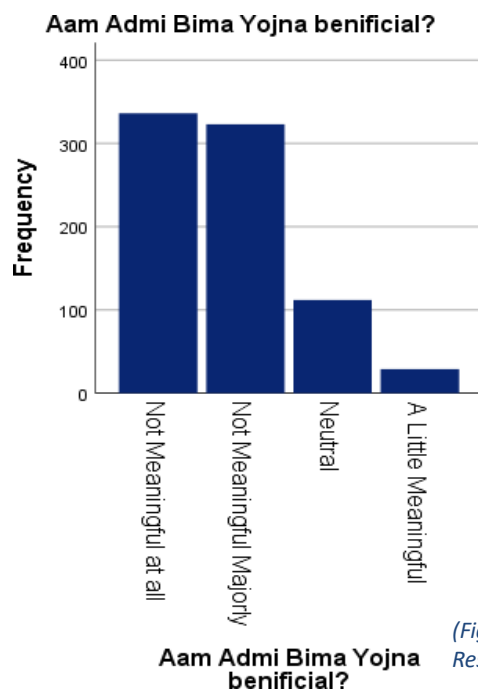
4.4.8 Meaningfulness of Janani Suraksha Yojna



(Figure 4.6 Meaningfulness of Janani Suraksha Yojna to Respondents)

(iii) When workers were asked about this scheme more than 300 workers found the scheme not meaningful majorly whereas a little more than this number found that this scheme is not meaningful at all. The next significant group remained neutral to answer this question. A very insignificant number of workers found this scheme a little meaningful. No respondent found it completely meaningful.

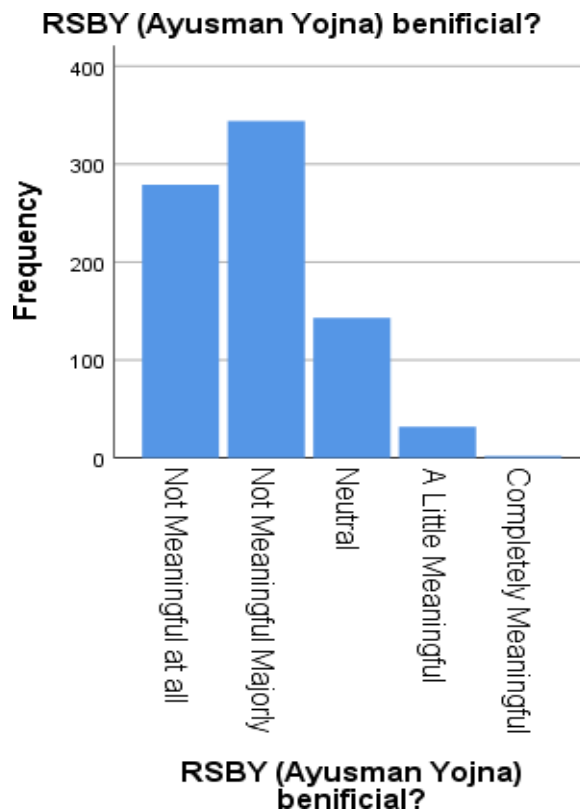
4.4.9 Meaningfulness of Aam Admi Bima Yojna



(iv) Respondents were asked about how meaningful this scheme was. The majority of the respondents said they did not find it meaningful at all or majorly. Out of remaining respondents a significant number remained neutral to respond. A very insignificant group said they find it meaningful to some extent. No respondent found it completely meaningful.

(Figure 4.7 Meaningfulness of Aam Admi Bima Yojna to Respondents)

4.4.10 Meaningfulness of Ayshman Yojna



(v) Respondents were asked about the meaningfulness of this important scheme. The largest group said that they did not find it meaningful majorly. The second largest group said they did not find the scheme meaningful at all. The third largest group remained neutral to any opinion. An insignificant number of respondents found this scheme a little meaningful. No respondent found it completely meaningful.

(Figure4. 8 Meaningfulness of Ayshman Yojna to Respondents)

4.5 Objective 2C

In this section the researcher has examined role of demographic variables namely age, gender, community, education level, marital status in the level of awareness of schemes and. for this we have applied ANOVA test at 5% of significance level.

4.5.1 : Awareness towards Indra Gandhi National Old Age Pension Scheme among both the genders

H₀₆: There is no difference in male and females towards awareness of Indira Gandhi National Old Age Pension Scheme

ANOVA					
Gender					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.340	4	.335	1.416	.227
Within Groups	188.080	795	.237		
Total	189.420	799			

4.5.2 : Awareness towards Indira Gandhi National Old Age Pension Scheme among different age groups.

H₀₇: There is no difference in age groups towards awareness of Indira Gandhi National Old Age Pension Scheme

ANOVA					
Age					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	11.189	4	2.797	1.828	.121
Within Groups	1216.311	795	1.530		
Total	1227.500	799			

4.5.3 : Awareness towards Indira Gandhi National Old Age Pension Scheme among different labors with different educational qualifications

H₀₈: There is no difference in different educational qualifications towards awareness of Indira Gandhi National Old Age Pension Scheme.

ANOVA					
Education Level					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.454	4	.614	.431	.786
Within Groups	1130.741	795	1.422		
Total	1133.195	799			

4.5.4 : Awareness towards Indira Gandhi National Old Age Pension Scheme among different communities

H₀₉: There is no difference in communities towards awareness of Indira Gandhi National Old Age Pension Scheme.

ANOVA					
Community					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.429	4	3.607	2.381	.050
Within Groups	1204.560	795	1.515		
Total	1218.989	799			

4.5.5 : Awareness towards Indira Gandhi National Old Age Pension Scheme among different category of workers

H₀₁₀: There is no difference in categories of workers towards awareness of Indira Gandhi National Old Age Pension Scheme

ANOVA						
Category of work						
	Sum of Squares	df	Mean Square	F	Sig.	
Between Groups	9.097	4	2.274	1.422	.225	
Within Groups	1271.342	795	1.599			
Total	1280.439	799				

Hypotheses	Details	Significant Value	Decision
H ₀₆	There is no difference in male and female workers towards awareness of Indira Gandhi National Old Age Pension Scheme	.227	Not Rejected
H ₀₇	There is no difference in age groups towards awareness of Indira Gandhi National Old Age Pension Scheme	.121	Not Rejected
H ₀₈	There is no difference in educational levels towards awareness of Indira Gandhi National Old Age Pension Scheme	0.786	Not Rejected
H ₀₉	There is no difference in communities	.050	Not Rejected

	towards awareness of Indira Gandhi National Old Age Pension Scheme		
H ₁₀	There is no difference in categories of workers towards awareness of Indira Gandhi National Old Age Pension Scheme	.225	Not Rejected

4.5.6 : Awareness towards National Family Benefit Scheme among different category of workers

H₁₁: There is no difference in genders towards awareness of Indira Gandhi National Family Benefit Scheme

ANOVA

National Family Benefit Scheme beneficial / Gender

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.229	1	.229	.316	.574
Within Groups	577.191	798	.723		
Total	577.420	799			

4.5.7 : Awareness towards National Family Benefit Scheme among different age groups

H₀₁₂: There is no difference in age groups towards awareness of Indira Gandhi National Family Benefit Scheme.

