

# Analysis Of Construction Workers Migrate From Industries

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## ABSTRACT

*In our project we discuss how migration is continuing in different parts of India and how it is becoming more and more crucial towards improving livelihood status. In 2004-05, Indian labour force consisted of about 430 million persons, growing annually at about 2% (Economic Survey, 2007). Slightly less than 3/5th of it is employed in agriculture, mostly residing in rural areas and producing a little over 1/5th of the domestic product. Cultivators form about 2/3rd of the rural workforce, the remaining are agriculture workers. Industry (mining, manufacturing, construction and utilities) employs around 18% of the workforce, producing about 27% of the domestic output. The construction industry is important for Indians rural to urban migrants. Over 90% of urban construction workers are rural migrants, and over a third of all rural migrants work in construction. The construction industry is not only particularly important, but is also different from other industries in its pay and labor recruitment practices. In common with other rural workers, construction workers have long suffered from various problems, including delayed payment of salaries and exclusion from urban social security schemes. State policies designed to deal with these problems have in general had mixed success. Partly as a result of the peculiarities of the construction industry, state policy has been particularly unsuccessful in dealing with the problems faced by construction workers. Our project considers both the risks rural workers in the construction industry face because of the work they do and the risks they face and because of their being rural workers. It shows that social protection needs to take into account both the work related risks and status related risks. The authors first review the literature concerning work related risks, and then build up a framework to analyse the risks embedded in their work and status. The relationship between these risks and the existing formal social protection. 20 persons in depth interviews with construction workers, carried out in industry workers, are used to demonstrate both the risks and the inability of the state-led social policy to tackle these risks. The results suggest that rural construction workers in cities were exposed to all sorts of problems from not being paid for their work in time to miserable living conditions, from having to pay for their own healthcare to no savings for old age. This paper highlights the problems of policy prescriptions that failed to recognize the complexity of the problems faced by these workers and criticizes the tendency to seek quick fixes rather than long-term and careful institutional design.*

**Keywords:** Analysis, Construction, Workers, Migrate, Industries

## 1 INTRODUCTION

### 1.1 GENERAL

Worker problem is one of the notorious problem in our India, ie is especially in Tamilnadu. Numerous studies have been carried out on the circumstances of workers from rural areas in urban India. Construction workers are mostly studied together with workers from other industries and seldom treated as an individual group. However, there are good reasons to study the construction industry separately. First, the construction industry is particularly important to the Indian economy. It has been growing steadily for more than 25 years, and the number of people employed in construction shows long term growth. About one third of all rural workers in cities work in construction, and it form a growing share in the employment portfolio of growing numbers of rural workers. Second, it is an industry dominated by rural workers, which comprise over 90 per cent of urban construction workers.1 finally, as will be shown later, workers in the construction industry in India are different from workers in other industries because of the way labor recruitment and pay is organized. This study considers both the risks rural workers in the construction industry face because of the work they do and the risks they face and because of their being rural workers. It shows that social protection needs to take into account of both the work related risks and status related risks. In rural areas people don't get an employment, their main livelihood is mostly agriculture and in some cases seasonal employment in agriculture, that's why Workers face a lot of problems. The landless poor who mostly belong to lower castes, indigenous communities and economically backward regions constitute the major portion of Migrants. In the very large Tribal Regions of India intrusion of outsiders, settlements by the outsiders displacing the local tribal people and deforestation also played a major role in Migration. The Indian daily Hindustan Times on 14th October 2007, revealed that according to a study

**II MATERIALS & METHODS**

Setting a unique example of Public Private Partnership, the Department of Community Medicine collaborated with a construction company in Vidyavihar (West), Mumbai, employing a large number of migrant workers, to provide comprehensive health services during the working hours of the hospital. A health team comprising resident medical officer, interns, and medical social workers was posted onsite. The referrals, if any, were made to the nearest municipal hospitals. Due to constraints of the construction company and the nature of the work, all the workers were males, staying on the site. Logistic and drug support was provided by the construction company and make-shift out patient department was provided. Besides providing the curative services for the ailments, first-aid services, health education, training of supervisors in handling the medical emergencies, and collaboration with the Public Health Department for Malaria Control was carried out. A cross-sectional study design was chosen and sample size was calculated using the formula for estimating a population proportion with specified absolute precision.

