

WOMEN AND UNORGANISED WORK **- A SITUATIONAL ANALYSIS OF THE CONSTRUCTION** **SECTOR IN ODISHA AND GENDER CONCERNS** **Report 2017**

Commissioned by :

Odisha State Commission for Women, Bhubaneswar



Study Conducted by :

Sansristi

Bhubaneswar
(www.sansristi.in)

Preface

As per Census 2011, the total number of workers (who have worked for at least one day during the reference year) in Odisha, is 1,75,41,589. Of this, 1,19,02,655 workers are males and 56,38,934 are female. Female workers in rural and urban areas are 51,62,140 and 4,76,794 respectively. As per the Report of the Committee on Unorganised Sector Statistics, National Statistical Commission, Government of India, February 2012, more than 90 per cent of workforce are accounted for by the informal economy.

In India agriculture, accounts for a vast majority of the workforce in the unorganized sector while a large number are also engaged in home based work, household enterprises, small scale units, construction activity, domestic work, self employment and a number of other forms of casual and temporary employment.

Activities in the unorganized sector are not regulated under any legal provision. Workers engaged in the unorganized sector do not enjoy the benefits of several laws such as the Minimum Wage Act and the Factory Act. They do not have any job security, income security or social security. While the men in the unorganized sector have been enlisted into various unions that look after their welfare there has not been any concentrated effort to enlist their female colleagues.

Attempts to reach out and address issues faced by these women on a day to day basis have been hampered by the non-availability of regular data or information on their working conditions. In view of this fact the Odisha State Commission for Women commissioned a study to understand the situation at the ground level. Subsequently the study was undertaken by Sansristi, Bhubaneswar.

The study, carried out in the Labour Districts of Jajpur, Khurdha, Cuttack, Keonjhar, Chhatrapur and Ganjam, has revealed a number of ground realities on the status of unorganized women workers in the state with specific reference to women construction workers and has provided recommendations for their improvement and a future course of action.

I hope the recommendations will be used by all stakeholders to better the socio-economic status and working conditions of unorganized women workers in the state.

Dr. Lopamudra Baxipatra

Chairperson,

Odisha State Commission for Women.

Acknowledgements

This study on Women Workers in the Unorganised Sector in Odisha : A Situational Analysis of the Construction Workers and Gender Concerns would not have been possible without the keen interest and initiation of Dr. Lopamudra Baxipatra, Chairperson, OSCW.

We are thankful to all the participants of the Focus Group Discussions, Key informants and the Case Study respondents. We are thankful to the State level officials of the Labour Department, Odisha Building & Other Construction Workers Welfare(OB & OCWW) Board for their cooperation. The support provided by OSCW for conducting the study is duly acknowledged.

We are extremely thankful to Dr Amrita Patel for her support and guidance.

Sansristi
Bhubaneswar
(sansristi@gmail.com)

TABLE OF CONTENTS

1. Introduction

- 1.1 Objectives
- 1.2 Research questions
- 1.3 Study area
- 1.4 Methodology and sample
- 1.5 Limitations

2. Back ground : unorganized work and women

- 2.1 Indian scenario
- 2.2 Review of literature
- 2.3 Odisha – women and work

3. Findings

- 3.1 Details of field work
- 3.2 Legal framework
- 3.3 Policy framework
- 3.4 Welfare Boards and Funds
- 3.5 Odisha Construction & Other Building Workers Welfare Board
 - 3.5.1 Cess
 - 3.5.2 Registered workers
 - 3.5.3 Schemes
 - 3.5.4 Beneficiaries- women coverage
- 3.6 Field reality check

4. Conclusion

Annexes

- Annex A : Key Informant Interview format
- Annex B : Focus Group Discussion Format
- Annex C : Case Study Format
- Annex D : Quantitative analysis Format
- Annex E : Focus Group Discussions Details
- Annex F : Case study details
- Annex G : Key Informant Interview details

Tables

- Table 1 : Workers in Odisha: 2001 & 2011
- Table 2 : Categories of women workers- % of female population
- Table 3 : Male and Female categories of workers- % of Total workers
- Table 4 : Female Workers In Odisha by Rural/Urban category (in %)
- Table 5 : Inter-District Female Work Participation in Odisha
- Table 6 : Districts of study with Category of Respondents
- Table 7 : Financing of the Central Welfare Funds
- Table 8 : Cess collected and benefits disbursement
- Table 9 : Registered workers (male and female)
- Table 10 : Different Benefits Extended by OB & OCWWB
- Table 11 : District wise beneficiaries(2016-17)

Figures

- Figure 1 : District wise total number of registered workers
- Figure 2 : District wise % of registered women workers
- Figure 3 : District wise number of women beneficiaries who have availed maternity assistance

Research Team

Nirakar Buera

Laxmikanta Paikray

Reena Mohanty

Prof Swarnamayee Tripathy

Advisor

Prof Asha Hans

1. INTRODUCTION

The unorganized sector refers to those enterprises whose activities are not regulated under any legal provision or where no regular accounts are maintained. Non-availability of regular information has been the main criterion for treating the sector as unorganized. The first Indian Commission on Labour (1966-69) defined unorganized sector work force as "those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishment." Unorganized sector workers are those who don't have any job security, income security or social security and as such are extremely vulnerable to exogenous shocks.

The term unorganized in the Indian context refers to vast number of men and women engaged in home based work (beedi, papad etc), household enterprises, small units, agriculture, construction, domestic work, self employment and a myriad other forms of casual and temporary employment. Workers engaged in the unorganized sector don't have the benefits of several laws such as Minimum Wage Act and Factory Act. It may be noted that the National Statistical Commission, 2012 considers all agricultural activities undertaken on agricultural holdings either individually or in partnership as being in the unorganized sector.

The size of unorganized sector is relatively large in India and is likely to continue so as limited employment opportunities are created in the organized sector and also because of outsourcing of a number of activities from the organised sector. In the unorganized sector relatively greater concentration of women workers is seen from statistics available. Over the years the share of employment in the organized sector has declined and the share in unorganized sector has increased both for male and female workers, the increase being more prominent in case of women workers.

In the state of Odisha there have been initiatives taken in the last decade or so on bring the unorganized workers under a safety net particularly in the context of social security. The construction workers' welfare board is one such effort.

1.1 Objectives of the study

- **Situational analysis of the unorganized women workers in the state with specific reference to the women construction workers**
- **Provide recommendations towards their improvement and future course of action in this regard**



1.2 Research questions :

- What is the definition of unorganized sector
- What is the participation of women in the unorganized sector in the state
- Which are the sectors where in the presence of women is significant
- What is the participation of women in the construction sector
- What is the enrollment of women workers under the Construction workers welfare board - district wise, since the last 5 years
- What are the schemes and programmes for women construction workers
- What is the situation of access to such benefits and schemes
- What is the educational and health status of women construction workers
- What is the living condition – sanitation, drinking water, cooking medium
- What is the violence faced – in private as well as in public domain
- What is the situation of wages, conditions of work, child care facilities at worksite for the women construction workers
- Issues of financial inclusion, financial literacy
- Issues of migration (source and destination) – pattern , trends and causes
- Decision making – scope and challenges
- Needs of the women construction workers
- Awareness level on access to justice and redressal mechanisms
- Involvement in networks, collectives and groups

1.3 Study area

The study area was the whole state for the purpose of the secondary data analysis. For primary research, 6 districts have been selected on the basis of the highest number of enrolled construction workers.

1.4 Methodology & Sample

The study is based on both quantitative and qualitative methods of investigation. The following methodology was adopted for the study :

1. Secondary source analysis using the following tools
 - Review of literature : Articles in books, journals and newspapers on the issue of women in unorganized sector and specifically in the construction sector – India and Odisha scenario
 - Desk review of schemes, programmes and laws which benefit the women workers in unorganized sector and specifically in the construction sector
 - Data analysis from all 30 districts of the state on women workers in unorganized sector and specifically in the construction sector



2. Primary analysis

- Data collection based on qualitative tools such as key informant interviews, case study analysis and focus group discussions in selected districts and in state level.
- Stakeholders identified through a combination of convenience and snowball sampling.
- At State level, policy makers/ government officials; administrators; researchers/ academics; Media representatives; Political party members and Non Government Organisation (NGOs) / civil society organisations/women's organizations were the key informants- KII format Annex A
- Focus Group discussions with men and women construction workers and workers from other unorganized work in different age groups (15 – 24 years, 25 – 45 years and above the age of 45 years) – FGD Format Annex B
- Suitable case studies – CS Format Annex C
- Quantitative analysis of 100 women workers having card of the Construction welfare Board – Format Annex D

1.5 Limitation

It was not possible to attempt a census survey of all the members of the Board given the limitations of time and resources available for the study. Therefore, an area-specific study was attempted. Qualitative methodology was adopted to get a feel of the ground situation with regard to the condition of unorganized women workers specifically of the construction sector but also of those who are engaged in other sectors of unorganized work.



2. BACK GROUND : UNORGANISED WORK AND WOMEN

With the advent of globalization and growth of Real Estate industry, construction industry has become a major source of employment in India, arguably the second largest after agriculture. Moreover, it is the primary one in urban areas. Research conducted by International Labour Organization reveals that the share of employment of construction industry in rural areas of India has increased from 14.4 per cent (1999-00) to 30.1 per cent (2011-12)^[1]. The industry absorbs basically the migrant labour from rural areas. 56.1% of the workers in the unorganized sector worked in construction industry^[2]. Research studies reveal that the workers in this industry are worst affected by the exploitation meted out to the workers in the unorganized sector. The nature of exploitation is of critical nature if the employee is a woman. Therefore, a look at the female workers in the unorganized sector with special focus on the construction workers would be of relevance to understand the condition of women workers.