ANOVA

National Family Benefit Scheme beneficial / Age Groups

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.585	4	1.396	1.941	.102
Within Groups	571.835	795	.719		
Total	577.420	799			

4.5.8 : Awareness towards National Family Benefit Scheme among different educational qualifications

H₀₁₃: There is no difference in educational qualifications towards awareness of Indira Gandhi National Family Benefit Scheme.

ANOVA

National Family Benefit Scheme beneficial / Education

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.643	4	.161	.222	.926
Within Groups	576.777	795	.726		
Total	577.420	799			

4.5.9 : Awareness towards National Family Benefit Scheme among different communities

H₁₄: There is no difference in communities towards awareness of Indira Gandhi National Family Benefit Scheme

ANOVA

National Family Benefit Scheme beneficial / Communities

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.668	4	1.167	1.620	.167
Within Groups	572.752	795	.720		
Total	577.420	799			

4.5.10 : Awareness towards National Family Benefit Scheme among different category of workers

H₁₅: There is no difference in category of workers towards awareness of Indira Gandhi National Family Benefit Scheme.

ANOVA

National Family Benefit Scheme beneficial / Category of workers

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.600	4	.150	.207	.935
Within Groups	576.820	795	.726		
Total	577.420	799			

Hypotheses	Details	Significant Value	Decision
H ₁₁	There is no difference in genders towards awareness of Indira Gandhi National Family Benefit Scheme	.574	Not Rejected

H ₁₂	There is no difference in age groups towards awareness of Indira Gandhi National Family Benefit Scheme	.102	Not Rejected
H ₁₃	There is no difference in educational qualifications towards awareness of Indira Gandhi National Family Benefit Scheme	0.926	Not Rejected
H ₁₄	There is no difference in communities towards awareness of Indira Gandhi National Family Benefit Scheme	.167	Not Rejected
H ₁₅	There is no difference in category of	.935	Not Rejected

	workers towards awareness of Indira Gandhi National Family Benefit Scheme		
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Inferences

The above test gives us some important result as follows:

There is no difference in genders towards awareness of the scheme.

There is no difference in age groups towards awareness of the scheme.

There is no difference in educational qualifications towards awareness of the scheme.

There is no difference in communities towards awareness of the scheme.

There is no difference in categories of workers towards awareness of the scheme.

Hence it can be concluded that demographic variables is not relevant so far as awareness about the scheme.

4.6 Objective 3:

Relationship between the level of awareness and the meaningfulness towards schemes

In this section we analyzed awareness among workers about the schemes and the meaningfulness

4.6.1 : Level of awareness and the meaningfulness towards Indira Gandhi National Old Age pension scheme

H₁₆: There is no significant relationship between the level of awareness and the meaningfulness towards Indira Gandhi National Old Age pension scheme.

Correlations

Awareness of Indira Gandhi National Old Age Pension Scheme		Indira Gandhi National Old Age Pension Scheme beneficial for you and your family	
Awareness of Indira Gandhi National Old Age Pension Scheme	Pearson Correlation	1	-.031
	Sig. (2-tailed)		.376
	N	800	800
Indira Gandhi National Old Age Pension Scheme beneficial for you and your family	Pearson Correlation	-.031	1
	Sig. (2-tailed)	.376	
	N	800	800

H₁₇: There is no significant relationship between the level of awareness and meaningfulness towards the National Family Benefit Scheme.

Correlations

			Awareness of National Family Benefit Scheme	National Family Benefit Scheme beneficial?
Awareness of National Family Benefit Scheme	Pearson Correlation		1	-.013
	Sig. (2-tailed)			.712
	N		800	800
National Family Benefit Scheme beneficial?	Pearson Correlation		-.013	1
	Sig. (2-tailed)		.712	
	N		800	800

The correlation between both the variables is very weak (-0.13) which is quite insignificant. Therefore, we can there is no signification relation between both the variables.

H₁₈: There is no significant relationship between the level of awareness and meaningfulness towards Janani Suraksha Yojna.

Correlations

			Awareness of Janani Suraksha Yojana	Janani Suraksha Yojana beneficial?
Awareness of Janani Suraksha Yojana	Pearson Correlation		1	-.110**
	Sig. (2-tailed)			.002
	N		800	800
Janani Suraksha Yojana beneficial?	Pearson Correlation		-.110**	1
	Sig. (2-tailed)		.002	
	N		800	800

**. Correlation is significant at the 0.01 level (2-tailed).

H₁₉: There is no significant relationship between the level of awareness and meaningfulness towards Aam Aadmi Bima Yojna.

Correlations

		Awareness of Aam Admi Bima Yojna	Aam Admi Bima Yojna beneficial?
Awareness of Aam Admi Bima Yojna	Pearson Correlation	1	-.019
	Sig. (2-tailed)		.583
	N	800	800
Aam Admi Bima Yojna beneficial?	Pearson Correlation	-.019	1
	Sig. (2-tailed)	.583	
	N	800	800

H₂₀: There is no significant relationship between the level of awareness and meaningfulness towards RSBY (Now Ayushman Yojna).

Correlations

		Awareness of RSBY (Now Ayushman Yojna)	RSBY (Ayushman Yojna) beneficial?
Awareness of RSBY (Now Ayushman Yojna)	Pearson Correlation	1	-.003
	Sig. (2-tailed)		.936
	N	800	800
RSBY (Ayushman Yojna) beneficial?	Pearson Correlation	-.003	1
	Sig. (2-tailed)	.936	
	N	800	800

Result:

Hypotheses	Details	Correlation	Significant Value	Decision
H ₁₆	There is no significant relationship between the level of awareness and the meaningfulness towards Indira Gandhi National Old Age Pension Scheme	-0.031	.376	Not rejected
H ₁₇	There is no significant relationship between the level of	-.013	.712	Not Rejected

	awareness and meaningfulness towards National Family Benefit Scheme.			
H ₁₈	There is no significant relationship between the level of awareness and meaningfulness towards Janani Suraksha Yojna.	-.110	.002	Null is Rejected (Alternate is accepted)
H ₁₉	There is no significant relationship between the level of awareness and meaningfulness towards Aam Aadmi Bima Yojna.	-.019	.583	Not Rejected
H ₂₀	There is no significant relationship between the level of awareness and meaningfulness towards RSBY (Now Ayushman Yojna).	-.003	.936	Not Rejected

Inference: It was found out that there was no relationship between the level of Awareness and Meaningfulness towards Indira Gandhi Old Age Pension Scheme, National Family Pension Scheme, Aam Admi Bima Yojana and Ayushman Yojna. In case of Janani Suraksha Yojana there was found to be relationship between the level of awareness and meaningfulness.