**3. RISK IN INDUSTRY**

**3.1 Work Related Risk**

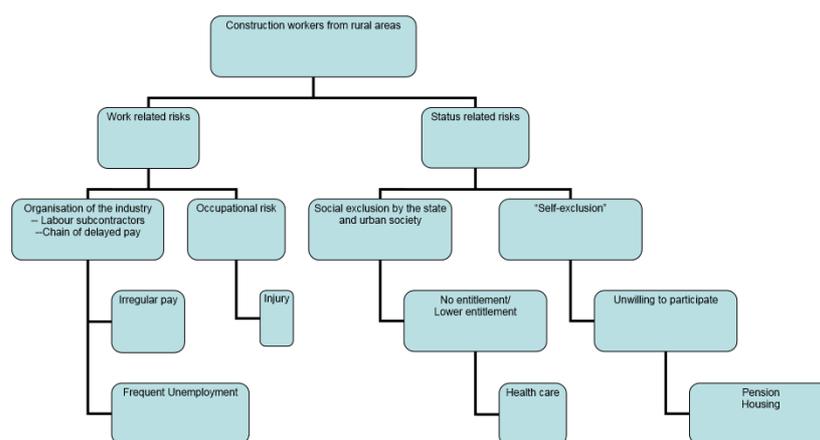
We suggest that work related problems need to be considered when examining the social protection of rural construction workers in urban India. These workers are vulnerable not only because they are rural workers who do not enjoy the same equal social protection as their urban counterparts, as shown in many previous studies. They are vulnerable also because they work in the construction industry which brings with it a set of risks that are particularly serious for construction workers. The labour supply in the construction industry is managed through the labor subcontractor system. Construction companies do not hire frontline workers directly, and instead sign contracts with labour subcontractors. These subcontractors are themselves workers from rural areas, who came to cities early, became familiar with the system, and started working as labour subcontractors. They are responsible for recruiting and supplying workers to construction companies. For many years, subcontractors were de facto agents of construction workers. Construction companies pay subcontractors, who then distribute the money to workers at the end of the project or once every year.

**3.2 Status Related Risks**

This is not only a problem caused by the exclusive urban system. It is also related to the fact that workers from rural areas tend to move back and forth between the city and the village. They go back to the countryside when they cannot continue in cities. The lack of identification with the urban society among rural-urban migrants can potentially generate a major problem for the extension of formal social security. A low participation rate in the urban welfare system and continued reliance on rural social security, which is still largely distinctive from the urban system.

**3.3 POLICIES ADDRESSING THE RISKS**

In the late 1990s, the Chinese government started to engage in the improvement of labor protection for workers from rural areas. Some policies were also designed to Target construction workers specifically.(Figure.3.1)



**Figure. 3.1** Flow Chat For Policies Addressing The Risks

**4.MIGRATION**

**4.1 Types Of Migration**

Migration is a both old and new human practice. There is no place or time, in which migration does not occur. However, the scale, type and implications of migration vary greatly between individuals and societies. Due to the vast size of the country and large differences in physical and human dispositions across the country, migration trend in India. Due to the vast size of the country and large differences in physical and human dispositions across the country,

migration trend in India shows some specific features. First, among the four types of migration direction-wise, i.e., rural-to-rural, rural-to-urban, urban-to-rural and urban-to urban migration, rural- to-rural migration has been dominant. In 2001, rural migration (during the last decade, i.e., based on migrants with duration of residence of 0-9 years at the place of enumeration) has accounted for 54.7 percent of total migration within country. Second, with respect to the distance of migration, intra-state migration is predominant accounting for 82.1 percent of migration duration of 0-9 years). More than a half of migration took place within the district and the incidence of migration decreases as the distance becomes longer.

#### **4.2 Seasonal Migration**

Seasonal and circular (also known as cyclical, oscillatory) migration has long been part of the livelihood portfolio of poor people across India. Seasonal migration of labor for employment has become one of the most durable components of the livelihood strategies of people living in rural areas. Migration is not just by the very poor during times of crisis for survival and coping but has increasingly become an accumulative option for the poor and non-poor alike.

