

A Study of Welfare and Social Security Schemes of Government of Rajasthan for Unorganised Labours

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Abstract: A Society where human labour is at the centre of all activities, a society where exploitation of man by man has been seen from decades and yet needed major steps to be get abolished. This paper provides an overview of some of the existing schemes for the unorganised sector of Rajasthan in India. The idea that formal security arrangements could be gradually extended has generally been government motive. Only 10% of the labour force in India is covered by formal security arrangements. Even this low percentage is tending to decline rather than to increase. This study is designed to shed some light upon the schemes framed by government of Rajasthan for unorganized sector.

Keywords: schemes, unorganized, labors, sector, Rajasthan.

1. Unorganized Sector

Unorganized sector forms the foremost portion of migrant. The unorganized sector is often outlined as “that portion of the work force that never had a option of arranging itself in quest of standard objective because of certain limitations such as casual nature of employment, ignorance or illiteracy, superior strength of the employer singly or in combination etc.”

2. Construction Sector

One of the most popular and booming industries in the world is the Construction Industry, in addition the highest inflow of FDI is from the construction sector, after the service sector which stands for second position and also generates employment for more than 35 million people. This industry is primarily a metropolitan based, which is involved with preparation as well as construction of real estate properties. The repairing, constructing or making certain changes in any existing building also comes under this Industry.

In this industry largely people are in disorderly division, they are can be defined as that population of the labor force that didn't have the option to sort out itself in chase of achieving even normal goals, due to certain disadvantages of their employment which is mostly casual in nature., illiteracy or also ignorance attitude towards it, strong hold of the employer singly or in partnership etc. They work on daily bases or are majorly seasonal in nature. Construction sector is the largest among all employers who employee migrant workers in this sector (40

million). Majorly the labors in the construction units are migrants. As per most recent figures for 2007– 2008 in National Sample Survey “construction offers the primary occupation for brief length travelers, absorbing 36.2 per cent of total short length migrants, followed by agriculture (20.4 per cent) and producing (15.9 per cent) (Srivastava, 2011a).”

3. Characteristic of Unorganized Sector

- 1) Low productivity compared to formal sector
- 2) Lower wages to workers
- 3) Poor working conditions
- 4) Excessive seasonality of employment
- 5) Absence of social security measures
- 6) Negation of social standard
- 7) Poor human capital base (in terms of education, skill and training) as well as lower mobilization status of the work force
- 8) Any effective legal action against it is seen as a step of impairing
- 9) Have limited or no education or other skills.
- 10) Are hugely scattered and don't have political pressure groups
- 11) Don't have fixed jobs i.e., have seasonality as compared to formal sector workers.
- 12) Social stratification is more in them in rural areas on the basis of Caste and sub-castes.
- 13) Still today, they act as “bonded labour” in some cases due to low incomes & permanent indebtedness.
- 14) Have insufficient labour laws relating to them.
- 15) Work in very poor working environment.

4. Objectives of the Study

1. To study the previous research paper and reviews related to government schemes for unorganized labours.
2. To identify the challenges, problems and issues faced by unorganized labours.
3. To know about the different schemes government has introduced for the well-being of these unorganized labors .

5. Significance of the Study

- 1) The present study is going to highlight the issues, challenges and problems which unorganized labors of construction sector facing.
- 2) It will help to identify the problems faced by unorganised labors, who are mainly unorganized due to the flaws in govt. schemes and irrational behavior towards their problems.

Through this paper author want to make everyone aware of the problems of this sector and try to know different available schemes for them and also could suggest with probable positive solutions the government, non-government and other institutes who work for the welfare can undertake to eradicate there problem.

6. Research Methodology Used

The author identified article and research paper using 4 key words namely: Schemes, Unorganized, labor, Sector in two data bases i.e Google Scholar and shodhganga. This paper is based on secondary data collected from various articles, websites and research papers. The research articles retrieved were manually evaluated for their relevancy to the topic and only the most suitable article has been used in this review.