4.7 Objective 4:

One important step in this research work was to contact and get an overview of different authorities concerned with implementation of the act on their respective roles and responsibilities towards providing social security to the intended unorganized construction workers. In this regard, the views of human resource management experts were also taken. To achieve these goals focused interviews were conducted and the views of different authorities and experts were recorded. For this purpose, an open-ended questionnaire was utilized to give them a chance to frankly elicit their respective opinions. Their opinions mostly emphasize the point that though this act makes provisions for different categories of unorganized workers, *these provisions are not sufficient*. There is also no clarity as to how to find unorganized workers. Intra State Migration of these workers has made the matter more complex. Though new Social Security Codes have been passed recently, still there is not much change in the administration of social security provisions. The Social Security Board has not been constituted till the time this thesis was written. *No coordinating agencies are there to help different authorities concerned with implementation of the act.*

Altogether different authorities and experts were *very cooperative* while responding to questions though they preferred to remain silent on answering some questions. Since the focus of this interview was exploratory in consonance with the research focus these interviews gave many important pieces of information. In response to the first question regarding how they deal with Act the response was that like other labour laws they are dealing with the act and the schemes, but Schemes like Janani Suraksha Yojna funding is done through health department. Besides office of the DC also contributes its role . In answer to the second question regarding sufficient provisions for unorganized workers they said that though there are various provisions under the act to facilitate social security and welfare provisions these are not sufficient enough. Regarding the third question respondents just gave the reply that it operates as per the provisions of the act. The next question was on awareness level of the workforce regarding the schemes of the law. The answer was that such workers are hardly aware about the act or schemes. The related question was asked as to how they proposed to increase the

awareness level of the workers. The researcher got the mixed response. The majority view was that local civic bodies should be involved in spreading the information about the laws and schemes.

When the question was asked as to how many schemes are running in your areas the answer was all schemes are running but the details were not shared with the researcher. The next question was whether these schemes are meaningful to workers. Half of the respondents answered in affirmative. The rest refused to answer.

The next question was regarding purposefulness of this act for the social security of the unorganized workers. The answer was that yes it was serving the intended purpose. Then a question was asked about as to whether they are clear about their roles under the act the answer was in affirmative. Lastly recommendations were sought from these experts and authorities. Suggestions were various and included mandatory registration of unorganized workers and regular updating in the registration list, monthly monitoring meetings of the concerned authorities, involvement of civic bodies, more funds to be generated for the social security of unorganized workers, developing a comprehensive system of social security for unorganized workers. These suggestions proved very meaningful in achieving the objective of this research study.

The authorities and experts who were interviewed were officers of labour department and, experts of HR connected with implementation of labour laws.

CHAPTER 5

CHAPTER- 5

CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusion

From the literature review and analysis of data, there is unanimity among the scholars regarding the very less awareness level of unorganized construction workers regarding social security benefits that are provided for them or their dependents. They also agree with the fact that most of the workers in India are unorganized. There were differences in nomenclature and some minor issues but broadly a consensus has been found regarding issues and problems faced by unorganized construction workers in India which are also common among the workers of Punjab state. Two years of Corona has also contributed towards less social security for workers who are mostly migrant workers, and this has also made the issues more complex so far as the social security benefits are concerned. Issues of female construction workers are also different and call for special care so far as social security of the same is concerned. Similarly, issues of migrant workers have also an important dimension to be taken care of. Even the agencies dealing with such unorganized workers were found to be a bit confused and demotivated to administer or even to make such workers aware of the details of the act. Non-Government Organizations were not active at all to address the specific issues of such unorganized workers. Even large organizations were not found to be doing anything substantial for this group of workers as part of their Corporate Social Responsibilities.

The following conclusions are reached based on the research work done (both from the literature review and the focused interview.) The data analysis also supported these conclusions. On the basis of these concluding findings relevant suggestions were made.

(i) Majority of the unorganized construction workers are unaware of different provisions under the act for their social security

The research work has established the fact that unorganized workers hardly know about the social security provisions meant for them across different places. (Manoj, P.K. and Viswanath, V., 2015) A few of them had some idea about the health insurance scheme but they were not aware of the complete details of the same. No one ever approached them regarding different social security benefits. They do not expect any sort of benefits from any quarters too. Thus, the provisions of the act seem to be defunct for them. There exist reports and empirical evidence that migrant workers lack awareness about the various provisions under several acts of social security (Singh, 2002).

(ii) Awareness and Meaningfulness is not correlated

It was found that most of the workers were unaware about the act and the schemes. A few of them has got little awareness but it did not ensure the meaningfulness received from the same. There seems to be no significant correlation between awareness and meaningfulness.

(iii) Almost all the unorganized construction workers were migrant workers

It was found that the workers were migrants from other states. They have come from states like Bihar, UP, Jharkhand, Chhattisgarh, MP, West Bengal, Maharashtra and Rajasthan. During the period of Corona, a big chunk of them went back to their home states also. Hence, they are not settled in one place.

It was noticed that majority of the migration occurs unnoticed, unreported, and undocumented, and the identity cards of the unorganized workers (for example, Aadhaar, mobile SIM cards) of migrant category are often confiscated by

intermediaries. Migrants' safety along the migration routes is always at risk without a network of support and the absence of any type of social protection. Besides Men, young women, and girls are very much vulnerable to face the situation of trafficking and/or forced and exploitative labor. (Bhardwaj, 2022)

(iv) Migrant workers were not staying in one place of work or residence

Due to the lack of fixed jobs, neither workplace nor the residential place is fixed. Within the state of Punjab also they were found to be switching from one place to another. Mostly they were moving from one city to another city. Hence within the migration sub migration is also prevalent. This situation makes it difficult to find out details about these workers.

(v) Non-Unionization of Unorganized Workers

It was found that there was no trade union of unorganized workers in the areas of study. The reason was that since these workers were not working for any organization or firm they were not able to register themselves as a trade union. Besides their jobs also get changed frequently. There is no provision for the registration of a trade union for unorganized workers. Neither trade unions nor the government has tried to include unorganized workers in a registered union or any part of a trade union. The conclusion remains that no group of workers in the unorganized sector are organized under a banner or a name.

(vi) Role of Labor Contractors/Agents Very Significant

Some of the workers also encourage people from their place to join as unorganized construction workers in case there is a requirement for workers in some areas. But this process is not registered and remains informal, which is not at all beneficial for such workers. These Contractors exploit such workers also. These contractors function as an intermediary between the employer and the employee. But these contractors do not provide any sort of security or protection to workers.

(vii) Less number of female workers

Though female workers were also found to be a part of the entire lot of unorganized workers their number was much less than male workers. This applied to migrant workers from all states. Female members of the family and other dependents including children and parents were not keen to leave their place of origin rather they preferred to stay there. These female workers got only unskilled jobs as compared to male workers. In all cases female workers were married and working with their husbands. They had to struggle more than male workers.

(viii) No Income Security

Unorganized migrant workers do not have a fixed source of income. They do not get even the minimum wages provided for unskilled workers. They also did not get income for some time. They are paid in cash. That Payment is also sometimes not at the same rate. This leads to a situation of insecurity of income. In case of any financial crisis, no support is extended to them, and this proves very fatal. This income security is a risk factor for the workers as well as dependents. In case of an emergency, they have nothing to depend on. Many times they had to sell their belongings or had to take loans at a very high rate of interest from local bankers.