#### **4.3 Causes Of Migration**

Migration in India is mostly influenced by social structures and patterns of development. The development policies by all the governments since Independence have accelerated the process of migration. Uneven development is the main cause of migration. Added to it, are the disparities, inter regional and amongst different socio-economic classes. The landless poor who mostly belong to lower castes, indigenous communities and economically backward regions constitute the major portion of migrants. In the very large tribal regions of India intrusion of outsiders, settlements by the outsiders displacing the local tribal people and deforestation also played a major role in migration. According to a study 77% of the population i.e. nearly 840 million Indians live on less than Rs.20.per day. Indian agriculture became non remunerative, taking the lives of 100,000 peasants during the period from 1996 to 2003, i.e. a suicide of an Indian peasant every 45 minutes. Hence, the rural people from the downtrodden and backward communities and backward regions such as Bihar, Orissa, Uttar Pradesh travel far afield seeking employment at the lowest rungs in construction of roads, irrigation projects, commercial and residential complexes, in short, building the "shining" India. The pull factors of higher wages caused external migration to the Middle-East countries by skilled and semiskilled workers. Migration of professionals such as engineers, medical practitioners, teachers, managers etc. to developed countries constitutes another dimension of migration which we call "brain-drain". The migration of construction workers is having a strong effect on the construction sector and on the economy as a whole. There are costs and benefits to this migration. And there are policy implications that must be clearly understood so that the benefits can be made to outweigh the costs.

#### **4.4 The Importance Of The Construction Sectors:**

The construction sector is critical to any economy, whether developing or industrialized. The capacity of the construction sector sets a physical limit to the acceleration of growth, since overall investment cannot grow faster than this sector's output. The production desired cannot be imported for the output of the construction sector is a non-traded good; it cannot be transported, but must be produced on the spot. The amount of real. Output growth. Which can be achieved in any year when the economy is working close to its overall capacity will depend upon the construction. Activity accomplished during the previous one, two, or more years. The timeliness of construction activities is also a central feature of this sector. Scheduling of investment activities must take into account the relatively long and. flexible lead times required for the completion of construction. Furthermore, the construction sector has critical intersect oral relations with supplying sectors. The expansion of construction creates demand for the output of several basic industries that produce the components of buildings and construction, cement, iron, iron bars, bricks, glass, etc. Capacity and investment in these industries, therefore, depends largely upon the level and rate of increase in the output of construction. In short, the productivity of the construction industry is critical to the productivity of other sectors, and any bottlenecks in construction will invariably affects other sectors in terms of wasted resources.

## **5. MIGRATION IN INDUSTRY**

### **5.1 Migration Of Construction Workers**

About 10% of Indian's labor force is migrating; 53% of all emigration is in construction; and the stock of Indianans employed in construction externally may be as high as the domestic construction labor force in 1976. The increases in domestic wages for construction workers rose by 52.1% between 1974-78, in comparison with 19.8% for services, and 12.7% for mining and industry. Only agricultural wages had the same increases as construction during this period. There is some evidence that wages in the agricultural sector reflect the scarcity of labor due to competition for employment by the construction sector. This sector appears to be pulling labor away from agriculture. The demand for Indianan construction workers is both for internal employment and for meeting the gap created by the transfer of labor to other Indian countries. Detailed data on the employment of construction workers in other Indian states is not available, but estimates can be made clearly, the greatest proportion of Indian construction movement is to internally. Domestic employment in construction has grown substantially since 1973, but its growth has occurred by adding workers not previously employed in construction. These workers, in turn. Rave had to acquire the higher level skills lost through. Transfers. The overall effects upon Indian are understated by simply comparing the number of Workers

who have migrated with the total labor force in the construction sector, which labor force includes unskilled workers, who are easy to replace, as well as skilled workers, who are not. There is a higher proportion of skilled workers among those seeking employment in other Asian countries than in the labor force in construction.

### **5.2 The Effects On The Economy**

The effect of the large scale migration of Indian construction workers has been to shift the supply of this type of labor in the domestic economy. The number of workers in the construction sector has actually increased in absolute numbers in spite of the emigration. That increase has been accomplished due to a dramatic growth in wages, thus, the international demand for construction labor in the Middle East has increased the real costs of construction in India. And, correspondingly, the real in-comes of construction labor. The higher wages in construction have induced the transfer of employed labor from other sectors of the economy as well as pulling into the construction sector labor which was formerly unemployed or underemployed.

Labor attracted into the construction sector to replace the emigrants who were formerly productive created some reduction in real output in other sectors. This may have been offset by increases in the use of other types of factors. However, there has been a real cost to that adjustment also. The transmission of the effects of the emigration of construction workers to the remainder of the Indian economy is reduced by the imperfect interconnections which exist among labor markets as well as the extensive controls over prices of goods markets. For example, employment in public enterprise and conventional government remains highly attractive to labor because it provides a high degree of job security.

Construction workers migrate for short periods. This reinforces the development of skills. Returnees have new skills, as well as new financial resources and new patterns of consumption. There has been a redistribution of income towards workers in the construction sector, in part due to the emigration phenomenon.