Globally, women's participation in the labour force has remained relatively constant in the two decades from 1990 to 2010, at approximately 52 per cent^[3]. At a more disaggregated level, participation of women in the labour market varies greatly across countries with some of the lowest rates witnessed in South Asia. The informal economy provides a vital source of livelihoods for masses of women in the countries of South Asia. The construction industry creates employment for 110 million people worldwide out of which one-third are women.

Gender gaps in labor market are more pronounced in developing countries and more so, in South Asia. Majority of women's work is concentrated in a narrow range of sectors resulting in occupational segregation in the labour market. These sectors are essentially vulnerable and insecure. Since work in the informal sector is not in registered form, it is not captured accurately in national surveys and is subsequently under-reported. In terms of the female labour force participation rates across South Asia, most notable is the falling participation of women in the Indian labour force, especially in rural areas, which occurred despite strong economic growth and rising wages/incomes. Out of 131 countries with available data, India ranks 11th from the bottom in female labour force participation, according to the ILO's Global Employment Trends 2013 report.

2.1 Indian Scenario

The informal economy in India is otherwise known as the 'unorganized sector'. Reports have shown that the Indian economy is characterized largely by the huge number of people employed informally in the informal or the unorganized sector. Though agricultural workers also belong to this sector, the unorganised sector is an enterprise-based concept in our country. It does not reflect the characteristics of the jobs or employment relationships. All the casual workers and unpaid family workers in all enterprises, irrespective of the sector, are considered as unorganised workers. In India, this sector accounts for 60% of Net Domestic Product, 68% of income, 60% of savings, 31% of agricultural exports, and 41% of manufactured exports (Dutta, 2009).

National Commission for Enterprises in Unorganised Sector (NCEUS) defines unorganized sector as "all unincorporated private enterprises owned by individuals or households engaged in the sale or production of goods and services operated on a proprietary or partnership basis and with less than ten total workers." Amongst the characteristic features of this sector are ease of entry, smaller scale of operation, local ownership, uncertain legal status, flexible wage, unequal payment of wages and lower protection against employers indulging in unfair or illegal practices. As per the report of NCEUS, India

1 India Labour Market Update, July 2016, ILO,P3

2 Condition of Workers in Unorganized Sector, 2007, Report of National Commission for Enterprises in Unorganized Sector

3 Ruchika Choudhury and Sher Verick, Female Labour Force Participation in India & Beyond, Asia Pacific Working Paper Series ILO, Oct.2014).



had 4.89 million informal workers in 2006 (NCEUS Report, 2007). In 2011-12, 92.3 % of women workers were in unorganized sector where there are no legislative safeguards even to claim either minimum or equal wages along with their male counterparts. Thus, the unorganized sector in India is the women's sector (Singh Mor, 2001)

The Ministry of Labour, Government of India, has categorized the unorganised labour force under four groups depending on occupation, nature of employment, specially distressed categories and service categories.

1 Under Terms of Occupation:

Small and marginal farmers, landless agricultural labourers, share croppers, those engaged in animal husbandry, beedi rolling, labelling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil mills, etc.

2. Under Terms of Nature of Employment:

Attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers

3. Under Terms of Specially Distressed Category:

Toddy tappers, scavengers, carriers of head loads, drivers of animal driven vehicles, loaders and unloaders

4 Under Terms of Service Category:

Midwives, domestic workers, washermen and women, barbers, vegetable and fruit vendors, newspaper vendors, etc.

Construction Labourers: The construction industry provides direct employment to at least 30 million workers in India but recent expansions has resulted in a higher number : trade unions estimate that there were roughly 40 million migrant construction workers in India in 2008 (Sarde 2008). Construction attracts both skilled workers (masons, carpenters) and unskilled workers.

2.2 Review of Literature

A huge mass of literature on women workers working in different sectors have come up in early part of 21st century. Major studies have been done by International Labour Organization and National Commission for Enterprises in Unorganized sector, an institute established by Government of India in 2004 with an aim to investigate into the condition of unorganized workers. Researchers have noted that physical conditions of work for workers in the unorganised sector are inhuman. Large numbers of workers were cramped in a tiny room making the work place hot and humid. (Pais 2002; Breman 1996).

Researchers have pointed out that employment is obtained in the unorganised sector mainly through three modes, the importance of these three modes vary from activity to activity and industry to industry. First, is by 'standing at the factory gate', second is through a family, caste and community based network and third is through labour contractors or 'Jamadars'. Vaid in a study conducted in 1997 had noted that in construction, an estimated 10.7 million construction workers, accounting for 83 per cent of all construction workers in India in that year, were employed through



contractors and did not receive minimum employment protection and benefits whatsoever (Vaid, 1997). In the activities where contract labour is predominant, the contract system forces migrant workers to be available 'on call' through jamadar, mistry, mukaddam, dalal or other regional expression through a system of advances and loans (Suryanarayanan 2004, Srivastava 2005; Ghosh 2004, Sansristi, 2007).

The National Commission for Rural Labour in its Report mentioned that a major drawback of the contract labour system is that neither the contractor nor the principal employer take responsibility for the working condition and the workers' welfare (NCRL 1991; Suryanarayanan 2004). A part of workers' wages is paid as informal commissions to the middlemen (Srivastava, 2005). It is a feature of the unorganised sector that work goes on for 7 days a week. Construction workers have reported a day off from work per week without wages. (Suryanarayanan 2004, Labour Bureau 1979, Labour Bureau 1995a).

While it is true that workers, irrespective of sex, are exploited in the unorganized sector, women suffer more by the fact of being a woman. Critical questions have been raised concerning their well being in the construction industry, brick-kiln industry and domestic work (Sansristi, 2007). Women work in industries like tanning, tobacco, cashew, coir, textiles, garment, fish processing and canning, construction and domestic work, etc. In all these industries, they toil long hours at low paid, skilled or unskilled workers. As a result, they face serious health problems related to work place, hazards of pollutants on reproductive health including pregnancy.

Kalpna Devi & U.V.Kiran (2013) in their research paper titled 'Status of Female Workers in Construction Industry in India' observed that women work as unskilled labour and face several other difficulties in comparison to males. Sexual harassment, gender biasness, wage discrimination are the major problems due to which the working environment becomes difficult for them in the industry. Even after years of work in the industry, women work as unskilled labourers. Dileep Kumar M. (2012) in his study titled 'Inimitable Issues of Construction Workers: Case Study' has exposed the deplorable condition of workers in the construction industry.

Srinivasan S & Illango P (2012) in their study titled 'A Study on the Problems of Migrant Women Workers in Thuvakudi, Trichy District' observe that the migrant women workers face several problems such as low wages, health hazards, sexual exploitation and denial of their fundamental rights. According to them, it would be more beneficial for women if they are made aware of their rights and the policies meant for migrant workers.

Research works in this area have found that women workers generally do Bigari work which includes the activities like - carrying bricks, cement, sand, water; digging land, mixing cement, stone breaking etc. This is indicative of some type of occupational segregation for women in the industry. Many research studies state that the lack of education and vocational skills is the root cause of exploitation of women workers in construction industry.

Surveys in the construction industry have found that crèche facilities are not available on worksites for young mothers with infants. (Labour Bureau 1979; Vaid 1997; Suryanarayanan 2004). An all-India study and many state level studies have noted the lack of welfare measures such as crèches for children, rest-rooms for workers, separate toilets for women and potable drinking water. If housing was provided it was generally unfit for human living. Further, it was observed that there were no complaints from the labour administrators (Suryanarayanan 2004). One of the consequences of not having adequate crèche facility was that the children were often engaged in helping the mothers in their work.

Another set of unorganised sector activities are carried out on the site, for examples building constructions, roads, highways and bridge constructions, stone quarrying, coal mining and so on. In



these settings, workers are provided with "temporary residential sheds which lack minimum facilities" (SNCL 2002). The Labour Bureau surveys in several industries in the unorganised sector over the years have found that only 3.5 per cent workers in beedi making and between 2 and 3 per cent of the workers in the powerloom sector were provided with housing facility (Labour Bureau 1992).

The Maternity Benefits Act, 1961 provides for a minimum maternity leave of six weeks to a pregnant woman immediately following her delivery or miscarriage. The provision of paid maternity leave seems to be very rare in the unorganised sector, though the Labour Bureau surveys and some other researchers have found limited instances of women being given maternity leave without pay. In such instances, the women workers were assured of a job when they returned from maternity leave.

In the brick-kiln industry workers work for the full season of about 6 months. Only the male workers are registered as workers in the muster roll of the employer and the rest of the family remains invisible to statistics, policy and social protection provisions. Working hours for all workers are about 12- 14 hours, including for the women who are not on the muster rolls (Gupta 2003).

However, gender discrimination was well entrenched and women workers were paid much less than the men for similar work. Studies have observed that the benefits of most of the provisions of the laws relating to wages and provident fund did not reach the construction workers and contract labour.

Despite all this, the construction industry mainly attracts women workers. Women workers' skills are almost at the same level of that of male workers but they are not considered equal as such and asked to help their male co-workers. Husbands of some woman workers consume alcohol and beat them.

At present, the number of women in the construction industry has increased very rapidly. But, equal pay for equal work policy is not yet practiced. Dr B. D. Karhad in his study of 'Women Construction Workers in Pune city' published in 2014 states that though the women construction workers are relatively better off in Pune city, they get less wages than men workers in the industry.

Thus the various reports on women workers in the unorganized sector state that women at work wage a long struggle to ensure dignity to their life and livelihood. However, very few studies have been conducted on women in the construction industry at the global or national level. No study has been conducted on conditions of work for women in the construction industry and social security net available to them.

The present study is an attempt to fill this gap and explore the situation of the women in the construction sector with a focus on those registered under the Welfare Board in the State of Odisha.

2.3 Odisha : women and work

The real scenario of women at work in the unorganized sector will be clear if we make an analysis of women's work participation in India in general and Odisha in particular. Odisha has primarily a rural-based demographic scenario. The rural population of Odisha constitute 82.3 percent of total population and the urban population constitute 16.7 percent with an increase of 1.7 percent over the previous census. The district of Boudh has highest rural population i.e; 95.35 percent and the district of Khurda has the highest urban population amounting to 48.11 percent.