(ix) Population Data Not Available

The number of unorganized construction workers is based on estimates only. No complete data is available. Only those workers who are working in any registered firm are counted in the list of workers. The migratory character of the unorganized workers has also contributed to this state of affairs. Many of these workers have no identity proof also. Their movement is so frequent and undetermined that it is very difficult to trace them out. Now the government of India has started E-Shram portal to register the unorganized workers and on 20th November 2022 total registered workforce in Punjab was 5490,703 out of which 960346 were construction workers. At the national level for the same period total registered workers were 28,41,60,321 out of which 2,58,21,290 were Construction workers. But this registration is voluntary in nature and still does not give the right picture.

(x) Less Reach of Government Schemes:

These workers are hardly getting any benefits under the state government or central government administration. They are not traceable also. They have address proof of their native place only and hence are deprived of many benefits. This was more manifested during the Corona period. They had to leave cities and went back to their villages.

(xi) Very Low Literacy Rate

The rate of literacy among unorganized construction workers was found to be very low. These workers are migrant workers and are forced to leave their place of birth on account of lack of income, education and employment facilities, etc. Even some of them who claimed to be educated did not show any eagerness about different government run schemes. They are not aware of their rights or benefits. Even if some provisions are there, due to their lack of education they are found to be ignorant about them.

(xii) Poor Living and Working Conditions

These workers are working in very pathetic conditions. The residential accommodation is in very bad shape. A good portion of the wages that are received by the unorganized construction workers are spent on paying rent for the residential accommodations.

At the place of the work also the working conditions were found to be pathetic. Since no formal agencies were responsible for their employment, employers also did not care about any safety or welfare benefits for them at the workplace. They depend only on friends and family members. There is no formal financial mechanism to help them in the situation of financial crisis.

(xiii) Female Workers Less Paid

Female workers are paid a smaller number of wages as compared to male workers. Though they also do similar tasks but are considered inferior physically, hence they are paid less. Their number is also very small hence they are not in a position to bargain much. Most of the time they carry babies to their places of work also and hence they cannot bargain much regarding wages. There are chances of exploitation of such women workers at the workplace also.

(xiv) Casual Nature of Job

Unorganized workers' jobs are casual. It lacks stability in terms of job, income, and residence. For these workers, everything is changing, and that too at a very fast pace. This is also a big challenge in the way of providing any type of social security benefits. Due to this it becomes very difficult to trace out them. Intra State migration also adds to the problem. Searching of jobs always make these workers to move to different locations even within the city. This is a very prominent feature of the workforce.

(xv) NGO indifferent attitude towards issues and problems of unorganized workers

It was found out that nongovernment organizations hardly contribute any financial or social work for unorganized workers. Priorities of these nongovernment organizations are different. Hence these workers are neglected from NGOs side also.

(xvi) Drug Addiction prevalent among unorganized workers

In some cases, workers were found to be using drugs, alcohol etc. leading to violent behavior towards other persons including spouse and family members. This was a serious sign for society also. This is not only bad for the concerned individuals but for society also. Some workers were found using tobacco, gutkha etc. which is very injurious to their health. But this addiction was found to be only among some of the male workers only.

5.2 Research and Managerial Implications

Research Implications

This study has research implications which are eye opener and call for further investigation into the issues related to unorganized construction workers. More and more challenges are associated with the implementation of the schemes or statutory provisions since ever-changing external environment greatly influences the variables concerned with the research. The example of Covid 19 can be cited that made it difficult to study the social security aspects of unorganized construction workers. But the study can be associated with a new concept of service-learning that involves students of various institutions in providing benefits and making the workers aware about the provisions and schemes launched by the government. Though this concept is not very much used in India but in academic discussions and research its importance is highly appreciated. In the last few years, adoption of service learning in higher educational institutions has emerged as a modern teaching and learning strategy. (Salam, M., Awang Iskandar, D.N., Ibrahim, D.H.A. and Farooq, M.S., 2019)

Here it can inter alia help the vulnerable group to be made aware of the statutory provisions in India. Service-learning pedagogy seeks to balance academic rigor with practical relevance, set in a context of civic engagement, which furnishes students with a broader and richer educational experience. (Godfrey, P.C., Illes, L.M. and Berry, G.R., 2005)

Besides students in collaboration with NGOs, Government Authorities and ILO may be instrumental in providing social security benefits. Universities and Colleges may conduct workshops and seminars to address the issues and problems associated with unorganized construction workers.

Thus observing and analyzing ever changing external situations related to this research area and application of service learning practice may provide a new dimension to research for the society.

Managerial Implications

Though the study majorly studied the issues of unorganized sector workers, it has certain managerial implications too. Managers of business organizations may be involved in providing secure and protected jobs to unorganized workers residing in their area. This is a tough task but indeed an important one . Since most of the business organizations (including family run business and public sector undertakings) have trade union of workers they can use it up for finding unorganized workers and engaging or training them. Once they are registered through the workers union or any business organizations they will be in a position to avail some benefits related employment etc.

With the advent of Gig Economy, the significance of unorganized work force has increased suddenly and hence managers now cannot avoid informal workforce. The term “gig economy” is defined by a market which is based on a fixed-term contract or that is paid per project by a company, third party, or online marketplace. (Roy, G., & Shrivastava, A. K. (2020). Further The ‘gig economy’ has emerged rapidly as a form of service delivery that challenges existing business models, labor-management practices, and regulations (Healy, J., Nicholson, D., & Pekarek, A. 2017). Hence the traditional system of ignoring the unorganized sector is no longer possible. Rather this sector needs to be recognized and issues need to be addressed.

Managers of different levels as members of society must play their part in providing benefits to unorganized workers in all earnest. They should not be left to face the adverse labour market situation on their own.

5.3 Recommendations

Based on the research study done, the following important recommendations are suggested for the betterment of the workers and members of their families in all respects so that social security can be ensured in respect of them. There is no one way or method to solve the problem. The problems have to be resolved through multi- pronged approaches. A few of the relevant suggestions are as follows:

(i) Identification and registration of unorganized workers:

Specific provisions for finding out and registration of unorganized workers should be done systematically. They should be provided with a unique ID number that should be utilized to provide them with all social security benefits. E Shram Portal has been launched recently but registration is not mandatory hence it is not very effective.

(ii) Establishment of Coordinating Agencies:

There should be coordinating agencies between the central labor laws enforcement agencies and state enforcement agencies. The roles and responsibilities of these agencies should be earmarked clearly and there should not be any confusion or overlapping in their functioning This may be in the form of a District Monitoring Committee comprising labor department officials, other district officials, and workers' representatives also. They must include people representing democratic institutions too.

(iii) Proper Communication of Schemes and Laws:

Whatsoever schemes or laws are made by the government should be properly announced and communicated among unorganized workers of different sorts so that they remain in a position to get the different statutory benefits provided to them from time to time.

(iv) Waving off Minimum Period Residential Criteria:

For providing various benefits under the state government schemes residential and domicile requirements should not be a mandatory criterion. On the basis of national identity card benefits should be provided.

(v) Mandatory Registration of workers under Trade Union:

Trade Union Coverage should be extended to unorganized workers too. This will enhance the strength of the trade unions and also leadership qualities and awareness level of workers will be improved manifold. In this direction leaders of organized workers' unions should play a leading role. Suitable legislative change should also be incorporated by the government. There should not be any membership fees for unorganized workers who join a trade union.