This is part of the international equalization of 'wages in construction which is brought about by the migration. But that process does not spread equalization uniformly through the economy as a whole, the higher costs of construction mean that the real value of investment fixed in nominal terms has decreased. This reflects the opportunity costs of consumption which have been lost in the shift of the labor force. The higher costs of investments are an important social cost in an economy placing heavy stress on accelerating its economic growth, in large part through increasing the rate of investment.

There may also be some social costs due to the loss of labor whose training costs have been borne publicly. However, training costs may, to a considerable extent, have been borne by the workers themselves. In addition to the large private gains to the emigrating labor, as well as to the domestic labor which has replaced it in the construction sector; there are some public benefits as well. These are primarily in the remittances than can be transferred at exchange rates which do not represent the real scarcity value of foreign exchange.

### **5.3 Policy Issues**

The development processes of the Indian countries are interrelated through their common use of the Indian labor force pool. This interrelationship is particularly significant with respect to the achievement of investment targets given the large proportion of construction output in those targets and the critical role of skilled labor construction output. In effect, there is a competition for skilled construction labor in the Middle East. But the competition impinges most heavily on India, as indicated by the estimates of construction labor migration.

The existence of the interrelationships among development programs of Asian countries suggests that there may be some opportunities for overall improvement in performance by coordination of the programs. Yet detection of such overall improvement would require a means of balancing the relative changes in different countries. From this viewpoint of particular countries, particularly the oil-exporting and labor-importing countries, any change which restricted the availability of construction labor would

make them worse off as compared to the present situation in which there are no constraints. The tasks of Indian policymaking with respect to the flow of construction worker emigrants are to maintain and, if possible, increase the capture for the entire economy of the benefits of earnings abroad and to facilitate the domestic adjustment to emigration. A substantial part of remittances are repatriated under the system of "own exchange" imports, which removes the goods imports from any licensing restrictions. This system includes a relatively high proportion of consumer goods. Given the social goals within India of accelerating the rate of growth and, therefore, the rate of investment, it would be preferable if more of the foreign exchange generated by remittances were available for the purchase of investment goods. In order to achieve such a redirection, it would be necessary to make it more attractive for the earners of remittances to sell their foreign exchange to the Indian banking authorities.

To increase the total of earnings abroad by construction workers, consideration might be given to learning from the successes of the Indian contractors in recruitment and in training. In the Indian oil-exporting countries, the competition for construction contracts appears to have increased. Clearly, more Indian workers are used by non-Indian contractors than by Indian contractors. However, there might be some cost advantages to integrating the recruitment of labor and its employment in the other Indian countries by Indian contractors.

Thus providing a competitive edge for the use of Indian labor. Some labor importing countries in the region are reacting to the higher wages of Indian workers by facilitating the immigration of Indians and Pakistanis, who are

cheaper and are delivered by the contractors. To facilitate domestic adjustment to emigration, consideration should be given to creating organizational devices for diverting labor to construction which is now underutilized in its present occupation. According to general belief, this latter labor is, to a large extent, in the public Sectors of both administrative government and public enterprise. Two alternative means of channeling underemployed labor in the government sectors into construction activities might be considered. First of all, the new public construction firms could be formed, recruiting workers from other public sector activities. Alternatively, existing public enterprises could form their own construction units for their new projects recruiting workers from other internal activities for this purpose.

Both alternatives require careful examination before feasibility can be established and, in that case, before operational methods can be developed. In addition, further assessments should be undertaken of the means of facilitating the training of construction workers. Previous experience with the training institutes in this sector has not been successful. The enrollment and outputs of these institutes have been too small to affect the overall supply of skilled construction labor. Nonetheless, the number of construction workers has been increasing and, presumably, the necessary .Skills are being generated. It would, therefore, be desirable to improve the understanding of the training process in the construction sector in, order to determine if there are points at which government intervention through, subsidies or by the. Creation of dispersed training facilities could facilitate the process,

The adjustment within Indian to the loss through emigration of a large proportion of the construction labor force which, in turn, is such a critical part of the entire labor supply, has been remarkable, It is quite possible to the Most difficult of the problems are now behind Indian. The problems now be more manageable than would have appeared. Several years ago, This means that a new assessment of the difficulties which Confront Indian an Growth in the future is required, the old problems are no longer \$5 critical as they used to be New problems have to be resolved.

