

**A STUDY OF MIGRANT WORKER'S PROBLEMS OF
UNORGANIZED SECTORS IN DELHI-NCR****Monika Sinha***

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An Unorganised Sector can be defined as the sector where the elements of the Organised Sector are absent. While defining an unorganised sector we can say that it is a part of the workforce which has not been able to organise in pursuit of a common objective because of constraints such as casual nature of employment, ignorance and illiteracy, small size of establishments with low capital investment, per person employed, scattered nature of establishments, superior strength of the employer etc. In the ongoing era of globalization in India the labour market outcomes have not been uniformly beneficial or socially inclusive. This trend is particularly visible in construction sector. In respect of Delhi-NCR there has been a sudden upturn into housing construction activity. The study shows that people in the settlements do not know of the existence of the Inter State Migrants Act 1979. Neither is there any agency nor organization that takes the responsibility of following the migrants and collection of information about them. In Delhi-NCR, The vast majority of workers are in the unorganized sectors; over 71 percent of whom being migrants from other states, like, Bihar, UP, West Bengal etc. It seems impossible to keep head count of number of people coming and going out. In the above context this paper makes an empirical study on the problems facing by the migrant labours in the unorganized sector.

KEYWORDS: Unorganised sector, Migrant workers, Housing construction sector.

INTRODUCTION

The NCEUS (2008:3) defines the unorganized sector as follows: "The unorganized sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers". This definition closely conforms to the concept of informal enterprises in the NSS surveys (NSSO, 2012). It is because of easy entrance, local operations, ambiguous legal standing, ready requirement of labour, education and skill deficit, no fixed regulations of working hours or payment, poor rate of reparation, ignorance regarding and lack of possible government intervention and help characterizes this sector. It is widely recognised that the major security needs of the unorganised workers in India are: food security, nutritional security, health security, housing security, employment security, income security, life and accident security, and old age security. India is the most populous country in the world, next to China. If one looks at the characteristics of Indian population it reveals the interesting dimension about the existence of unorganised sector, which is the dominant sector and could not be properly attended to under the social security measures initiated so far. This study covers two types of workers: Naka workers and seasonal construction workers. 'Naka' workers is a description of those workers who assemble in *nakas* in the morning, from 6 AM to 8 AM. These workers, mainly men, living in the vicinity or commutable distance wait in *nakas* until they get an offer for the work from a labour contractor, often covering work profiles such as mason, carpenter, plumber, helpers and so on. Second type of workers covered in this study –seasonal migrant workers- are sourced from states such as Bihar and Uttar Pradesh by labour contractors. These workers, once they are sourced for the work, come to the city, and, then, live in the worksite until the construction project completes. Once the project completes, they have two choices, either to join another project or to go back to the origin. Both the type of workers faces the same problems and uncertainty of work. As per the 2011 census, the total work force in our country is 537 million, of which 362 million are main workers and 174 million are marginal workers. Out of the 362 million main workers, about 332 million is in the unorganised sector, accounting 91 per cent (Economic Survey: 20012-13). The NCEUS report argues that about 79 percent of the unorganized workers were living below Rs.20 per day. They constitute India's working poor. Workers engaged in the unorganised sector do not have the benefit of several laws such as the Minimum Wages Act or the Factories Act. They are also not covered by statutory welfare measures such as maternity benefits, provident fund, gratuity, etc (Articles: 2012 Prof. Biju Varkkey).

Migration

This section brings out the basis of migration and the theory behind it. According to the National Sample Survey 62nd Round (NSS) among the total employed in the labour market self-employed (55.40 percent) are maximum in proportion followed by casual labour (29.80 percent). The National Sample Survey (NSS) defines a casual wage labourer as a person who is employed by others in farm or non-farm enterprises, both by household and non-household. In return, these workers receive wages according to the terms of the daily or periodic work contract (NSS 62nd Round Report, 2006). This paper mainly deals with the migrants workers of unorganised sector of Delhi-NCR.

By analysing data collected from slum households in three states, i.e. the National Capital Territory (NCT) of Delhi, and in two towns of the National Capital Region (NCR) of Haryana and Uttar Pradesh states in India, this paper seeks to assess the problem faced by the workers day by day in unorganised sector. The finding reveals that the workers are employed in low-productivity jobs with low incomes and wages; they work without job safety, medical health and social security provisions. All these deteriorate both living and working conditions of the workers. In spite of their working and living in one of the most developed parts of the country they live economically marginalized and neglected life. With the introduction of policies of reforms and globalization, the impact of these measures is highly visible mainly in larger towns and cities in the form of infrastructural development, industrial expansion, commercial diversification, communication, transport and even in social development activities. All these have attracted migrants to urban areas; as most jobs for new migrants are available in the informal sector of economy, thus marking a progression in the sector. Over time the pattern of participation of workers in the economy has changed particularly in the primary sector involvement of workers has reduced from 66.0 percent in 1983-1984 to 53.2 percent in 2009-2010 (RBI,[6]).