The female population is 2, 07,62,082 (49.46%) in a population of 4,19,74,218 of the state. The female literacy rate⁴ is 64.4 but out of the total literates, women constitute 43.57 percent.

In the context of work participation, Odisha has registered an increase from 24.7 percent to 27.2 percent in the female work participation rate while nationally it has decreased from 25.63 percent to 25.52 percent during the 2001-2011. Overall the female work participation rate of the state is not

⁴ Number of literates women aged 7 years and above as a percentage of the women population of 7 years and above



very encouraging and the state ranked 20th amongst all states in the country with regard to the female work participation rate in 2001 moving upto the 16th position as per the 2011 data. In case of males, the work participation rate in the country has been increased from 51.68 percent to 53.26 percent during this decade while that of Odisha has also increased. (Table 1)

Table 1 : Workers in Odisha: 2001 & 2011

Sl.No	Item	Unit	2001	2011
		Lakh	368.05	419.74
1	Total Population	Lakh	142.76	175.42
2	Total Workers	Lakh	95.89	107.08
3	Total Main Workers	Lakh	46.87	68.34
4	Total Marginal Workers	Percent	38.79	41.79
5	Proportion of total workers to total population	Percent	67.2	61.0
6	Main workers to total workers	Percent	81.7	73.9
7	Main workers among male workers	Percent	35.4	33.9
8	Main workers among female workers	Percent	52.5	56.11
9	Male workers to male population-Male Work Participation Rate	Percent	24.7	27.2
10	Female workers to female population-Female Work Participation Rate	Percent	29.7	23.4
11	Cultivators to total workers	Percent	35.0	38.4
12	Agriculture Labourers to total workers	Percent	5.0	4.5
13	Workers engaged in house hold Industry to total workers	Percent	30.3	33.7
14	Other workers ⁽⁵⁾ to total workers			

Source: Odisha Economic Survey 2014-15

The percentage of main workers to total workers in the state has declined in the last decade. It was 67.2 in 2001, where as the percentage for 2011 is 61.0. It is indicative of the fact that globalized economy of Odisha has pushed many to an underemployed status. The overall decline is observed in both male and female main workers amongst the male and female workers respectively (males 81.7 to 73.9 and females 35.4 to 33.9).

Out of the 39.80 percent of the workers in India 29.94 percent are main workers and 9.85 percent are marginal workers, whereas in Odisha, out of the total workers of 41.79 percent, 25.51 percent are main workers and 16.28 percent are marginal workers.

The female work force across the total, main, marginal and other workers category as a percentage of the total female population of the state shows that women are mostly marginal workers (66.1%) while it is more in the rural areas.(Table 2)

Table 2 : Categories of women workers - % of female population

ODISHA	% of female population			
	Total workers	Main workers	Marginal workers	Other workers
Total	27.2	33.9	66.1	23.2
Rural	29.7	30.6	69.4	17.8
Urban	14.1	70.3	29.7	81.7

Source : Statistical profile on Women labour, 2012-13, Labour Bureau

The broad categories of economic activities, also known as four-fold classifications, are cultivators, agriculture labourers, household Industries and other workers. About one-in -two males and two-in

5 "other workers" - The type of workers that come under this category included factory workers, plantation workers, those in trade, commerce, business, transport, mining, construction, political or social work, all government



three females were engaged in agricultural activities i.e either as a cultivator or agricultural labourer. Infact, the highest presence as agriculture labourers is that of the women (57.78%). (Table 3)

Table 3 : Male and Female categories of workers- % of Total workers

ODISHA	Total workers	% of Total workers				
		Cultivators	Agriculture laborers	Household industry	Other workers	
		a	b	c	d	
Male	11902655	28.36	29.25	3.69	38.70	100%
Female	5638934	12.92	57.78	6.10	23.20	100%
Total	17541589	23.40	38.42	4.46	33.72	100%

Source : Statistical profile on Women labour, 2012-13, Labour Bureau

It is evident from the data compiled from Census 2011 that more number of women are either marginal workers or non-workers in comparison to men in Odisha. According to the Census definition a non-worker works for less than 160 days a year and a marginal worker works for 6 months in a year. It is because migrant women workers in Odisha are illiterate and unskilled; they are getting low-paid work for few months in different sectors. As a coping mechanism for the financial hardship in the household, women are forced to participate in the labour market and engage in flexi-work arrangements such as short-term contracts and informal jobs. The situation is similar for both urban and rural women of Odisha. These women, in most cases are migrant workers engaged in casual work for some months. Construction industry is the one the premier industry which absorbs these women workers. Even 85.88 percent of female workers have the status of non-workers. (Table 4)

Table 4 : Female Workers In Odisha by Rural/Urban category(in Percentage)

Population		Total Population	% of Main workers	% of Marginal Workers	% of Non-Workers
Male Population	Total	21212136	41.45	14.65	43.88
	Rural	17586203	40.06	16.46	43.46
	Urban	3625933	48.21	5.86	45.91
Female Population	Total	20762082	9.21	17.94	72.84
	Rural	17384359	9.07	20.62	70.31
	Urban	3377723	9.93	4.19	85.88

Source: Census of India, 2011, Population Enumeration Details, <http://censusofindia.gov.in>

The disaggregated data of different districts after comparison gives us the similar picture. However, It is important to note that Debagarh, a predominantly tribal district has highest female work participation rate i.e; 47.35. Almost all tribal dominated districts have higher female work participation rate (more than 40 percent). In all coastal districts such as Cuttack, Bhadrak, Balasore, Puri, Jajpur the numbers of women non-workers are alarmingly high. In some districts it is more than ninety percent. Bhadrak has the lowest female work participation rate. (Table 5)



Table 5 : Inter-District Female Work Participation in Odisha

District	Female Population	SC female population (% of female population)	ST female population (% of female population)	Female WPR	Female main workers (% of female population)	Female marginal workers (% of female population)	Female Non-workers (% of female population)
Odisha	20762082	17.20	23.42	27.2	33.9	66.1	23.2
Angul	618103	19.10	14.50	26.79	9.68	17.11	73.21
Bolangir	818900	17.88	21.33	30.61	8.53	22.07	69.39
Balasore	1134742	20.71	12.15	21.91	6.81	15.10	78.08
Baragarh	732094	20.26	19.20	39.45	13.87	25.57	60.55
Baudh	219537	23.88	12.75	42.74	14.25	28.49	57.26
Bhadrak	746077	22.28	2.02	7.91	3.36	4.54	92.09
Cuttack	1271710	19.20	3.64	13.72	6.34	7.38	86.28
Debagarh	154290	16.70	35.82	47.35	15.41	31.93	52.65
Dhenkanal	580218	19.87	13.10	16.37	5.53	10.84	83.63
Gajapati	294935	6.83	54.86	46.80	19.97	26.82	53.20
Ganjam	1749813	19.78	3.41	29.24	10.43	18.81	70.75
Jagatsinghpur	559106	21.99	0.65	13.96	6.10	7.86	86.04
Jajpur	901158	23.62	8.36	7.34	3.56	3.77	92.66
Jharsuguda	282815	18.40	31.28	26.76	12.16	14.60	73.24
Kalahandi	789768	18.29	28.90	38.57	9.74	28.83	61.43
Kandhamal	373165	15.69	54.21	43.38	11.80	31.58	56.63
Kendrapada	722547	21.53	0.65	11.14	3.65	7.49	88.86
Kendujhar	895246	11.69	46.12	29.98	8.91	21.07	70.01
Khorda	1084536	13.46	5.16	13.49	8.24	5.24	86.51
Koraput	700838	14.23	51.40	44.14	15.76	28.38	55.86
Malkangiri	309568	22.04	59.08	45.28	15.22	30.06	54.72
Mayurbhanj	1263525	7.32	59.28	41.61	11.12	30.49	58.39
Nabarangpur	616134	14.47	56.18	43.54	8.37	35.17	56.46
Nayagarh	460153	14.47	6.41	12.83	4.70	8.13	86.17
Nuapada	308420	13.43	34.32	44.51	11.30	33.21	55.49
Puri	833350	19.29	0.35	14.78	6.15	8.63	85.21
Rayagada	495951	14.40	57.03	42.16	12.67	29.49	57.84
Sambalpur	514222	18.53	34.56	37.47	18.30	19.16	62.54
Subarnapur	298871	25.59	9.50	35.15	11.43	23.72	64.84
Sundargarh	1032290	9.22	51.87	27.95	10.11	17.84	72.05

Source : 2011 Census



3.FINDINGS

3.1 Details of the field work

The study was conducted in 6 labour districts of the state. These districts were selected on the basis of the total number of registered labourers.

A total of 18 Focus Group Discussions, 12 Case studies and 14 Key Informant Interviews were done (Table 6) together in all the 6 districts.