## **6. PROJECT MANAGEMENT**

### **6.1 General**

Project Management is the application of skills, knowledge, tools and techniques to meet the needs and expectations of stakeholders for a project. The purpose of project management is prediction and prevention, NOT recognition and reaction

In today's fast paced world, resource and time are scarce and business processes becoming more and more complex by each day. Hence enterprises world over are resorting to project management as an efficient approach in using scarce resources and time to achieve business goals-which may not be possible with general management approach. Rectification of process errors, shortfall due to errors in quality systems, delays in product delivery etc., is possible only by Project Management Approach

### **6.2 Primavera**

This provides hands-on training for Primavera's Web-based business intelligence solution. Participants will create a project, create activities and relationships, customize activity views, assign resources, adjust the project plan to account for schedule delays and over allocated resources, and analyze portfolios. Participants also will customize dashboards. Hands-on workshops help students create and track an entire project to completion. Primavera enables the organizations to manage time, tasks, costs, resources, contracts, change and risks to consistently execute profitable projects. Primavera is the industry leading project and program management solution for projects of any size. Organizations leverage Primavera to Effectively. Collaborate across the entire project team. Proactively manage projects to meet success requirements. Standardize business processes and best practice. Primavera Systems Inc. provides project and program management software for the Architecture, Engineering and Construction industry. Focused on project portfolio management, or PPM, Primavera's solutions let users measure progress, assure governance, improve team collaboration and prioritize project investments and resources. Primavera's software packages include P6, ProSight, Contract Manager, Cost Manager, Pertmaster, SureTrak, Evolve and Inspire. The newest addition to the suite of project management solutions is Primavera P6, which is an integrated PPM (project portfolio management) solution that provides a real-time view of portfolio performance. P6 also offers what-if scenario modeling, tabular scorecards and capacity analysis.

## **7. MIGRATION LABOUR IN INDIA**

### **7.1 General**

It is however clear that migration towards urban areas are still more likely to be associated with employment oriented reasons. It is also seen that the percentage of employment migration for males are quite high, whether it is rural-bound or urban-bound migration. It is interesting to observe that out of the total rural- bound male migration, 40 percent have moved for work related reasons. The following table is obtained from the NSSO 55th Round on Migration. NSSO collects data on both temporary and long term migrants. However, the paper has considered only the long term migrants for the following analysis. In the following analysis, employment oriented migrants are the migrants who had given reasons (a) to (e) for their move. Labor force participants are the migrants who are currently employed or are seeking or available for work.

### **7.2 Main Impacts Identified**

MLSP has successfully increased the returns from migration. There are clear indications that migrants benefit from increased social and economic returns. Impacts on reducing the cost of migration are largely social and flow mainly from the benefits of services provided within the PSKs - such as information on work availability, negotiation of wages, resolution of unpaid wages and providing identity cards. Almost 65% of the migrants covered by the programme felt that access to the telephone messaging service provided by the PSKs has helped ease anxiety about family members left behind. Nearly 11% said that they had been able to obtain useful on employment at the PSKs which reduced idle waiting time at the destination and saved the cost of a trip back to the village to find employment. 28% of sampled.

### **7.3 Management Insight**

HHs who had an Identity (ID) card mentioned respite from police harassment including the payment of a bribe to them; 49% of HHs which report having an ID card said that they provided a sense of security in the event of emergencies or natural disasters that their identity could be secured and their families would be contacted; 33% of the households covered by the project took out life insurance policies with the help of the MLSP. As a direct result of the work of MLSP in the project area, there has been an improvement in awareness among migrants about job opportunities and legal rights; access to basic services, MLSP has also helped to increase the returns from migration by training migrants and has helped them to send money home.

There has also been an improvement in the recovery of unpaid wages: 70% of unpaid wage cases have been resolved and 53% of the total value of unpaid wages amounting to Rs 82,200 has been recovered. The MLSP has also helped labourers to negotiate better wage rates. • District Governments are beginning to recognize that migrants have specific needs that have to be addressed, and are willing to collaborate with GVT, who is seen as a credible partner. District Collectors in Jhabua, Ratlam and Banswara have supported a rapid expansion of some parts of the MLSP (e.g., the District Collector in Jhabua has issued over 30,000 ID Cards to seasonal migrants, through Panchayats in the last year. • Good links with the Labour Commissioner in Vadodara have resulted in careful attention being paid to the issue of partial or non-payment of wages at construction sites. Future work will concentrate on helping migrants to access government services, lobbying and advocacy by linking up with organizations in destination areas and scaling up the programme to cover more villages and towns. It is hoped that the increased awareness created through the MLSP about migration patterns, their working conditions, the difficulties that they face and the role that civil society organizations can play in supporting them will work towards achieving the Millennium Development Goals for a large section of the population in India.