The new estimates of labour migration in India have revealed that inter-state labor mobility is significantly higher than previous estimates. And migration rate for Delhi-NCR is higher than any other satate. This was stated in the Economic Survey 2016-17 presented by the Finance Minister Arun Jaitley in the Parliament. The data sources used for the study are the 2011 Census and railway passenger traffic flows of the Ministry of Railways and new methodologies including the Cohort-based Migration Metric (CMM). Inter-state labour mobility averaged 5-6.5 million people between 2001 and 2011, yielding an inter-state

migrant population of about 60 million and an inter-district migration as high as 80 million, the Survey showed. That's almost double the inter-state migration recorded in 2001-2011 and captured by Census 2011. Rising labour mobility has cut across language barriers and has been more pronounced among women, the survey found, stressing the need for more flexible social security schemes that cut across states to sustain the trend.

According to data cited in the survey, Delhi was the largest recipient of migrants, accounting for more than half the number in 2015-16. People from Uttar Pradesh and Bihar accounted for almost half the migrants in the same period.

OBJECTIVES

1. To study the problems facing by migrant and transferred workers in day to day basis.
2. To study the remuneration issues by migrant workers.
3. To study the issues of discrimination in various aspects like daily wages etc.

Hypotheses

1. There is no significant difference in the different aspects between male and female workers.
2. There is no significant difference in the different aspects of workers education level.

RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques, and could include both present and historical information.

Sources of Data

To collect the data I used two sources; primary source and secondary source. The primary data were collected through structured questionnaire. And secondary data have been collected through various research articles, publications and government reports. For the primary data collection I decided to select 100 migrant workers who are working in different unorganised sectors. And the distribution of workers was 70 skilled and 30 semiskilled workers kept. Among the 70 skilled workers distribution ration of male and female workers was kept to be equal. I applied convenience sampling technique to analyse primary data.

Lack of Benefits

Out of 100 migrant workers 67% get payment in cash off the books, because of that they are not eligible for the company benefits such as pension and insurance plans. They also miss out on unemployment, social security benefits, governments, banks, gratuity, and sick leave pay benefits.

Dangerous Condition

Workers may be housed in unsanitary conditions, which are especially dangerous for children. If the company provides food for its employees, it is often low quality and not very nutritious. With many families living together in the same facility, important items such as showers, ovens and toilets may break down. Every year number of peoples dies because of dengue and ratio is very high for poor and labour class which is approximately 59% as per the government survey. High court also stated that poor living condition is the biggest cause of dengue. Migrant workers are also subject to harsh conditions on the job, such as working in extreme weather for long hours with no breaks.

Status of unorganised sector work, type of works, working hours and working days

There are two types of workers NON NAKA workers (PERMANENT) who have a fixed type of work for a certain period of time and NAKA workers (CASUAL) who finds work on daily basis. Among the selected workers 74 (74%) were permanent workers and 26 (26%) are casual workers. The classification of average working hours for every worker is approximately 10-12 hours daily at the working site and only 14% workers got work daily. So, we can say that majority of workers could not get work regularly.

Wage Rate

After collecting and analysing primary and secondary data and by using independent sample t-test, the average wage rate calculated in Delhi-NCR as 425/-per day for an unskilled worker, 500/- per day for a semi skilled worker and 550/- for a skilled worker. Recently Delhi government revised minimum wage rate, according to that an unskilled worker will get 513/- per day, a semiskilled worker will get 565/- and a skilled worker will get 622/- per day. It is further clarified that that after revision in minimum rates of wages, all workmen who are covered under The Employees State Insurance Act, 1948 and Employees Provident Fund & Misc. Provisions Act, 1952 and the employers would continue to deposit employer's contribution towards ESI and PF as per prescribed rates of contribution.

Basic amenities at residents, medical facilities, education for childrens

Migrant workers of unorganised sectors are getting very poor amenities at their residents especially in construction sector. Except bathroom and water other facilities were not satisfactory. The facilities such as light, toilet sanitation, medical facility even in the case of emergency is not satisfactory. Because of these lacks of basic amenities they suffer into their day to day life. In India 97% of labour workforce is informal, they generally hired as day labour. This means that there is no secured continuity or regularity of women's livelihoods. Women's generally carry their children's to their workplace and they also participate in their parents work. As per the data collected from Indian labour organisation, 8,044 children (aged five to 17) are estimated to be working in the garment industry in eight wards of the National Capital Territory of Delhi. 87% of these children were working in household units and 13% at addas (small-scale commercial units). 82% children said that given an opportunity, they would not like to attend school. India accounts for the largest number of child labourers worldwide with 11.7 million, according to the 2011 census.

Non-Monetary Benefits

About 42% workers said that the contractor had not given any non-monetary benefits to them. The non monetary benefits like medical facility, income related benefits, accident cover, and safety instruments.

CONCLUSION AND RECOMMENDATIONS

It is concluded that unorganised sector is completely that sector where the elements of organised sector are missing in Delhi-NCR. The migrant from Bihar, Jharkhand, Chhattisgarh, and Rajasthan are more than those from other states. The male and semiskilled workers were found more literate than the female and unskilled workers respectively. The living condition of workers is not sanitized and every year number of peoples dies because of Dengue, Chikungunya. Workers generally work for 8-10 hrs per day. However, in the matter of consistency in employment, they faced uncertainty in getting work daily. This uncertainty is found higher in female and unskilled workers. The average wage rate of workers implies that the workers get minimum wage rate act. However it indicates that the wage rate of some of the workers is lesser than the minimum wage rate act.

There were several laws existing in practice like Regulation and Abolition act-1970 for contract labour, Equal Remuneration act-1976 for equal wages for equal work. But the

effective implementation of these laws is possible only through collective efforts of the government and non government organizations as a part of corporate social responsibility.

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