Table 6 : Districts of study with Category of Respondents

Sl No	Labour District	Category of FGD	Case study	KII
1	Jajpur	<ol style="list-style-type: none"> 1. With women construction workers / road construction and Above 30 yrs and registered more than 3 years – Bamdeipur, Singhapur GP, Rasulpur Block 2. With women working in building construction site / brick kiln/ crusher/ urban municipality cleaning jobs and not registered- Nanpur, Badachana Block 	<ol style="list-style-type: none"> 1.Sabita Mallik 2 . L a x m i Champa 	<ol style="list-style-type: none"> 1.Debabrat Rout, Union Leader 2.Satya Swarup Sahoo, PRI member 3. Dharmendra Malla, Labour contractor
2	Khurdha	<ol style="list-style-type: none"> 1. With women building construction workers / road construction and Registered for at least 1 year and age 18- 30 yrs- Saliasahi Slum, BBSR 2. With women construction workers / road construction and Above 30 yrs and registered more than 3 years - Harekrushna Nagar, Niladri Vihar, BBSR 3. With women working in building construction site / brick kiln/ crusher/ urban municipality cleaning jobs and not registered- BMC workers, Kedarpalli, BBSR 4. With women MGNREGS workers and registered under Welfare board- Jasuapur, Baliana, Khurdha 	<ol style="list-style-type: none"> 1 . P a d m a Mohapatra 2.Sujata Reddy 3. Jaya Patra 	<ol style="list-style-type: none"> 1.Panchanan Kanungo , Former finance Minister 2.Dharashree Mohapatra, ALO 3.Manju Mishra, Union leader



3	Cuttack	<ol style="list-style-type: none"> 1. With women in construction site/ building site / brick kiln (not registered)- Pilgrim road slum, Cuttack 2. With women Construction workers and registered under Welfare board – Sati Gumphra, Cuttack 3. With men doing earth work (not registered)- Nazarapur, Padhan Sahi 4. Jagatpur 	1.Basanti Swain	<ol style="list-style-type: none"> 1. Monalisha Nayak, ALO 2. Adv Saroj Padhy, Labour Lawyer
4	Keonjhar	<ol style="list-style-type: none"> 1. With women construction workers / road construction and Above 30 yrs and registered more than 3 years – Berunipada, GP- Soso, Hatisahi block 2. With women working in building construction site / brick kiln/ crusher/ urban municipality cleaning jobs and not registered- Khalapal 3. With men construction workers building construction/ road / MGRNEGS (registered more than 3 years)- Ramachandrapur 	Bhanja Sai Kurmi Bhatra	<ol style="list-style-type: none"> 1. Umakanta Jena, Asst Labour Commissioner 2. Leena Routray, Welfare Administrator, Keonjhar
5	Chhatrapur	<ol style="list-style-type: none"> 1. With women working in building construction site / brick kiln/ crusher/ urban municipality cleaning jobs and not registered- Chikalkhandi, Chhatrapur Block 2. With women workers in building construction / road construction and Above 30 yrs and registered more than 3 years – Kachra, Rajpur, Ganjam Block 3. With men in construction site/ building site / brick kiln (not registered)- Chhatrapur Construction site 	<ol style="list-style-type: none"> 1.D. Kamala 2.Dhani Pradhan 	<ol style="list-style-type: none"> 1.Swatilagna Padra, Inspector, DLO office, Chhatrapur 2.Adv Kush K. Behera, Labour Lawyer



6	Ganjam	<ol style="list-style-type: none"> 1. With women building construction workers / road construction/Brick kiln and Registered for at least 1 year and age 18- 30 yrs- Jugudi, Brick klin Site, Siola GP, Kukudakhundi Block 2. With women construction workers building construction/ road / MGNREGS (registered more than 3 years)- Putipadar, GP- Dura, Rangeilunda Block 3. With women MGNREGS workers and registered under Welfare board-Panchama, Randha GP, Rangeilunda Block 	<ol style="list-style-type: none"> 1. J a m u n a Pradhan 2.G. Kamali 	<ol style="list-style-type: none"> 1.Sibsankar Sahoo, DLO 2.. Balaje Mohanty, Union President
---	--------	---	---	---

Source : Field work

3.2 Legal framework (of unorganized women workers and social security- National & Odisha State)

The Indian Constitution in its Part IV, Directive Principles of State Policy spells out the concept of social security.

Article 38 : requires the state to strive to promote the welfare of the people by securing justice— social, economic and political, and minimize inequalities in income and status between individuals, groups and regions.

Article 39(a), (b) and (c) : requires that the citizens have the right to adequate means of livelihood, that the material resources are so distributed as best to serve the common good, that the health and strength of workers and the tender age of children are not abused, and that citizens are not forced by economic necessity to enter avocation unsuited to their age or strength.

Article 41 : requires that within the limits of its economic capacity and development, the state shall make effective provision for securing the right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement, and in other cases of undeserved want.

Article 42 : requires that the state should make provision for securing just and humane conditions of work and maternity relief.

Article 43 : requires that the state shall endeavor to secure work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities.

Article 47 : requires that the state should regard the raising of the level of nutrition and the standard of living of its people, and improvement of public health, as among its primary duties.

The Union List and the Concurrent List in the 7th Schedule of the Constitution of India specifically lists the unorganised women's work and labour laws.



Union List: Entry No. 55: Regulation of labour and safety in mines & oil feeds. Entry No. 61: Industrial disputes concerning union employees. Entry No. 65: Union agencies and institutions for professional, technical or vocational training.

Concurrent List: Entry No. 22: Trade unions; Industrial and labour disputes. Entry No. 23: Social security and social insurance; employment and unemployment. Entry No. 24: Welfare of labour including conditions of work, provident funds, employers' liability, workmen's compensation, invalidity and old age person & maternity benefit.

There are whole range of laws which directly and indirectly relate to the issues of unorganised women workers. Some of the important national laws are as follows :

- i. The Equal Remuneration Act, 1976
- ii. The Maternity Benefit Act, 1961
- iii. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- iv. Minimum Wages Act, 1936.
- v. The Mahatma Gandhi National Rural Employment Guarantee Act, 2005
- vi. The Factories Act, 1948
- vii. Mines Act, 1952
- viii. The Building and Other Construction (Regulation of Employment and Conditions of Service) Workers Act, 1996
- ix. Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- x. The Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979
- xi. The Apprentices Act, 1961
- xii. The Employees Compensation Act, 1923
- xiii. The Employees State Insurance Act, 1948
- xiv. The Employees Provident Fund and Miscellaneous Provisions Act, 1952
- xv. Unorganized Workers Sector Social Security Act, 2008.
- xvi. The Trade Unions Act, 1926.
- xvii. The Industrial Disputes Act, 1947.
- xviii. Industrial Employment (Standing Orders) Act, 1946

The key features of a few of the important laws have been explained below :

The Building & Other Construction Workers (Regulation of employment & conditions of Service) Act 1996

The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, is applicable to the establishments engaging ten or more building and other constructions workers. It seeks to regulate the employment and conditions of work for building and other construction workers and provides for their safety, health and other welfare measures. The establishments engaging less than ten workers are not covered under this Act.



- Beneficiary : building worker registered under Sec 12
- Board : Building and other construction workers' welfare Board constituted under sub sec 1 of Sec 18
- Building & other construction workers : construction, alteration, repairs, maintenance or demolition, of or, in relation to,
 - o buildings, streets, roads, railways, tramways, airfields, irrigation, drainage, embankment and navigation works, flood control works (including storm water drainage works), generation, transmission and distribution of power, water works (including channels for distribution of water), oil and gas installations, electric lines, wireless, radio, television, telephone, telegraph and overseas communications, dams, canals, reservoirs, watercourses, tunnels, bridges, viaducts, aqua ducts, pipelines, towers, cooling towers, transmission towers and such other work as may be specified in this behalf by the appropriate Government, by notification but does not include any building or other construction work to which the provisions of the Factories Act, 1948 (63 of 1948), or the Mines Act, 1952 (35 of 1952), apply;
- Chapter II – Central, State Advisory and Expert Advisory Committee
- Chapter V- Constitution of State Building & Other Construction Workers' Welfare Board and its functions

22. Functions of the Boards:-

(1) The Board may

- (a) provide immediate assistance to a beneficiary in case of accident;
- (b) make payment of pension to the beneficiaries who have completed the age of sixty years;
- (c) sanction loans and advances to a beneficiary for construction of a house not exceeding such amount and on such terms and conditions as may be prescribed;
- (d) pay such amount in connection with premium for Group Insurance Scheme of the beneficiaries as may be prescribed;
- (e) give such financial assistance for the education of children of the beneficiaries as may be prescribed;
- (f) meet such medical expenses for treatment of major ailments of a beneficiary or, such dependant, as may be prescribed;
- (g) make payment of maternity benefit to the female beneficiaries; and
- (h) make provision and improvement of such other welfare measures and facilities as may be prescribed.

(2) The Board may grant loan or subsidy to a local authority or an employer in aid of any scheme approved by the State Government for the purpose connected with the welfare of building workers in any establishment.



(3) The Board may pay annually grants-in-aid to a local authority or to an employer who provides to the satisfaction of the Board welfare measures and facilities of the standard specified by the Board for the benefit of the building workers and the members of their family, so, however that the amount payable as grants-in aid to any local authority or employer shall not exceed— (a) the amount spent in providing welfare measures and facilities as determined by the State Government or any person specified by it in this behalf, or (b) such amount as may be prescribed, whichever is less: Provided that no grant-in-aid shall be payable in respect of any such welfare measures and facilities where the amount spent thereon determined as aforesaid is less than the amount prescribed in this behalf.

24 . Building and other Construction Workers' Welfare Fund and its application

- Chapter VI- Hours of work, welfare measures and other conditions of service of building workers

28. Fixing hours for normal working day,

29. Wages for overtime work

30. Maintenance of registers and records:

31. Prohibition of employment of certain persons in certain building or other construction work

32. Drinking water:

33. Latrines and urinals

34. Accommodation

35. Creches:

36. First aid

37. Canteens, etc

The Orissa Building & Other Construction Workers (Regulation of Employment & conditions of Service) Rules 2002

- Chapter III – Constitution of the State Building & other Construction workers Advisory Committee
- Chapter VI – safety and health
- Chapter XXIV – medical facilities
- Chapter XXVI – hours of work, rest intervals and weekly off
- Chapter XXVIII – welfare of building workers
- Chapter XXX – The Orissa Building and Other Construction Workers' Welfare Board

Family : husband or wife and minor sons and unmarried daughters of the building workers and the parents solely dependant on him

259 . Powers, duties and functions of the Board



263. The Orissa Building and Other Construction workers Welfare Fund

264. Beneficiary under the act

270. Assistance in case of accident

271. Payment of death benefit

272. Pension on completion of 60 yrs

273. Loans and Advances for construction of house

274. Premium for group Insurance

275. Financial assistance for the education of children

276. Medical expenses for treatment of major ailments of a beneficiary or his dependants

277. Maternity benefit

278. Financial assistance for skill upgradation

Form XXXVII (Rule 265.1) : Application for Registration as beneficiary

Form XXVIII (Rule 266.1) : Identity card of the beneficiary

The Building & Other Construction Workers Welfare Cess Act 1996 and The Building & Other Construction Workers Welfare Cess Rules 1998

The Building and Other Construction Workers Welfare Cess Act, 1996, provides for levy and collection of cess on the cost of construction incurred by the employers to be added to the resources of the Building and Other Construction Workers' Welfare Boards.