### **7.4 Internal Migration And Migrant Workers**

Seasonal migration for work is a pervasive reality in rural India. An overwhelming 120 million people or more are estimated to migrate from rural areas to urban labour markets, industries and farms. Migration has become essential for people from regions that face frequent shortages of rainfall or suffer floods, or where population densities are high in relation to land. Areas facing unresolved social or political conflict also become prone to high outmigration. Poverty, lack of local options and the availability of steady work in other locations become the trigger and the pull for rural migration.

North Indian states like Uttar Pradesh and Bihar have known rural migration for decades – however, newer corridors like Odisha, Madhya Pradesh, Rajasthan and recently even the North-east have also become sending regions of migrant workers. Migrants from a specific region tend to cluster in destinations and their presence becomes the magnet for future waves of migrant workers. Migration streams are also determined by social and caste origins and reflect social dynamics and changes in economic growth. India's vast construction sector is the largest employer of migrant workers – nearly 40 million workers crowd the landscape of construction work and migrants are the overwhelming majority of this number.<sup>2</sup> Other large sectors that absorb seasonal migrant workers include brick-making, domestic work, mining and quarrying, transportation and small manufacturing. Over and above these, there is a massive seasonal workforce that enters the agriculture sector in response to demands of labour in sowing, harvesting, head-loading and processing of agriculture produce. Rural migrants form the largest part of India's unorganized workforce, which is estimated at 387.34 million.<sup>3</sup> While there are gaps in officially counting migrant workers with reasonable accuracy, there is growing clarity on the issues that confront this vulnerable workforce. Devoid of critical skills, information and bargaining power, migrant workers often get caught in exploitative labour arrangements. They are forced to work in low-end, low-value, hazardous work. They become easy prey to problems related to lack of credible proof of identity. With poor legal protection, migrant workers also become easy victims to non-payment of wages and harsh work conditions. The hardships of migrant workers are especially magnified when state boundaries are crossed and the distance between the "source" and "destination" increases.

The policies of the Indian state have largely failed to provide legal or social protection to this vulnerable group. In a continuous state of drift, migrants are left out of the scope of state provisions at both ends – their homes as well as their workplace. The urban labour markets treat them with opportunistic indifference, demanding hard labour but denying basic entitlements such as decent shelter, fair-priced food, subsidized health services or training and education. They are also usually out of bounds of government and civil society initiatives, both because of being "invisible" and for their

inability to carry entitlements along as they move. The contribution of migrant workers to national income is enormous but there is little done in return for their security and well-being.

### **7.5 Collectivization Challenge**

A vast majority of India's workforce is classified as being part of the "unorganized or informal sector". Unorganized sector workers are those whose work arrangements are fluid and frequently changing. Also, unorganized sector workers have no access to social security and entitlements to protect their fragile incomes and keep intact their future returns. The unorganized sector is a low wage-earning sector that includes women, children and other disadvantaged groups (like the tribal communities) in large numbers.

An array of work arrangements exist in the unorganized sector and these are usually pitted against the worker. There is an increasing trend to recruit workers through contractors and labour agents. The modes of payment are complex and wages are dictated by contractors – workers can get pushed into indentured work because of having received a substantial advance against which they will be employed. Several sectors (like brick-making or home-based manufacturing) do not respect daily wage norms and therefore payments are abysmally low, even lower than the stipulated minimum wages. The fact that most workers in these sectors are migrants from another part of the country makes it difficult to enforce wage regulation and fair practices. Migrants tend to remain hidden from regulatory vigil – gated as they are by their contractors and agents.

Labour markets that have a high incidence of migrant workers witness poor collectivization and unionization among workers. In fact, migrant workers are a difficult constituency to bring together on common platforms and therefore instances of collective action among them remain rare. Given the difficulties inherent in organizing migrant workers, trade unions and civil society organizations have also remained detached from this vast, vulnerable category of workforce.