(vi) Framing of an Umbrella Social Security Act

An Umbrella Social Security Act or an administrative system needs to be devised since the current legislation has not been very successful in providing social security or any substantial benefits to workers of all categories. The central government made the social security code in the year 2020 but it has not yet been approved by all state governments and hence is not applicable as yet. It also does not cover all aspects of social security act. Employees Provident Fund Organization has proposed a social security scheme for certain categories of unorganized workers but it is not operative as yet.

(vii) Constitution of All India Labour Service

Under the provisions of Indian constitution Labour Subject is kept in concurrent list. It means the central government and the state governments both have their respective departments of labour manned by central labour officers and state labour officers. The social security schemes are run by both sets of government. This leads to overlapping of work, confusion in implementation and unnecessary expenditure. Hence like Indian Administrative Service there should be constituted a cadre of Indian Labor Service. This will ease the administration of labour matters.

(viii) Provision of Adjudication Authorities in the Act

There are industrial tribunals to adjudicate the service and social security matters related to industrial and organized workers. These tribunals ensure the benefits to such workers in case they are deprived of the same. On the other hand there is no adjudication authorities to ensure minimum social security benefits to unorganized workers. Therefore, adjudication authorities should be appointed to look after the matters pertaining to issues of unorganized workers.

(ix) Establishment of WFC

The WFC that is Worker Facilitation Center, should be established at the lowest administrative level and it will function as a single-window service available to all unorganized workers and the members of their family. Right now, Workers Facilitation Centers are working very effectively in the state of Karnataka with the help of German International Corporation (GIZ). The major goals of WFCs have been to spread information regarding social security schemes, find and register workers, and help the workers to get benefits and services. These centers improve reach to social security facilities since they act as a bridge between government that operates social protection schemes and unorganized economy households.

(X) Setting Up a Knowledge Dissemination and Counselling Center for Unorganized Workers

Since unorganized workers go through a high level of mental agony and stress, they are required to be counseled by clinical psychologists. In the case of female workers, their level of stress remains much higher and has many complex dimensions; hence, they need more such counselling. For this purpose, government agencies and NGOs should coordinate and run enough counselling centers. Further, the knowledge dissemination center would act as a proactive measure to improve the state of unorganized workers by educating and increasing their level of understanding about the laws drafted for their overall wellbeing.

(XI) Involvement of Local bodies in Social Security of Unorganized Workers

Local bodies like Municipal Corporations and Municipal Bodies should be accountable and responsible for social security of unorganized construction workers. Members of these bodies are elected; hence, they will be more concerned about the social security of unorganized construction workers.

(XII) Legal Aid Facility

Legal Aid Centers should be established for the purpose of spreading awareness about the schemes run by government and ways to achieve the same. The center may be established by the local government with the help of District Legal Aid Service Authority.

5.4 Limitations of the Study:

This research work had a few limitations also that affected the same to a certain extent and which were challenges of this study too. These were as follows:

(i) Population Size Very Large

There is no official data about the exact number of unorganized construction workers in Punjab. There has only been a rough estimate of their number. It made it difficult to find the sample size for this research. These workers are migratory and switch over their jobs too hence it is very difficult to exactly get the correct data.

(ii) Few Research Papers

Another limitation of this study was that very few research papers were available on issues of unorganized workforce generally and unorganized construction workers in special. This was another limitation.

(iii) The reluctance of the workers to elicit relevant information.

These workers were not very keen to share their information or views about social security provisions meant for them. They did not know about the “Unorganized Workers' Social Security Act” or any of the social security programs. This was mostly on account of the very low level of education among these workers.

(iv) The Research limited to cities of Punjab.

This research was limited to select cities of Punjab. Hence this is not universally applicable to the entire country as such. This was also a limitation of the research study.

(v) Government Authorities Not Easily Available:

Due to a very busy schedule, government authorities were not available to provide information and views on their role, duties, and responsibilities under the act. This remained a challenge in doing this study. A few authorities and experts remained.

5.5 Further Research Areas

Based on my research I found that a further detailed study on the following areas which are linked to this study can be done for the benefit of society and the country.

- Provisions under the Employees State Insurance Act 1948 may be extended to unorganized construction workers also and mechanisms for the same need to be developed and studied in detail.
- Specific issues of female unorganized construction workers and other construction workers in the unorganized sector can be separately studied keeping in view their specific issues and problems. A Census of such workers doing different jobs can be done for different cities across the countries.
- The impact of different environmental factors on the social security of workers can be studied.
- Social Security benefits for migrant workers across the country are a good area for further exploration and research since these workers have specific problems which are different from other categories of workers.
- The role of nongovernment organizations to expedite the process of social security for different categories of workers is a very interesting topic for further research for social scientists and other researchers.
- The role of trade unions to include unorganized workers also is an important area to be studied and analysed in detail. Hitherto no trade union is looking after the interest of unorganized workers. Trade Union can play roles at various levels.

- The social security system followed in other countries for unorganized workers remains an interesting area to be studied by researchers. Developed, Developing and Underdeveloped countries have different systems and challenges in implementation of social security provisions. Such research will help in developing a robust social security package for the benefit of unorganized construction workers in our country also.

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Open Ended Questionnaire

Name of the Authority	Designation	Date of Interview	Place of Interview

The purpose of conducting this study is to solicit your valuable opinion on the subject of Social Security Schemes for unorganized construction workers in our country and to find out the issues in the existing social security schemes. Your valuable views on the subject certainly will help all the labourers and may serve as guidelines for the promotion of the subject.

1. How do you deal with Unorganised Workers' Social Security Act 2008?
2. How do you think provisions of the act are sufficient in providing social security benefits to construction workers?
3. How does social security board operate in your area?
4. What is the process of Registration of Unorganised Workers as followed by the department?
5. Do you think Unorganised Construction Workers are aware about the schemes run under this act? If no How do you propose to spread awareness among them?
6. What are the schemes run under the act right now in your area?
7. Are these schemes meaningful?
8. How do you think these schemes are serving the purpose of providing social security benefits to unorganized construction workers?
09. Are you clear about your roles and responsibilities under this act?
10. Any Other Recommendations. (Describe)

Thanks for Participation

प्रश्नावली

पंजाब के असंगठित निर्माण श्रमिक के सामाजिक सुरक्षा का असंगठित श्रमिक सामाजिक सुरक्षा अधिनियम 2008 विशेष सन्दर्भ में एक अध्ययन

1. बायोग्राफिक डाटा	
1. नाम :	
2. उम्र :	
3. शिक्षा स्तर :	
4. समुदाय :	(सामान्य / पिछड़ा / अतिपिछड़ा) अनुसूचि जाति जनजाति)
5. वैवाहिक स्थिति :	(अविवाहित / विवाहित / तलाकशुदा)
6. लिंग :	
7. अधिवास (राज्य) :	

II. कार्य के संबंध में मूल सुचना (सही विकल्प पर ✓ लगाए) .

1. कार्य की श्रेणी :- (1) अकुशल

(2) कुशल

(3) अर्धकुशल

(4) कारीगर

(5) कोई अन्य - (बताएं)