The Act specifies that the rates of the collection should not exceed 2 per cent and should not be less than 1 per cent of the cost of construction.

The Unorganized workers Social Security Act 2008 and Orissa Unorganized workers Social Security Rules 2010

The Unorganised Workers Social Security Act, enacted in 2008, provides for the formulation of welfare schemes by the Centre and State for the benefit on unorganized sector workers. The Act provides for the registration of workers and issuance of smart cards to the workers with unique social security numbers in order to provide social security to workers in the unorganised sector.

There are 10 schemes under Schedule I to the Act which are meant to provide social security schemes for the unorganized workers. These schemes are 1. Indira Gandhi National Old Age pension; 2. National Family Benefit scheme; 3. Janani Surakhya Yojana; 4. Handloom weavers' Comprehensive welfare scheme; 5. Handicraft Artisan's Comprehensive Welfare scheme; 6. Pension to Master craft persons; 7. National scheme for welfare of fishermen and training and extension; 8. Janashree Bima Yojana; 9. Aam Admi Bima Yojana; 10. Rashtriya Swasthaya Bima Yojana.

The unorganized sector is defined so that it includes enterprises owned by individuals or self-employed workers and where the enterprise employs workers, the number of such workers is less than ten. The unorganized worker includes workers who are home-based, self-employed or wage-workers



including workers in the organized sector who cannot avail of the benefits of the six social security legislations given in Schedule II of the Act.

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Sexual harassment has been defined as unwelcome acts of behaviour (whether directly or by implication) namely (a) physical contact and advances or, (b) a demand or request for sexual favours or, (c) making sexually coloured remarks or, (d) showing pornography or, (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature. The Act mandates the constitution of an Internal Complaints Committee (ICC) by the employer in every one of the offices and also mandates that the Presiding Officer shall be a woman.

The Act also mandates for the constitution of a Local Complaints Committee (LCC) which receives complaints from establishments having less than 10 workers or if the complaint is against the employer himself.

The Act has defined "unorganised sector" in relation to a workplace i.e an enterprise owned by individuals or self employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten. The Act covers the women workers in such unorganized sectors.

3.3 Policy framework (on women – Odisha State)

Odisha State Policy for Girls and Women 2014 has been a landmark policy framework adopted by the State towards the development and empowerment of women of the state. Under the Focus area Livelihood (informal sector), one of the Policy directives is to establish systems so that women work with dignity and without discrimination. However, with regard to women workers in the unorganised sector such as construction sector, mining sector, domestic work etc, there are no specific action points which relate to the welfare, protection and social security of them. The Labour Policy 2004 also does not include any specific mention of women workers of the unorganized sector.

3.4 Welfare Boards and Funds (National and State)

There exist broadly two types of welfare funds – contributory and tax-based. The Government of India has set up tax-based welfare funds for mine workers, beedi rollers, cine workers, and workers in the building industry; these funds are financed by cess levied on the production or export of specified goods. They provide mainly medical care, assistance for the education of children, housing and water supply, and recreational facilities. These Welfare Funds have been set up by special Acts of Parliament. For example, *Beedi* workers are covered by the *Beedi Workers Welfare Fund Act of 1976*, Mine workers by the *Iron Ore, Manganese Ore And Chrome Mines Labour Welfare Fund Act, 1976*; and building workers by the *Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act of 1996*. In addition, separate laws have been enacted for collecting cess. However wide variations are seen in the rate structure of the cess. (Table 7)

Table 7 : Financing of the Central Welfare Funds

Sl no	Name of the Act	Cess levied on	Amount of Cess
1	Mica Mines Labour Welfare Fund Act 1946	Value of exports of mica	4.5%
2	Lime stone and Dolomite mines Labour Welfare Fund Act 1973	Production of limestone, dolomite	Rs 1/ metric tonne



3	Iron ore, Manganese ore and chrome ore mines Labour Welfare Cess Act 1976	Production of iron ore , manganese ore, chrome ore	Rs 1/ metric tonne-iron Rs 4/ metric tonne - manganese Rs 6/ metric tonne - chrome
4	Beedi Workers Welfare Cess Act 1976	Manufacture of Beedis	Rs 5 / 1000 beedis
5	The Cine workers welfare Cess Act 1981	Production of feature films	Hindi films: Rs 20,000 per film Regional films : Rs.10,000 per film
6	The Building and Other Construction Workers Welfare Cess Act 1996	Cost of construction	2%

Source : Social Security and Labour Welfare with Special Reference to Construction Workers in Kerala, C. P. John, Discussion Paper No. 65, Kerala Research Programme on Local Level Development, Centre for Development Studies, Thiruvananthapuram, 2004 and Indian Labour Year Book 2011 & 2012 (http://labourbureau.nic.in/ILYB_2011_2012.pdf)

In the country welfare boards have been set up in the various states for the unorganized workers in different sectors. The welfare Boards and funds in some states of the country are listed below :

Kerala : In Kerala there are nearly 20 Welfare Funds constituted by Government for the benefit of different target groups such as agricultural workers, head-load workers, construction workers, coir workers, cashew workers, motor transport workers, auto rickshaw workers, toddy workers, and artisans. Toddy Tappers Welfare Fund, Provident Fund, and Old-Age Pension Schemes for Agricultural Workers, Motor Workers Welfare Fund, and Head Load Workers Welfare Fund, Anganwadi Workers & Helpers Welfare Fund, are some of the schemes being implemented.

Assam : The Government of Assam has set up a statutory fund under Assam Plantation Employees Welfare Fund Act, 1959 for the benefit and for financing welfare measures of the plantation workers.

Maharashtra : Maharashtra Domestic Workers Welfare Board Act, 2008 has been enacted where in there is a provision of a fund for providing various benefits to the registered domestic workers. There are 34 Mathadi⁶ Boards in the state of Maharashtra Mathadi Hammal & other Manual Workers (Regulation of employment & welfare) Act 1969 for the Head Load Hamal or Mathadi workers. Various Schemes were framed under this Act for various markets such as Grocery, Metal, Paper, Iron & Steel, Cotton, Cloth, Vegetables, Transport & Railway, and Clearing & Forwarding Board etc. After this enactment, Mathadi workers started getting monthly wages from the board every month along with social security like PF, Gratuity, Medical Benefits, Bonus, leave wages etc. There are welfare schemes for the Building & Other Construction Workers too. The Maharashtra Labour Welfare Fund Act 1953 also has provisions.

Tamil Nadu : Around 14 Welfare Fund Boards are constituted in Tamil Nadu till now. In 1994, the Government of Tamil Nadu constituted a Welfare Fund Board under Section 6 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 (Tamil Nadu Act 33 of 1982), for the benefit of workers' in the construction sector namely "The Tamil Nadu Construction Workers Welfare Board". The Government of Tamil Nadu is implementing Tamil Nadu Social Security & Welfare Scheme, 2001, which covers manual workers, auto rickshaw, taxi drivers, washermen, hair dressers, tailoring workers, handicraft workers, palm tree workers, etc.

⁶ Mathadi means a person carrying a load of material either on his Head (Matha) or on his back to stack at the appropriate place. These operations include loading unloading stacking, carrying, weighing, measuring or such other works including work preparatory or incidental to such operations.



Odisha : One of the largest welfare Boards operating in Odisha is the Building & Other Construction workers' welfare Board. Besides there is the office of the Welfare & Cess Commissioner, Labour Welfare Organisation, Bhubaneswar which is one among the nine regional offices functioning in different parts of India. This organisation caters to the welfare measures of Beedi, Mines and Cine workers by the funds raised by the Government of India through levy of cess on non-contributory basis and delivery of welfare services is extended without linkage to individual worker's contribution.

3.5 Odisha Construction & other Building Workers' Welfare Board & Fund

The Orissa Building and Other Construction Workers' Welfare Board was constituted on 03.01.2004 and again re-constituted on 14.01.2008 u/S.18 of the Building and Other Construction Workers (RE&CS) Act, 1996.

The Commissioner -cum- Secretary to Govt. of Labour Department is its Chairperson and Labour Commissioner, Orissa is the Member Secretary as well as the Chief Executive Officer. The Board has its own fund in shape of Orissa Building and Other Construction Workers' Welfare Fund. Consequent upon Resolution No.12653 of 15.12.2008 of Govt, cess is collected @ 1% from all construction works under going in the State and deposited in the Orissa Building and Other Construction Workers Welfare Fund. This fund is utilized in extending different welfare measures to the registered beneficiaries engaged in Building and Other Construction Work.

3.5.1 Cess

A cumulative total amount of Rs 11,217,371,558.00 has been collected by the OB & OCWW Board while Rs 3,587,370,164.00 has been disbursed as benefits constituting about 31% of the funds (Table 8). There is revenue due to registration fees and annual contribution of the construction workers too.