### **7.6 Model Of Services For Migrant Workers**

Aajeevika Bureau ("Aajeevika") is a non-governmental, non-profit initiative for providing services, support and security to rural, seasonal migrant workers and their families. Aajeevika is premised on the notion that rural-to-urban migration is an inevitable socio-economic reality in transition economies such as India. It was formed with the idea of transforming migration into a more positive opportunity by providing a host of services and solutions to migrant workers and their families. Aajeevika's services are intended to serve the more vulnerable segments of the migrant workforce such that they are able to improve their incomes, security and stability in both labour markets and their rural homes. Figure.7.1 shows Migration services and solutions



**Figure.7.1** Migration services and solutions

### **7.7 Sustaining Early Success**

The three experiences described above illustrate some early successes in collectivizing migrant workers in labour markets where precedence of building organizations has been thin across the country. What has worked in favor of bringing workers together in these difficult sectors

- A stable and credible core of leaders has been the strongest determinant of the success of workers' collectives. Aajeevika has focused on identifying contractors/labour, recruiting agents/senior workers as leaders from within the community as they have excellent contacts among the workers, are wedged between employers and workers, and are likely to have sympathy with workers' issues because of their own past. However, it is important to identify leaders who have a good, positive reputation and are known to have a fair record in their own work.
- Creating opportunities for coming together in meetings, workshops and reflection sessions to analyse work-related issues has also been an effective strategy. Aajeevika has put a lot of focus on instituting discipline among members of collectives in terms of meeting on a monthly basis and organizing periodic capacity-building workshops. This has led to greater awareness of where gaps lie and how concerns are not limited to a person but to a larger group. It has helped create a sense of shared responsibility which has also catalyzed the emergence of leadership in several cases.

- Using a cadre of volunteers in outreach and mobilization, especially since the window of contact and rapport-building with migrant workers is small.
- Identifying real issues around which the collective can be mobilized. It is unlikely that they would be applying their collective will to issues of urban governance improvement. Engaging workers for such issues is unlikely to get the desired response. Access to decent, regular employment and social security is more central to the lives of migrant workers in a city and this has been pursued strategically.

## **8. RESULT & DISCUSSION**

### **8.1 Socio-Demographics**

Out of 1337 workers (all males), 1289 (96.4%) belonged to 15–45 years age group. The mean age of workers was 26.25 ± 8.49 years. A total of 766 (57.3%) workers were unmarried, 989 (74%) were Hindu followed by 313 (23.4%) Muslims. In all, 447 (33.4%) were illiterate, while those with primary and secondary/higher education were 316 (23.6%) and 574 (43%), respectively. A total of 99 (7.4%) belonged to below poverty line. Majority of workers were unskilled laborers (1062, 79.4%). Out of 1275 migrants, 485 (38.03%) workers had migrated from West Bengal, followed by Uttar Pradesh (240, 18.82%), and 94 (7.37%) were from other parts of Maharashtra.

#### **8.1.1 Health Problems**

The morbidity profile revealed that the average number of health problems in the workers was 1.41. Workers suffering with any kind of fever were 309 (23.11%) followed by respiratory infections present in 168 (12.6%). Of the 309 cases of fever, 277 (20.71%) were suspected of malaria. The slide positivity rate for the malaria was 8.11%. In all, 45 (3.4%) had hypertension; 675 (50.48%) of the workers consumed tobacco and 196 (14.65%) consumed alcohol. There was a significant association between type of occupation and morbidity status ( $P < 0.05$ ). The association between socio-economic and demographic variables and health status is depicted.

#### **8.2 Discussion**

The highest morbidity (23.11%) at the construction site was due to acute febrile illness. Out of these, 20.71% workers had suspected malaria. In a cross-sectional study by Venugopalan et al slide positivity rate of 6.28% was found among migrant construction workers in Mangalore, South India. In our site the slide positivity rate was 8.11%, and the reason for such a high prevalence of malaria at this construction site may be due to favorable conditions for mosquito breeding sites offered by construction site environment and the unprotected workers acting as baits. The workers and their supervisors ought to be informed about the biological hazard such as mosquito breeding sites and use of personal protection measures with the help of repetitive Information, Education, and Communication activities.

In this study, 12.6% of workers had various respiratory infections. Gurav et al. have reported respiratory problems in 4.86% of workers. The higher prevalence in this study may be due to higher exposure to dust during the working hours and post-working hours as the accommodation is situated within the campus.

In this construction site, 5.4% workers had musculoskeletal problems. Mohopatra has reported that 40% of workers suffer from musculoskeletal disorders affecting various joints and muscles ranging from neck to foot. In this study, the prevalence of musculoskeletal disorder is less probably due to less manual activity, as the work is mostly mechanized.

This study reports 7.9% workers having some form of injury while working at the construction site. Construction industry is known for high incidence of accidents. More than 90% of accidents are preventable. According to Ramsay, the risk of accidents increases with extremes of temperature.

Age, sex, personal habits (such as working under the influence of alcohol), personality traits (risk-taking behavior), and physical and mental state of the worker play an important role in the occurrence of accidents. In a study by Shah and Mehta, the prevalence of injuries was 25.42%, and the reason for the low prevalence in this study can be attributed to more of mechanized work and on-site periodic safety induction training given by the engineering company.