2. कार्य दशा :- (A) अच्छी

(B) संतोषप्रद

(C) असंतोषप्रद

(D) अमानवीय

(E) अस्पष्ट

3. कार्य काल :-

- (A). 1 वर्ष से काम
- (B). 1-5 वर्ष तक
- (C). 5-10 वर्ष तक
- (D). 10-15 वर्ष तक
- (E). 15 वर्ष से अधिक

4. साप्ताहिक कार्य दिवस :- (A). 4

- (B). 5
- (C). 6
- (D). 7
- (E) निर्धारित नहीं

5. दैनिक कार्य अवधि :-
(घंटे में)

- (A) 6
- (B) 8
- (C) 10
- (D) 10 से अधिक
- (E) अनिश्चित

6. विश्राम /अवकाश (अवधि) (A) 30 मिनट से काम

- (B) 30 -45 मिनट
- (C) 45 - 60 मिनट
- (D) अनिश्चित
- (E) कोई विश्राम /कोई अवकाश नहीं

7 . क्या कार्यस्थल पर दुर्घटना संभावित होती है। (A) सदैव
(B) अधिकांश
(C) कभी कभी
(D) अपवाद स्वरूप
(E) कहने में असमर्थ

8 . मजदूरी भुगतान का तरीका - (A) कार्य इकाई के आधार पर
(B) समय के आधार पर
(C) दोनों के मिश्रण के आधार पर
(D) कोई अन्य
(E) अनिश्चित

9 . मजदूरी भुगतान अवधि :- (A) प्रतिदिन
(B) साप्ताहिक
(C) पाक्षिक
(D) मासिक
(E) कोई अन्य

III

10. विधि एवं योजना का जागरूकता स्तर :-

योजना	(A) कोई जागरूकता नहीं	(B) बहुत हद तक जागरूकता नहीं	(C) तटस्थ	(D) कुछ हद तक जागरूक	(E) पूर्णतः जागरूक
(A) इंदिरा गांधी राष्ट्रीय वृद्धावस्था पेंशन योजना					
(B) राष्ट्रीय परिवार लाभ योजना					
(C) जननी सुरक्षा योजना					
(D) आम आदमी बीमा योजना					
(E) राष्ट्रीय स्वास्थ्य बीमा योजना (आयुष्मान)					

11. क्या राज्य सरकार संचालित इन योजनाओं की जानकारी है।

- (A) भगत पूरन सिंह
- (B) पेंशन स्कीम
- (C) माँ भागो स्कीम
- (D) कोई अन्य (नाम बनाएं)

12. इन योजनाओं के बारे में जानकारी का श्रोत क्या है।

- (A) मित्र
- (B) संवेदक
- (C) समाचार पत्र
- (D) लोक अधिकारी
- (E) कोई अन्य



13. क्या आपको लगता है की निम्न योजनाएँ आप के लिए /आपके परिवार के लिए अर्थपूर्ण है।

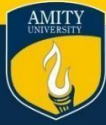
	(A)बिल्कुल अर्थपूर्ण नहीं है।	(B)अधिकांश अर्थपूर्ण नहीं है।	(C) तटस्थ	(D) कुछ अर्थपूर्ण है।	(E) पूर्णतः अर्थपूर्ण
(A) इंदिरा गाँधी राष्ट्रीय वृद्धावस्था पेंशन योजना					
(B) राष्ट्रीय परिवार लाभ योजना					
(C) जननी सुरक्षा योजना					
(D) आम आदमी बीमा योजना					
(E) राष्ट्रीय स्वास्थ्य बीमा योजना (आयुष्मान)					

14. कोई सुझाव इस विधि के सन्दर्भ में -

आपके सहभागिता के लिए धन्यवाद

हस्ताक्षर / अंगूठे का निशान

<div>   <div> Extracts from the Register of Copyrights </div> </div>	
प्रतिलिप्यधिकार कार्यालय, भारत सरकार Copyright Office, Government Of India	
विनांक/Dated 02/06/2023	
1. पंजीकरण संख्या/Registration Number आवक का नाम, पता तथा राष्ट्रियता Name, address and nationality of the applicant	L-123141/2023 LOVELY PROFESSIONAL UNIVERSITY, LOVELY PROFESSIONAL UNIVERSITY JALANDHAR DELHI-GT ROAD PHAGWARA PUNJAB -144411 INDIAN
2. आवक का नाम, पता तथा राष्ट्रियता Name, address and nationality of the applicant	OWNER
3. कृति के प्रतिलिप्यधिकार में आवक के हित की प्रकृति Nature of the applicant's interest in the copyright of the work	LITERARY / DRAMATIC WORK THE AIM OF STUDY DEPICT MEASUREMENT OF ATTITUDES OF UNORGANIZED WORKERS IN THE CONTEXT OF SOCIAL SECURITY.
4. कृति का वर्ण और वर्णन Class and description of the work	IMPACT OF SOCIAL SECURITY ON ATTITUDE OF UNORGANIZED WORKERS
5. कृति का शीर्षक Title of the work	ENGLISH
6. कृति की भाषा Language of the work	INDIAN
7. रचयिता का नाम, पता और राष्ट्रीयता तथा यदि रचयिता की मृत्यु हो गई है, तो मृत्यु की तिथि Name, address and nationality of the author and if the author is deceased, date of his decease	UNPUBLISHED
8. कृति प्रकाशित है या अप्रकाशित Whether the work is published or unpublished	NA
9. प्रथम प्रकाशन का वर्ष और देश तथा प्रकाशक का नाम, पता और राष्ट्रीयता Year and country of first publication and name, address and nationality of the publisher	NA
10. बाद के प्रकाशनों के वर्ष और देश, यदि कोई हों, और प्रकाशकों के नाम, पते और राष्ट्रीयताएं Years and countries of subsequent publications, if any, and names, addresses and nationalities of the publishers	NA
11. कृति में प्रतिलिप्यधिकार सहित विभिन्न अधिकारों के स्वामियों के नाम, पते और राष्ट्रीयताएं और समनुवर्तित और अनुवर्तितों के विवरण के साथ स्वयं कृति के अधिकार का विस्तार, यदि कोई हो। Names, addresses and nationalities of the owners of various rights comprising the copyright in the work and the extent of rights held by each, together with particulars of assignments and licences, if any	NA
12. अन्य व्यक्तियों के नाम, पते और राष्ट्रीयताएं, यदि कोई हों, जो प्रतिलिप्यधिकार वाले अधिकारों को समनुवर्तित करने या अनुवर्तित करने के लिए अभियुक्त हों। Names, addresses and nationalities of other persons, if any, authorized to assign or licence of rights comprising the copyright	NA
13. यदि कृति एक 'कलात्मक कृति' है, तो कृति पर अधिकार रखने वाले व्यक्ति का नाम, पता और राष्ट्रीयता सहित मूल कृति का स्थान। (एक वास्तुशिल्प कृति के मामले में कृति पूरी होने का वर्ष भी दिखाया जाना चाहिए।) If the work is an 'Artistic work', the location of the original work, including name, address and nationality of the person in possession of the work. (In the case of an architectural work, the year of completion of the work should also be shown).	NA
14. यदि कृति एक 'कलात्मक कृति' है, तो किसी भी माल या सेवाओं के संबंध में उपयोग की जाती है या उपयोग किए जाने में समर्थ है, तो आवेदन में प्रतिलिप्यधिकार अधिनियम, 1957 की धारा 45 की उप-धारा (1) के प्राधान्य के अनुसार व्यापार चिह्न पंजीकरण से प्रमाणित किया जाना चाहिए। If the work is an 'Artistic work', capable of being registered as a design under the Designs Act 2000, whether it has been applied to an article through an industrial process and, if yes, the number of the provision to Sub-Section (i) of Section 45 of the Copyright Act, 1957.	NA
15. यदि कृति एक 'कलात्मक कृति' है, तो क्या यह विज्ञान अधिनियम 2000 के अंतर्गत पंजीकृत है? यदि हां, तो विवरण दें। If the work is an 'Artistic work', whether it is registered under the Designs Act 2000, if yes give details.	NA
16. यदि कृति एक 'कलात्मक कृति' है, जो विज्ञान अधिनियम 2000 के तहत एक विज्ञान चिह्न के रूप में पंजीकृत होने में समर्थ है, तो क्या यह औद्योगिक प्रक्रिया के माध्यम से किसी वस्तु पर प्रयुक्त की गई है और यदि हां, तो इसे किसने बना पुरस्कारित किया गया है? If the work is an 'Artistic work', capable of being registered as a design under the Designs Act 2000, whether it has been applied to an article through an industrial process and, if yes, the number of the provision to Sub-Section (i) of Section 45 of the Copyright Act, 1957.	NA
17. टिप्पणी, यदि कोई हो/Remarks, if any	NA
द्वितीय संख्या/Diary Number आवेदन की तिथि/Date of Application	24686/2022-CO/L 30/11/2022
प्रारंभ की तिथि/Date of Receipt	30/11/2022