7. Issues and Challenges for Unorganized Labour

The working condition of labour at work place is not satisfactory in India. Workers are always in frustration and motivation level of workers is not good. As we know that man is by nature an organic system not a mechanical one. The input of energy such as food, water etc are converted by him into outputs of behavior. His behavior is determined by relationship between his characteristics as organic system and the environment in which he moves. The unorganized labour faces following issues and challenges:

- Insufficient labour laws
- No social security
- No guaranteed minimum wages
- Bonded labour (they don't complain about this because if they do their master may remove them) considering their ignorance)
- Child Labour (they are the most exploited among them)
- Working Women – issue of harassment at work place
- Low literacy among them
- Low incomes which they don't complain about
- Vulnerable to diseases
- Pain or injury from physical overexertion, repetitive manual tasks, or working in awkward positions.
- Exposure to moulds, fungi and bird or rodent droppings.
- Exposure to lead, wood dust, asbestos, paints, solvents, and other toxic chemicals or materials.
- Working in extreme temperatures and UV radiation.
- Working with hand tools, powered tools and heavy powered equipment.
- Excess vibration in the hands, arms or body from powered tools or equipment.
- Confined spaces.

- Noise.
- Working at heights.
- Electrical hazards.
- Working with cranes, hoists, and other material handling equipment.
- Slips, trips and falls.
- Respiratory and fire hazards from wood dust.
- Stress.
- Shift work or extended work days

8. Problems Faced by the Unorganized Construction Labors During Lockdown in Covid 19 Duration.

A. Crisis of employment

Economic crisis affected the lives-livelihoods of daily wage workers there has been a severe crisis of employment opportunities in local labor markets. Getting work for even two days in a week was getting difficult for them. Daily wages too, for any work possible, have dipped by half during the pandemic.

B. Financial distress

Difficulties in commuting for most workers have translated into a rise in travelling expenses, scared on spending extra money out of their savings on conveyance during times of financial distress daily-wagers with larger families in cities who had decided staying back had been forced to beg because they couldn't pay for an expensive train fare to go back home.

C. Daily wages dipped by half

Since the time of Covid and the lockdown, there has been a severe crisis of employment opportunities in local labor markets, firstly not getting the work was an issue secondly the daily wage got dipped down by half.

D. Little or no state support

These labors were having no support from the state did not even get a single rupee paid during the lockdown, not even a paisa for support. Whenever they went and begged for some money or support, they received negative response or no help even from the contractors and principle employees.

E. Long hours, even days in search for work

Due to the nature of work it was taking most of them long hours and even days to find new work for them as they lack in having a proper identity in the society.

F. Sole breadwinner in their families

There are many labors who are the sole earning member of the family, these family have more than two to three children in the family for whom they can't afford to buy sufficient food to survive.

G. Police sticks and body blows

When these unemployed families due to lack of money and shelter were looking for some work to earn their daily living, they were given police sticks and body blows in return, many were forced to beg.

H. Construction projects had been halted

Due to lockdown all the construction sites were on halt, there was no work on the construction sites, this resulted in increase in jobless workers for months.

I. Rise in travelling expense

As the construction site workers were asked to return to their hometown due to sudden announcement of lockdown they all got jobless and homeless at once, not even this they were demanded high travelling fair for reaching their hometown.

J. Staying back had been forced to beg

Those who decided to stay back due to the increase in travelling expenses, as they were not ready to spend their saved earning on this increased fair, but this soon made them pay the cost of this decision, as they very early got empty handed and were left with no option but was forced to beg for living.

K. Decrease in demand

There was sudden decrease in demand of the labors, as there were many construction sites projects had been halted, everyone were asked to stay home as there is no work.

L. Reverse migration

Reverse Migration with workers leaving cities to return back to their villages. It is estimated that around 6 lakh workers walked to their villages, and around 10 lakh workers are stuck in relief.

M. Low productivity

COVID-19 Impacted Construction Industry Productivity the inputs of a contractor are the labor, equipment, and materials needed to complete a project. Contractors are unable to accomplish their anticipated rates of production.