Skin problems such as fungal infection, contact dermatitis, and eczematous rash were found in 4.71% of the workers. Contact with cement and lime may lead to irritant dermatitis. The presence of chromate and cobalt in cement is known to cause allergic contact dermatitis. Some workers (4.41%) in this study had gastrointestinal problems such as loose motions, abdominal pain, constipation, and loss of appetite, as workers are exposed to chemical agents, parasitic agents, or infective agents at the work and residential place.

Hypertension was found in 3.4% of the workers. It is nearly same as the national prevalence of hypertension (3.55–5.99%) reported by Gupta et al. but more than the study conducted by Gurav et al. However, there is a need to study the modifiable risk factors for hypertension in detail.

Tobacco consumption was present in 50.48% of the workers, which is nearly equal to the national prevalence (57%) as per the National Family Health Survey 2005–2006. Consumption of alcohol was reported by 14.65% of the workers and is less than the national estimate of 21% as per the National Household Survey on drug abuse. This study has shown the pattern of health problems among construction workers which will contribute to further development of health promotion strategies for construction workers.

This study had limitation, as it was not possible to conduct HIV testing of the construction workers. In addition, it was not possible to study the usage of personal protective gears and its impact in preventing injury at work. The need of the

hour is to have behavior change communication to target the vector-borne diseases and lifestyle diseases such as hypertension, addiction, and use of personal protective equipments to prevent the injuries. Active surveillance of fever cases should be given priority so that the infected patients are diagnosed early and receive radical treatment under supervision at the construction site, thereby decreasing the incidence of man-made malaria. This is the first step toward having a healthy construction site and a healthy workforce, undertaken through a unique project of Public Private Partnership by the Department of Community Medicine.

## **9. QUESTIONNAIRES**

1. Where is your company located?
2. How many people are there employed in your company?
3. Do you employ in your company people of different nationalities?
4. From which regions the most often employees come from?(minimum five region)
5. Please provide information concerning reasons behind employing representatives of other nationalities in your company?
6. What kind of benefits does your company gain from employing those with different place of background?
7. What kind of problems appeared in your company due to employing representatives of different nationalities?
8. Please provide information concerning reasons behind your unwillingness to employ representatives of other nationalities in your company?
9. Do all employees in your company share equal access to organized trainings
10. Have any of your employees undertaken further training in the past 6 months
11. If yes, what types of training did your employees undertake?
12. Do you see the need for upgrading your own skills by means of taking part in trainings?
13. Does your company support employees in terms of combining professional life with family one?
14. If yes, please specify organizational solutions that are in favour of it?
15. Does your company conduct any actions which aim is protecting the worker?
16. What style of management do you prefer in your company?
17. Which type of orientation is the most important for you?
18. Do you have conflicts in your company?
19. Have you ever experienced a conflict(s) caused by cultural or demographic diversity?
20. If yes, what were the sources of conflicts that took place in the company?
21. Choose the most often types of conflicts in your company?.
22. How often did any of the following forms of conflicts occur?
23. What types of actions are taken in your company in order to remedy conflict situations?
24. What is your company's scope of operation:
25. What is the gender ratio of the employees that work in the company?
26. Please provide us with information concerning your company's type of business?

## **10. CONCLUSION**

Migration in India is mostly influenced by Social Structures and pattern of development. The development policies by all the governments since Independence have accelerated the process of migration. Uneven development is the main cause of Migration. Added to it, are the disparities, Inter regional and amongst different socio-economic classes. There are two important reasons for rural labour migration: (1) migration for survival and (2) migration for subsistence.

The first indicates the severe social and economic hardships faced by rural laborers, a situation where migration becomes necessary to stay alive. These communities are generally landless, illiterate and drawn largely from Scheduled Castes, Scheduled Tribes and other depressed castes. The second reason for migration is also rooted in subsistence and arises because of the need to supplement income in order to fill the gaps of seasonal employment. Such communities often migrate for shorter periods and do not ordinarily travel very far from their homes. In our project we overcome the above stated problem. And certification has been done with our data collected in final review. The results of this study can be extrapolated to other construction sites employing the migrant workers. Benefits of the public-private partnership to the medical college will be in the form of research-oriented training for the postgraduate students in community medicine. The benefits to the construction company are to have a healthy workforce to achieve its targets and goals of the project as well as opting for the Occupational Health and Safety Assessment Series certification. The public-private partnership will act as a model to decrease morbidity and mortality created at construction site.

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