AMITY UNIVERSITY

MADHYA PRADESH

INTERNATIONAL CONFERENCE
[Amity Business Conference (ABC) X]

ON

**Digitalization, Innovation Transformation and Sustainability in
Business Management and Social Sciences**

12th November 2022


Certificate of Participation/Presentation

This is to certify that **Mr. Ujjwal Kumar Pathak, Research Scholar, Lovely Professional University, Punjab** has participated/ presented paper entitled "**A Study on issues of Social Security of Unorganized Construction Workers in India with special reference to Urban Areas of Punjab**" in International Conference [Amity Business Conference (ABC) X] on "Digitalization, Innovation Transformation and Sustainability in Business Management and Social Sciences" organized by Amity Business School, Amity University Madhya Pradesh, Gwalior, India.


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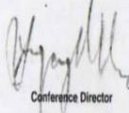


Certificate of Participation

This is to certify that Prof./Dr./Mr./Ms. Ujjwal Kumar Pathak
of Lovely Professional University, Phagwara
has presented a paper on A Study on The Plight of Informal Migrant Workers in Punjab with
Particular Reference to the Urban Areas of Jalandhar in the international conference on
"Strategies for Global Competitiveness and Economic Growth" held on August 21-22, 2015,
organized by School of Business, Lovely Professional University, Punjab.

Date of Issue : 22-8-15
Place : Phagwara (Punjab)


Organizing Secretary


Conference Director

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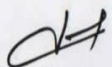
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


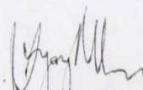
Certificate of Recognition

This is to certify that Dr. / Mr. / Ms. Ujjwal Kumar Pathak
of Mittal School of Business
has participated and presented paper titled A Study on Statutory Social Security Benefits of Unorganized Workers
in India with special reference to Unorganised Workers' Social Security Act 2008
in the International Conference on "Strategies for Global Competitiveness and Economic Growth" held on 17th - 18th
March, 2017 organized by Mittal School of Business, Lovely Professional University, Punjab.

Date of Issue: 18-03-2017
Place of Issue: Phagwara (India)


Prepared by
(Administrative Officer -Records)


Organizing Secretary
Dr. Rajesh Verma


Conference Director
Dr. Sahjay Modi

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LYALLPUR KHALSA COLLEGE TECHNICAL CAMPUS, JAL

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2nd INTERNATIONAL CONFERENCE ON EMERGING
TRENDS IN ENGINEERING & MANAGEMENT

On 23rd January 2021

This is to certify that Dr./Mr. /Ms. Ujjwal Kumar Pathak of LOVELY

PROFESSIONAL UNIVERSITY has participated in ICETEM-2021 and

Presented paper Titled A Critical Study on Statutory Social
Security Benefits of unorganized construction workers in India
with special reference to unorganized workers' Social Act 2008 in

Punjab State Director, LKCTC

Convenor


*Self Attested
UK Pathak*

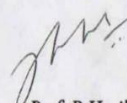
CERTIFICATE

This is to certify that Dr./ Mr./ Ms. Hijwal Kumar Pathak

presented a paper entitled A Study on Legal Provisions of Collective Bargaining (Co-authored by
in India and Canada: A Comparative Perspective
Sunit Budhiraja) in the International Conference on "Engaging India
and Canada: Perspectives on Sustainability" organised by Shastri Indo-Canadian Institute on 11-12 May, 2017.


Prof. Faizan Mustafa
Conference Coordinator


Suchorita Chattopadhyay
Prof. Suchorita Chattopadhyay
President, SICI


Prof. B Hariharan
Conference Coordinator

A framework for untapped creativity: leveraging components of individual creativity for organizational innovation

Sunil Budhiraja, Ujjwal Kumar Pathak and Neeraj Kaushik

Introduction

Organizations must transform every day to remain competitive; hence, the organizations need to innovate continuously and motivate employees to contribute to the process of innovation. High levels of creativity are needed to ensure that organizations remain flexible and are able to succeed in tough markets, with constant technological developments and against fierce competition. Individuals in organizations hold the required know-how and skills for managing critical tasks and must, therefore, be enabled to carry out continual innovation.

Existing research and practitioner evidence emphasize the need to build intrinsic motivation for creativity, while ensuring the organizational environment does not create a bottleneck. In existing literature, evaluating and rewarding creativity are identified as the most important extrinsic enablers for enriching creativity in organizations (Amabile, 1988). When employees perceive themselves as having creative potential, but do not feel organizational support to use or practice this potential, it signals that important learning interventions are lacking in the organization.

Research methodology

This paper makes use of qualitative analysis on feedback received from 120 software engineers, 30 project managers, and 15 human resource (HR) managers across six Indian IT companies. In the first round, focus group interviews were conducted with a group size of seven to nine members. The questions posed to each group of engineers were on the concept of creativity, its components and how these components are recognized and nurtured by their respective organizations. Respondents were steered to categorize the components into innate, acquired, and domain specific skill sets. Follow-up questions were on the skills recognized and not recognized by their managers and organizations. Similar focus group interviews were conducted with project managers and HR managers to obtain a diversity of feedback sources. The duration of each focus group discussion was of 25-30 min. The responses obtained from all three groups were recorded and analyzed in the light of existing literature available. All the key terms suggested by respondents have been categorized under various existing components of creativity. Similarly, responses on the role of organizations in tapping and leveraging these components have been analyzed.