N. Absence of any formal labour union support

There was no support of any formal labour union to them and there was no plan from the government end before announcing the lockdown, they were having no support and help from anyone.

9. Some of the Schemes Introduced by the Government of Rajasthan

A. Shubh Shakti Yojna

Shubh Shakti Yojna offers a financial assistance of Rs.55,000 to the unmarried women of the registered worker's family thereby supporting their well-being. The incentive is utilized for the overall development of the girls that enable them get further education or vocational training, start an own business, acquire skill development training, and for their marriage. The scheme releases the grant after completing one year from the date of registration or attaining the age of 18 after 6 months from the date of applying, whichever is earlier.

B. Construction Workers Life and Future Security Scheme

This scheme will be called Construction Workers Life and Future Security Scheme. This scheme is enforced under Section-22 (1) (h) of the Building and Other Construction

Workers (Regulation of Employment and Service Conditions) Act, 1996, read with Rule 57 and 58 of the State Rules, 2009.

The purpose of this scheme is to benefited from Pradhan Mantri Suraksha Bima Yojana, Pradhan Mantri Jeevan Jyoti Bima Yojana and Atal Pension Yojana to give benefits of insurance and pension scheme to the registered and eligible beneficiaries in the board

Pradhan Mantri Suraksha Bima Yojana, Pradhan Mantri Jeevan Jyoti Bima Yojana and Atal Pension Yojana are being implemented by the Central Government for the purpose of providing social security to the unorganized sector workers and low-income group people.

C. Construction Workers Education and Skill Development Scheme

Under this scheme, scholarship will be provided to the children of laborers for education. According to the scheme format, in the year 2021, children studying from 6th class to higher classes (ITI, Diploma, Graduation, Post Graduation) can take advantage of the scheme by applying for scholarship.

D. Construction Workers Accessible Housing Scheme

The purpose of this scheme is to replace the existing scheme of the board (financial assistance / grant scheme for the construction of houses to the beneficiaries) by the Central Government's Housing for All Mission Urban) or the Government's Affordable Housing Scheme or the Chief Minister's Jan Awas Yojana or the Central / State Government's Beneficiaries who are eligible to get housing under any other housing scheme, to get housing in the said schemes or to make housing on their own plot by the beneficiary. The Board has to provide assistance in the construction of houses for the beneficiaries by providing grants.

E. Construction Workers Tools/Toolkit Assistance Scheme

The provisions made in clause (h) of sub-section (1) of Section-22 of the Building and Other Construction Workers (Regulation of Employment and Service Conditions) Act, 1996 and the Rajasthan Building and Other Construction Workers (Regulation of Employment and Service Conditions) made under the Act In the exercise of the powers conferred under Rule-57 and 58 of the Regulation of Conditions) Act, 2009, the Building and Other Construction Workers Welfare Board, Rajasthan hereby issues the following construction workers tools/toolkit aid alleging procedural and residual matters related to benefits

F. Rajasthan Maternity Assistance Scheme

This scheme will be effective on those building and other construction women workers who are registered beneficiaries under section 12 of the Act and have beneficiary identity cards as per section 13 of the Act. default), will not be eligible for the benefit of Prasuti Sahayata Yojana. Under the scheme, after the delivery of the woman, Rs 20,000 will be given for having a boy and Rs 21,000 for a girl

G. Assistance Scheme in Case of Death or Injury to the Beneficiary due to Normal or Accident

This scheme will be applicable to provide assistance in the form of compensation in case of normal death or accidental death or injury to the construction worker. The benefit of this scheme will be available to all the construction workers holding beneficiary identity cards or to the persons designated in their names or dependents, if the beneficiary's contribution is deposited regularly. In the event of the beneficiary being injured in an accident, the application for getting assistance can be made within a maximum of 6 months from the date of the accident or the date of discharge from the hospital. In case of death of the beneficiary, applications for getting assistance will be acceptable within a maximum period of one year from the date of death.