Table 8 : Cess collected and benefits disbursement

YEAR	Cess Collected (Rs)	Regn. Fees & Annual contribution (Rs)	Total Revenue (rs)	Benefit Disbursement (Rs)
2008-09	812,444.00	207,840.00	1,020,284.00	-
2009-10	242,227,455.00	1,749,970.00	243,977,425.00	10,000.00
2010-11	671,739,755.00	2,335,453.00	674,075,208.00	89,060.00
2011-12	1,048,145,284.00	2,650,160.00	1,050,795,444.00	897,498.00
2012-13	1,538,397,100.00	5,451,435.00	1,543,848,535.00	4,255,270.00
2013-14	1,995,636,542.00	19,636,882.00	2,015,273,424.00	71,419,041.00
2014-15	2,080,888,835.00	30,393,390.00	2,111,282,225.00	375,310,554.00
2015-16	2,172,881,947.00	51,920,207.00	2,224,802,154.00	1,056,224,244.00
2016-17 (upto January 2017)	1,466,642,196.00	31,581,738.00	1,498,223,934.00	2,079,164,497.00
TOTAL	11,217,371,558.00	145,927,075.00	11,363,298,633.00	3,587,370,164.00

Source : OC & OBWWB, 2017



3.5.2 Registered workers

All across the state, a total of 14,28,032 workers have been registered under the Board. The 6 labour districts which have the highest registered labourers are Jajpur (1,28,710), Khurdha (1,16,042), Cuttack (1,12,234), Keonjhar (98,202), Chhatrapur (85,573) and Ganjam (70,006) (Table 9 & Figure 1). Women construction workers comprise of about 29%.

The highest number of women construction workers are in the Chhatrapur labour district followed by Ganjam and Rourkela. (Figure 2)

Table 9 : Registered workers (male and female)

	LABOUR DISTRICT	Male	Female	TOTAL	% of female to total
1	Angul	10533	2767	13,308	20.79
2	Balasore	34824	8496	43,323	19.61
3	Bana (DLO Rourkela)	0	0	0	-
4	Baragarh	32936	9816	44,086	22.27
5	Bhadrak	39726	7417	47,200	15.71
6	Bolangir	12306	1829	14,136	12.94
7	Boudh	16545	6464	23,023	28.08
8	Chhatrapur	40065	45492	85,573	53.16
9	Cuttack	96220	15966	112,234	14.23
10	Deogarh	12903	7902	20,805	37.98
11	Dhenkanal	45295	8259	53,558	15.42
12	Gajapati	9888	4282	14,357	29.83
13	Ganjam (Berhampur)	38199	31760	70,006	45.37
14	Jagatsinghpur	23203	3316	26,520	12.50
15	Jajpur	98446	30252	128,710	23.50
16	Jharsuguda	16779	5995	22,907	26.17
17	Kalahandi (Bhawanipatana)	34470	8385	42,856	19.57
18	Kandhamal	7626	4986	19,505	25.56
19	Kendrapara	34408	12444	46,955	26.50
20	Keonjhar	59228	38961	98,202	39.67
21	Khordha	78925	37110	116,042	31.98
22	Koraput (Jeypore)	27541	7175	34,730	20.66
23	Malkangiri	6674	3720	10,396	35.78
24	Mayurbhanj (Baripada)	37503	25003	62,511	40.00
25	Nabarangpur	3958	3149	10,509	29.96
26	Nayagarh	39286	5389	44,678	12.06
27	Nuapada	10510	3218	13,729	23.44
28	Puri	39877	6233	46,112	13.52
29	Rayagada	15033	9272	24,842	37.32
30	Sambalpur	18939	12553	31,604	39.72
31	Subarnapur	25035	5949	30,986	19.20
32	Sundergarh (Rourkela)	35900	25404	62,834	40.43
33	Talcher	7196	4597	11,794	38.98
	TOTAL	1,009,977	403,561	1,428,032	28.26

Source : OB & OCWWB, 2017



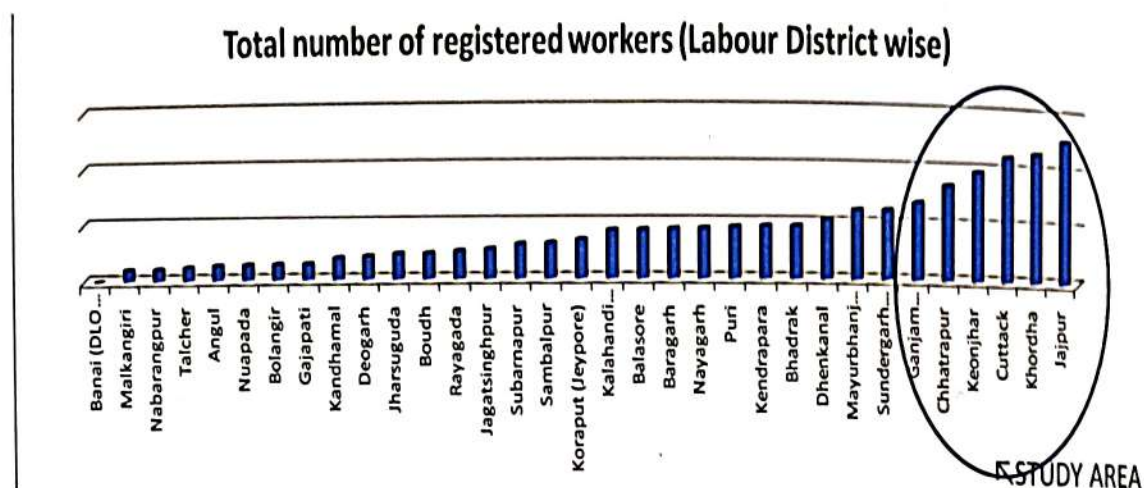
Monetary aspects of registration of the construction workers

Registration fees (one time) : Rs 20.00

Renewal (yearly) : Rs 50.00

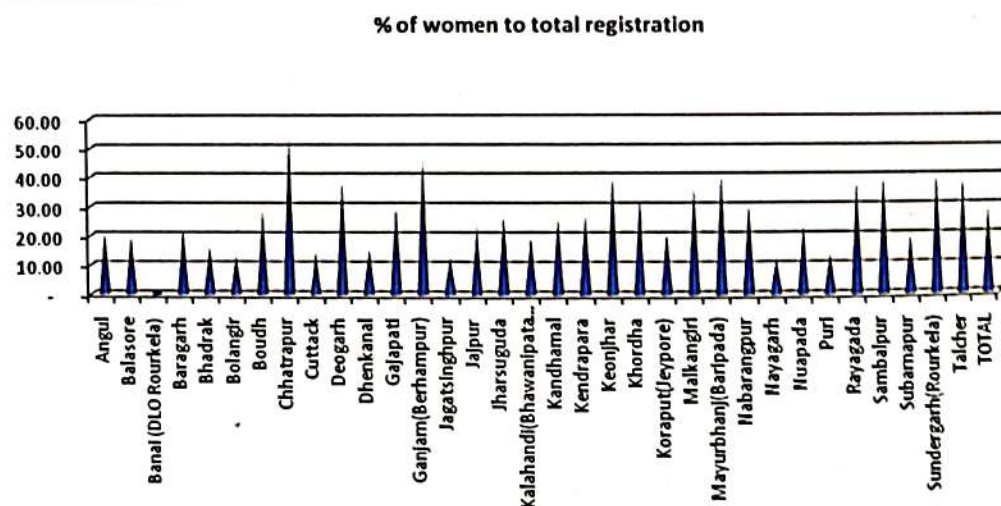
Contribution by registered beneficiary to the Fund (yearly): Rs 100.00

Figure 1 : District wise total number of registered workers



Source : Table 9

Figure 2 : District wise % of registered women workers



Source : Table 9

3.5.3 Schemes

The Board extends the following benefits to registered building or other construction workers:-

1. Assistance in case of accident:
2. Death Benefit:
3. Pension:



4. Medical Expenses for Treatment;
5. Maternity Benefit;
6. Loans and advances for construction of house;
7. Financial Assistance for skill upgradation;
8. Education Assistance;
9. Assistance of purchase of working tools;
10. Assistance of marriage of two dependant girl children of the beneficiary;
11. Assistance for funeral expenses;

The schemes for the registered women workers can be divided into the following 4 categories :

- Meant only for women workers – eg Maternity assistance
- Meant for both men and women workers – eg bi cycle, working tools, safety equipments,
- Meant for the girl child of the workers (men & women) – eg educational assistance and marriage assistance for the girl child
- Meant for the children (girls and boys) of the workers (men & women)- eg educational assistance

Generally all cash assistance is given in Direct Benefit Transfer (DBT) mode in the name of the worker. All the workers need to have bank accounts to receive the benefits.

The health insurance is borne directly by the government and the registered workers are to get a smart card.