Components of creativity emerged

As a result of content analysis, a total of 15 unique terms/factors influencing individual creativity emerged from the discussions with software engineers, project managers, and HR managers.



Sunil Budhiraja and Ujjwal Kumar Pathak both are Associate Professor based at the Mittal School of Business, Lovely Professional University, Phagwara, India. Neeraj Kaushik is Associate Professor at the Department of Management Studies, National Institute of Technology, Kurukshetra, India.

Submitted via Porem.

Legal Provisions of Collective Bargaining: Contrasting India with Canada, China & Finland

Sunil Budhiraja & Ujjwal Kumar Pathak

Technical Framework

This paper examines the legal provisions of collective bargaining in India, Canada, China and Finland. The legal provisions and protocol related to collective bargaining in India are discussed with certain rulings of the court. The dearth of central level legislation on the subject has been highlighted along with the criteria of recognizing a trade union. An analysis of characteristics of Canadian, Chinese and Finnish collective bargaining is presented in comparison to India. The conclusion emphasizes on strengthening of collective bargaining mechanism in India in the light of collective bargaining systems of these nations.

Sunil Budhiraja (E-mail: sunilbudhiraja@gmail.com) is Associate Professor & **Ujjwal Kumar Pathak** (E-mail: ukpathak.mba@gmail.com) is Assistant Professor, Mittal School of Business, Lovely Professional University, Phagwara, Punjab.

Collective bargaining is one of the most important aspects of employer-employee relation. It is a process of negotiation between employers and a group of employees aimed to achieve industrial democracy. The fundamental objective of collective bargaining is to regulate wages and salaries, working conditions, benefits and other aspects of workers' welfare and rights (Hayter, 2010). It is the most practicable and constructive approach to avoid disputes and achieve peace at workplace. ILO has defined collective bargaining as "the negotiations about working conditions and terms of employment between an employer, a group of employers or one or more employers' organization on the one hand, and one or more representative workers organizations on the other hand, with a view to reaching an agreement"

The term "collective bargaining" was coined in 1891 by Beatrice Webb, a founder of the field of industrial relations in Britain. Webb describes collective bargaining as an economic institution, with trade unionism acting as a labor cartel by controlling entry into the trade. There

are other labor economists who claim that the collective bargaining is a political process rather than economic. Although major actors in collective bargaining process are workers and management, it certainly depends upon several forces including the political, social and economic environment of the country. Even the internal factors including organizational leadership, size and technological advances in the organizations contribute to the success or failure of collective bargaining.

Collective Bargaining in India

In India, the right to collective bargaining is not provided to all trades that exist, but is confined to those unions which are recognized. Recognition of trade union is one thin bargaining agent for the purpose of collective bargaining is quite another. Industrial strikes took place on the occasion of recognition of unions in Maruti Suzuki unrest in 2011 (2012). In majority of the industries, management allows only the recognized union for negotiations and collective bargaining. As such, recognition of union serves as a backbone of collective bargaining. It has been debated again whether a trade union is recognized or not. This is because, till-date, no central legislation on this subject, i.e., recognition of trade union.

In *Kalindi and Others v. Management of Engineering College* (1960) the Supreme Court held that there is no right to representation



**A STUDY ON SOCIAL SECURITY BENEFITS OF UNORGANIZED
CONSTRUCTION WORKERS IN INDIA WITH SPECIAL REFERENCE TO
UNORGANIZED WORKERS' SOCIAL SECURITY ACT 2008 IN PUNJAB**

Ujjwal Kumar Pathak

Research Scholar, Lovely Professional University, Punjab

Vishwas Gupta

Associate Professor, Lovely Professional University, Punjab

Email ID: ukpathak.mba@gmail.com

ABSTRACT

One of the striking features of Indian Labour Market has been the existence of Unorganized Workers across the country in different urban, semi urban and rural areas. Their number is greater than workers in organized sector. They are scattered throughout the country. A major chunk of such workers are working in the construction sector. But most of the workers in this sector remains unprotected by any statutory or state protection against any type of social or economic contingencies. This situation has made their life a hell. They are vulnerable to all sorts of crisis. They are not unionized under any organization or association. The Government of India Passed an Act in the year 2008 namely Unorganized Workers Social Security Act to address the social security issues of unorganized workers. The paper tries to assess and analyses the state of social security provisions for such workers in India with reference to the said act. The paper also examines inter alia the implications of Covid -19 on such workers social security provisions. Hence it will try to cover social security aspects and legal aspects of social security with reference to unorganized construction workers in Punjab.

Key Words: Contingencies, Disease, Poverty, Social Security, Unorganized Workers, Pension

INTRODUCTION

Unorganised workers consist of "those working in the unorganized sector or households, excluding regular workers with social security benefits provided by the employers and the workers in the formal sector without any employment and social security benefits provided by the employers" (NCEUS 2009).

These workers are destitute and illiterate, do not possess wealth. They are subject to health hazards, and do not know of laws that protect them. The jobs in which they are

*Self Attested
UK Pathak*

Dynamics of succession planning for Indian family-owned businesses: learning from successful organizations

Sunil Budhiraja and Ujjwal Kumar Pathak

Importance of succession planning

The concept of succession planning includes identification of future leaders, change of ownership, transition of control and management, and development of leaders (top managers and C-suite positions) in synchronization with organizational vision. In a way, succession planning provides long-term continuity and sustainability to an organization. Succession planning is of utmost importance because it impacts everyone in an organization, right from the boardroom to the smallest teams of the organization. Succession planning becomes rather crucial for large groups, as they contribute in the economic performance of the nation.

Sunil Budhiraja is Associate Professor and Ujjwal Kumar Pathak is Assistant Professor both at Mittal School of Business, Lovely Professional University, Jalandhar, India.

Succession planning and Indian family-owned businesses

Succession planning has been a matter of intense debate and discussion over the past few years among Indian family-owned businesses (FoBs) because of a few spats reported recently by business houses in India including Tata Group and Infosys. There are several examples across Indian FoBs where organizations lack succession plans to maintain their businesses after their chief officers (COs) step down from their positions. At times, it has been reported that the organizations are able to identify a potential successor, but the transition of control has been poorly managed, leading to a crisis situation for the organization. It suggests that successful implementation of a succession plan is necessary to nurture future leadership, especially in the FoBs.

The existing research suggests that more than 75 per cent of the Indian FoBs do not have a robust succession plan and do not even discuss about the succession planning until the CO plans to retire or unfortunately passes away. There exist evidences where businesses have been closed down or have reported major losses because of poor selection of a successor. Existing research reveals that the most important factors in succession planning are preparation level of heirs and the relationship between family and business members for the performance of family business (Mokhber *et al.*, 2017). On the contrary, some practitioners believe that Indian FoBs are able to manage the concept of succession planning in a better way in comparison to professionally managed companies. Their argument is that the FoBs are able to provide a free hand to the successors in terms of overall decision-making. There are cases (including PepsiCo and Walmart) where professionally managed companies also faced challenges in succession planning in the Indian context.

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