H. Assistance Scheme for Silicosis Affected Beneficiaries

Construction workers have their job in the area where there is a lot of dust and dirt particles near them. These particles are when inhaled in the human body through nose or mouth create problems by reaching in to the lungs. Although nose filters most of the impurities in air but they also are harmful for the lungs. This leads to a disease named Silicosis. The financial aid which will be granted to the workers suffering from silicosis and key features of the scheme. That is

Financial Grant of 1 Lakh rupees for worker suffering from silicosis also financial Grant of Rs. 3 lakhs on death due to silicosis. Eligibility will be as follows: Construction worker should be a registered employee under the Board, Certification of silicosis from Pneumoconiosis Medical Board, Beneficiary should not be getting subsidy from Rajasthan Environment Cess Fund (REHAB), Those labours on whom Mines Act, 1952 provisions apply will not be eligible.

Government of Rajasthan Have Introduced Some More Schemes for the Benefit of Unorganised Labours which are as follows,

1) eShram

The portal for the registration of Unorganized Workers across the Country was launched on 26th August 2021. This portal will help build a comprehensive National Database of Unorganized Workers (NDUW) in the country. The portal will prove to be a huge boost towards last mile delivery of the welfare schemes for crores of unorganized workers for more than 38 Crore workers. The registration is totally free for the workers.

2) Pradhan Mantri Shram Yogi Maandhan (PM-SYM)

Pradhan Mantri Shram Yogi Maandhan Yojana is a government scheme meant for old age protection and social security of Unorganized workers.

3) Aam Admi Beema Yojana

The workers in the unorganized sector constitute about 93% of the total work force in the country. The Government has been implementing some social security measures for certain occupational groups but the coverage is miniscule. The majority of the workers are still without any social security coverage. Recognizing the need for providing social security to these workers, the Central Government has introduced a Bill in the

Parliament.

4) The Pradhan Mantri Garib Kalyan Yojana

The Pradhan Mantri Garib Kalyan Yojana / Package is a Rs 1.70 lakh crore relief package for the underprivileged to aid them in their fight against the Corona Virus. This was launched in March 2020, with the goal of reaching out to the lowest of the poor with food and money so that they don't have trouble purchasing basic supplies and meeting basic necessities.

From March 30, 2020, the package comprised the following measures:

Per health worker, there is a Rs 50 lakh insurance cover. COVID-19 will be given by the Insurance Scheme, which will be extended for one year starting in April 2021.

For the next three months, 80 crore underprivileged individuals would receive 5-kilogram wheat or rice and 1 kg of selected pulses for free, with the program being extended until November 2021. (Initially, the package was extended to May & June 2021; originally, it was extended to November 2020) etc.

10. Conclusion

The problems and challenges of labors are vast in number and it will take a long way for government, NGO and other organizations like healthcare providers to improve condition and solving of the problems of labors.

The government both central and state has to conduct awareness programmes and various literacy programs about the labor laws and their rights, The problem of labour is huge and requires cooperation and coordination between the government and other social factors including the trade unions. Also, appropriate amendments to the Constitution are required. Government can take help from the NGO's and trade unions having skilled manpower and resources in providing the research data, ground problems and challenges the labors face.

11. Suggestions for their Problems and Challenges

- 1) Government should take proper record of workers and facilitate them according to act and law framed for them. Attention must also be paid to forms of risks that will have long-lasting impacts on the health and overall well-being of their children.
- 2) Governing body of central and state government should have a proper check on any law being get surpass by any contractor.
- 3) There should be proper registration of workers under BOCW Act. Government should assign proper authorities to have a record check on the registration of the workers under this act.
- 4) Various migrant labor laws and their rights awareness and literacy programs should be conducted by both the central and state the government, proper cooperation and coordination between the government and other social activist, including the trade unions as the problem of labors and migrant labor are wide. Research and background can be provided by NGO's having skilled manpower and resources. Trade unions have a major role with their organizational structures, this takes on the policy makers

and governments for a better deal for migrant workers and contribute for social harmony and sustainable growth. Constitution is also required to be get amended appropriately.

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