The value/amount of each of the assistance is as given below (Table 10):

Table 10 : Different Benefits Extended by OB & OCWWB

Sl.no	Details of the benefit	Financial Assistance in Rs	Criteria
1	Educational assistance		
	a. For Class 6 & 7	2000/- per annum	Girl child
	b. For Class 8	2000/- per annum-	both son and daughter
	c. For Class 9	3000/- per annum	both son and daughter
	d. Class 10	4000/- per annum	both son and daughter
	e. Class 10	10000/- one time	children securing 90% or above
	f. Class 11 & 12	5000/- per annum	both son and daughter
	g. Class BA, BSc, B Com.	7000/- per annum	both son and daughter
	h. Post graduation	7000/- per annum	both son and daughter
	i. ITI	7000/- per annum	both son and daughter
	j. Diploma polytechnic	10000/- per annum	both son and daughter
	k. B Tech, & other technical	40000/- per annum	both son and daughter
	l. B. Ed /CT/Nursing	10000/- per annum	both son and daughter
2	Safety Equipment	up to 1000/-	One Time
3	Working tools	up to 4000/-	One Time
4	Bicycle	up to 4000/-	One Time, Completion of one year
5	Marriage Assistance	25000/-	Completion of one year/ for the girl child
6	Maternity benefit	10000/-	Completion of one year
7	Death benefit		
	a. normal death	100000/-	
	b. accidental death	200000/-	



8	Funeral assistance	5000/-	
9	Accidental case		
	a. permanent disability	150000/-	
	b. loss of one limb	80000/-	
	c. other disabilities	40000/-	
10	Medical expenses	upto 300000/-	Completion of one year, brain & spinal injury, cancer etc Benefits at par with RSBY
11	Skill Upgradation		
	a. through RPL Scheme	200/- per day	towards daily wage compensation for the training period
	b. through straight employment mission	2000/- per month	towards stipend for training upto 6 months
12	Housing – Nirman Shramika Pucca Ghara Yojana (NSPGY)- scheme funded purely by the OB & OCWWB	130000/- for IAP district	completion of 3 years/ through Panchayat Raj department
		120000/- for non IAP	completion of 3 years / through Panchayat Raj department
13	Pension – Nirman Shramika Pension Yojana (NSPY)	300/- per month	from 60 - 80 years
	Pension	500/- per month	above 80 years
Others :			
1	Construction of Rest Shade		at labour congregation place, as per requirement
2	Drinking water outlets		at labour congregation place, as per requirement

Source : OB & OCWWB, 2017

Health insurance : Rashtriya Swasthya Bima Yojana (RSBY) and Biju Krushak Kalyan Yojana (BKKY)^{7]}

RSBY is a Health Insurance Scheme for the Below Poverty Line families with the objectives to reduce out of pocket expenditure on health and increase access to health care. RSBY was launched in early 2008 and was initially designed to target only the Below Poverty Line (BPL) households, but has been expanded to cover other defined categories of unorganised workers, covering: Building and other construction workers registered with the Welfare Boards; MGNREGA workers who have worked for more than 15 days during the preceding financial year. The registered families will get insurance coverage of Rs 30,000 per annum for 5 members of the family in 423 government and 167 private hospitals across the 30 districts. The registered families will also covered under BKKY Stream II for critical care diseases for an annual limit of Rs 70,000. The present validity of the insurance has been extended till 30.9.2017. No cash expenditure is to be done by the beneficiary and the amount spent is deducted from the RSBY smart card. Additionally the hospitals are to give Rs 100 for transportation expenses.

7 Dharitri newspaper, Bhubaneswar edition, Monday 12th June 2017, pg 15



3.5.4 Women coverage under various schemes of the Board in Odisha

An application was done to know the extent of the disbursement of benefits to the registered women and men. Till the time of writing of this report, response was received only from 10 labour districts (Table 11).

Sex disaggregated data was requested in the RTI, but information from only 6 districts has data of men and women separately with one district giving partial information with sex disaggregated data.

A total of 202 women workers have been given maternity benefit across the 10 districts during the FY 2016-17. The district of Keonjhar has the highest number with 61 (Figure 3).

Table 11 : Details of beneficiaries (District Wise)

SL. NO	SCHEME	AMOUNT PER BENEFICIARY (Rs)	MALE	FEMALE	TOTAL BENEFICIARIES	TOTAL DISBURSEMENT AMOUNT (Rs)
1.	KHURDA					
1	Bi-cycle				304	1216000
2	Working Tools				8829	35316000
3	Safety Equipments				4972	4972000
4	Education Assistance				918	5208000
5	Marriage Assistance				244	5785000
6	Maternity Assistance				38	286000
7	Death					
8	Funeral					
9	NSPGY				51	5940000
10	NSPY				12	3600
2.	CHATRAPUR LABOUR DISTRICT					
1	Bi-cycle	4000			1774	
2	Working Tools	4000			7860	
3	Safety Equipments	1000			7978	
4	Education Assistance	3000 TO 40000			714	
5	Marriage Assistance	5000 TO 25000			183	
6	Maternity Assistance	2000 TO 10000			34	
7	Death	100000			31	
8	Funeral	5000			33	
9	NSPGY	130000			25	
10	NSPY	300			2	
3.	KEONJHAR					
1	Bi-cycle				3511	14044000

2	Working Tools				7568	30272000
3	Safety Equipments				2523	2523000
4	Education Assistance				1900	9240000
5	Marriage Assistance				98	2415000
6	Maternity Assistance				61	530000
4.	NUAPADA					
1	Bi-cycle	4000	33	21	54	
2	Working Tools	4000	894	452	1346	
3	Safety Equipments	1000	42	18	60	
4	Education Assistance	5000 TO 7000	13	3	16	
5	Marriage Assistance	25000	15	6	21	
						95472000
5.	ANGUL					
1	Bi-cycle	4000	465	82	547	
2	Working Tools	4000	3141	1368	4509	
3	Safety Equipments	1000	2036	949	2985	
4	Education Assistance	5000 TO 40000	167	66	233	
5	Marriage Assistance	25000	85	15	100	
6	Maternity Assistance	10000	0	9	9	
6.	NABARANGPUR					
1	Bi-cycle	4000			493	
2	Working Tools	Upto 4000			2878	
3	Safety Equipments	1000			1830	
4	Education Assistance	2000 TO 40000			246	
5	Marriage Assistance	5000 TO 25000			24	
6	Maternity Assistance	2000 TO 10000				
7.	BARIPADA					
1	Bi-cycle				9647	30677460
2	Working Tools				2130	8520000
3	Safety Equipments				2137	2137000
4	Education Assistance				1626	10954000
5	Marriage Assistance				259	6430000
6	Maternity Assistance				39	304000
7	Skill Development				32	144000



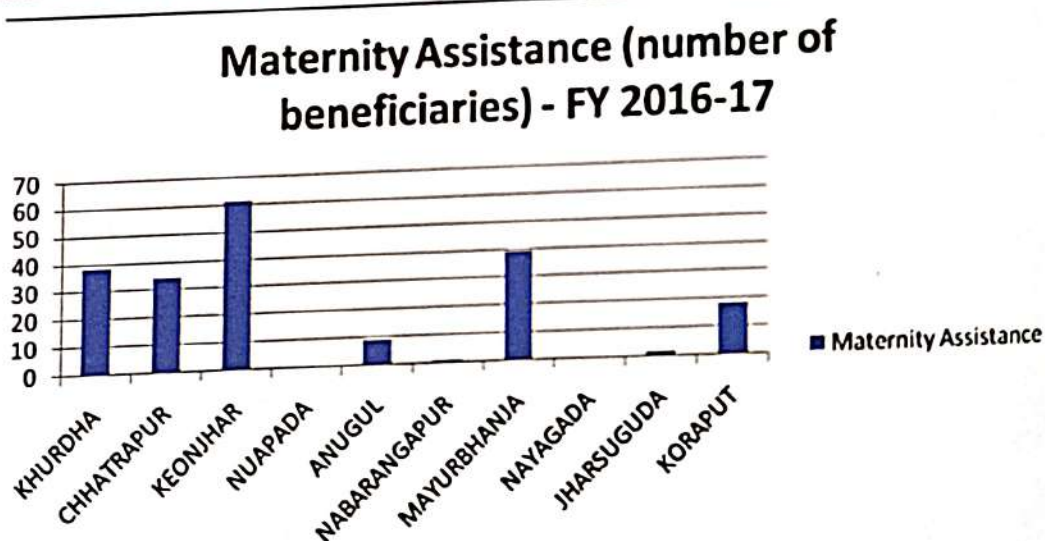
8	Death				0	
9	NSPGY				308	
10	NSPY				1	
						59166460
8.	NAYAGARH					
1	Bi-cycle	4000	780	14	794	3176000
2	Working Tools	2000 - 4000	4480	33	4513	18052000
3	Safety Equipments		1450	78	1528	1528000
4	Education Assistance	2000 TO 40000	818	20	838	3421000
5	Marriage Assistance	10000 TO 25000	20	0	20	480000
6	Maternity Assistance	2000 TO 10000	0	0	0	NA
7	Death	100000	20	0	20	2046800
8	Funeral	5000				
9	NSPGY	130000	117	0	117	11700000
10	NSPY	300	16	0	16	33600
9.	JHARSUGUDA					
1	Bi-cycle	4000			704	
2	Working Tools	4000			1623	
3	Safety Equipments	1000			1554	
4	Education Assistance	2000 TO 40000			303	
5	Marriage Assistance	5000 TO 25000			199	
6	Maternity Assistance	2000 TO 10000			2	
7	Death	100000			2	
8	Funeral	5000			2	
9	NSPGY	120000	27	8	35	
10	NSPY	300 pm	2	1	3	
10.	KORAPUT					
1	Bi-cycle	4000			252	NA
2	Working Tools	4000				
3	Safety Equipments	1000				NA
4	Education Assistance	2000 TO 40000			24	NA
5	Marriage Assistance	5000 TO 25000			10	NA



6	Maternity Assistance	2000 TO 10000			18	NA
11.	BERHAMPUR				1660	
1	Bi-cycle	4000			6228	
2	Working Tools	4000			5998	
3	Safety Equipments	1000			688	
4	Education Assistance	2000 TO 40000			51	
5	Marriage Assistance	5000 TO 25000			4	
6	Maternity Assistance	2000 TO 10000			34	
7	NSPGY	130000			0	
8	NSPY	300 pm			0	
9	Death	100000			2	
10	Funeral	5000				

Source : RTI

Figure 3 : District wise number of women beneficiaries who have availed maternity assistance



Source : Table 11

3.6 Field reality check

The study is made on the basis of information collected from secondary sources such as the annual reports of the Welfare Board, RTI, books and newspapers. In order to analyse the ground reality, field work was done in 6 districts on the basis of the largest number of registered workers under the Board.

To study the impact of the welfare schemes on the women construction workers, the primary field work consisted of detailed key-informant interviews and focus-group discussions among workers. Workers both men and women were interviewed – registered with Board or otherwise. Other



unorganized workers were interviewed such as those working in MGNREGS, brick kilns, forest dwellers, sweepers with Municipality etc.

Categories of men and women workers covered under the study :

- who are members of the OB & OCWWB
- who are not members of the OB & OCWWB (even though they ought to be)
- who are not members of the OB & OCWWB (as they do such work which is not covered under the Building and other Construction work definition, for eg-forest produce collection)

Type of work – unorganised sector and database of women workers, availability of work

Most of the women work as casual labourers in agricultural, construction, brick-making sector or as self employed such as basket weaving. Domestic work, sweeping work in the Municipalities are the other areas where the women are found to be engaged. The unorganized workers encompass workers from the construction sector, agriculture sector, forest produce collection sector as well as other work such as sweeping, garbage collection etc.

The participation of women in each of these sectors is significant even though enumeration has been done when women get registered under the Building and other Construction Board. The database of women workers in other sectors such as agriculture, forest produce collection is not available.

The construction sector engage workers including brick workers, masons, carpenters, black smiths, plumbers, and painters, earth lifting workers and head load workers. Construction workers are found to be engaged in agricultural and non-agricultural activities on holidays and free days without affecting their construction work.

The women workers registered under the Board do possess cards under the MGNREGS. The availability of work (100 days per household) as stipulated is very scarce. None of the participants in any of the focus group discussions had got more than 2 months (60 days) work under the MGNREGS. Non availability of work is reflected in the narratives of the participants. MGNREGS work is extremely limited.

One of the very common complaints across all the districts regarding the role of Labour and Panchayati Raj department is in ensuring the availability of work all through out the year. It has been generally perceived that Labour dept / Board will give benefits and the PR department will give work such as earth work, construction work etc. But in this scenario, the work that is done in agriculture sector or forest gets totally left out. The pre dominance of women in agriculture labour and forest produce collection (NTFP) is significant and they are totally left out from any programmatic or schematic intervention.

Work insecurity is a common feature of the unorganized sector and more often than not women bear the brunt of the uncertainties.

Working condition

The working conditions are another important aspect of the unorganised sector, and are of particular importance to the women workers. The assessment of working conditions of women labour is also important to have an understanding of their life. The working conditions imply the duration of working hours, nature of work, terms and conditions of payment and overtime payment etc.

The building and other construction workers survive in poor working conditions. All the workers particularly the women work in conditions which are violative of the norms which are laid down in the laws. The registered workers under the Board are to be provided with standard hours of work, welfare



measures and other conditions of service such as crèches, urinals, drinking water etc. In none of the interactions across the 6 districts, did the workers mention about being provided these facilities. For the women workers, such services are a part and parcel of safe and dignified working environment.

In case of construction work women are exploited. They are employed on casual basis. Unstable employment/ earnings and shifting of workplaces are the characteristics of work for construction workers. In most cases, safety norms are violated. Women workers are often not given maternity benefits, though obligatory.

Significantly, for the women workers who work outside the domain of the building and construction work, there is no legal framework for safe working environment. For eg, the forest dwellers depend on the forest for the NTFPs such as sal leaf, tasar, honey, wax, resin, mahua flowers, mahula seeds, kusum seeds, sal seeds, sunari bark, siali fibre, lac, tamarind and different types of other fruits and seeds. It is noted that except a few, most of the NTFPs are restricted to a particular season and they are not common to all seasons. Normally, the tribal women along with their children collect the NTFPs. These women work in the unorganized sector but unaccounted for in any social security net meant for the unorganised workers. Their safety security, certainty of remuneration is generally not under any legal and statutory guidelines though as citizens of the country, their interest are paramount. Also these women do contribute to the national economy.

Educational status

The educational status of the women workers is very low. The middle aged women and those of higher age group are generally illiterate. However there are exceptions where some women have learnt how to maintain accounts, do bank transactions and also do household expenditure and manage family finances. This has been possible due to the involvement of women in Self Help Groups, Labour Unions etc.

As far as the educational status of children is concerned, all children are in schools. Age appropriate education of girls and boys is being practiced. Girls are also being educated in colleges. But at the same time, drop out of girls is also a reality. The girls drop out after elementary education to take care of siblings, do household work etc. Interestingly, drop out of boys has also been cited so that the sons can help the fathers/ family in income generation through family trades/ occupations.

Health status

Owing to several physical strains the chances of injury during certain types of construction work are common, necessitating temporary stay off from work. Being in the unorganised sector, construction work is determined to a great extent by a number of factors including availability of raw materials and implements, weather, and health status of workers. Harsh physical conditions of the construction sector/ brick kilns, long hours, and the general stresses and strains of poverty all affect women's health adversely. In spite of their ill-health and their aversion to the work, they believe they have no option but to continue in these sectors.

Health is among the leading causes of both impoverishment and vulnerability of workers in the unorganised sector. Due to diversified nature of the work in various kinds of unorganised activities, the health problems become a constraint for the women workers particularly in the construction sector.

Health insurance coverage of the women workers under the RSBY was found to be very scarce. But facilities of maternity benefit under MAMATA and also under the Board were being availed by the women. Today institutional delivery, pregnancy tracking and immunization of children is promoted. However maternity leave is a major issue that is faced by the women workers in general.



Living condition/ Housing status

The workers generally live in kutcha houses either in the villages or in the houses provided by the construction contractors. Being poor they have not been able to maintain high housing standards. Polythene covered, thatched roof, asbestos roof houses are the norm. Sanitary latrine facilities are not available in all habitats. Electricity, tap drinking water, own dug wells is available in some locations. Firewood, kerosene, and LPG were the fuels used for cooking purposes in these households.

In Bhubaneswar, many of the respondents had houses in the rehabilitation colonies with assistance for house building. In the rural area, land patta and house building assistance has been availed from the block. However recently the Board is also to provide house building assistance but in the field study no one had received any assistance under this provision.

The women had no idea about the joint patta practice adopted in government land / house building assistance.

Financial situation including wage rates

The major source of income of the workers is wages. The gender disparity in wage rate is very much a reality. Across all the districts under study, the wage rate is different for the women and men for the same work being done. The wage rates for men, as quoted, range from Rs 350 to Rs 550; while for the women it ranges from Rs 200 to Rs 300.

The financial stability of a household depends upon the income source, amount and sustainability of the source. It is observed that subsistence survival is the general scenario for women and for those who are able to live in some comfort zone, it is because of earning from some other sources such as domestic labour or sons contributing towards the family income. Income from construction work is hardly sufficient to meet basic family requirements.

Expenditure is mostly for household items, but also there is increasing spending towards health and education of children.

Work related expenditure includes daily travelling. On some rare instances, does the employer provide transportation facility. Usually the workers commute on open mini trucks in a group. The safety hazards are clearly violated. Lack of education and adequate skill along with poverty compel the women to accept whatever unskilled job is available on whatever wage the employer wishes to pay.

For the self employed unorganised women workers such as the bamboo crafts maker or the forest produce collector, the daily income is dependent on their own efficiency and without any regulatory framework, it is hardly expected that they would be able to earn the minimum wages. Income from these sources are seasonal which makes the women workers livelihood security even more precarious. For the women workers (unorganized) working in the organized sector such as the Municipality, the income may be steady but still there is no job security.

Benefits from the Board (for the registered workers)

The major benefits received from the Welfare Fund include tools, bicycle, safety equipment, educational assistance for children, marriage assistance, death and funeral assistance.

The issues related to these benefits are - accessibility, availability and timely disbursement.

The problems begin with delayed enrollment and at times non enrollment too and thus applications for benefits such educational assistance for children are available after a long wait. For women workers, distance from the trade union office/ Labour office and non accessibility to the correct information puts them in an exploitative situation. They easily fall prey to unscrupulous agents.



The benefits are well meaning but in the context of non existent implementation and monitoring structures and mechanisms, at the district and block level, the registered women workers are denied their dues. For the non registered, the waiting is never ending.

The Board is supposed to provide health insurance too but the field work has revealed that non of the workers have availed any benefits from RSBY. For the unorganized workers , other than the construction workers, the coverage under RSBY is also ambiguous.

Benefits such as the maternity benefit have been availed from the Board along with the Government incentive scheme MAMATA, which is obviously appreciated by the women. However educational benefits for the children are plagued with inordinate delay in disbursement.

The issue of the registration of MGNREGS workers under the Building & Construction workers Welfare Board is still not resolved.

Ministry of Labour and Employment, Govt. of India on 10th February, 2017 in its letter has communicated as under – " Directions were issued by the Ministry's letter under reference regarding registration of MNREGA workers who have completed 50 days of work in a year under MNREGA under BOCW (RECS) Act on the basis of simpler process like self certification by the applicants or certification by Panchayat etc. The issue of registration of MNREGA workers as beneficiary under the Building and other construction workers (RECS) Act, 1996 has been re-examined in the Ministry and it has been decided to withdraw these directions⁸.

Migration

The movement of people within the state for livelihood is well captured in the study. All across the 6 districts where field work was conducted, the inter district migration pattern can be categorized as follows:

SOURCE	DESTINATION	Type of migration
Nayagarh, Kendrapra, Ganjam, Kandhamal, Balasore, Khurdha, Cuttack	Bhubaneswar town , Cuttack town	Permanent
Nayagarh, Khurdha	Chhatrapur	Permanent
Bolangir, Bargarh	Ganjam	Seasonal/Circular
Keonjhar	Jajpur	Seasonal/Circular

Permanent type of migration is generally observed in the Bhubaneswar and Cuttack and Chhatrapur areas. In some instances, families have migrated a generation earlier.

The seasonal migration is observed in destinations of Ganjam and Jajpur particularly in the brick kilns and stone crusher units.

Women and children mostly migrate as associated migrants with the main decision to migrate being taken by the male of the household. In the case of semi-skilled, low-skilled or unskilled women migrants, this means that women are in low paying, unorganized sector with high exposure to exploitation and abuse. These seasonal migrants often live on the margins of society, and have little or no legal access to prevention and healthcare services. They face higher risks of exposure to unsafe living and working conditions.

Main reasons for migration include small land holding or landlessness; no regular work in the local area, low wages paid at local worksites; limited resources and therefore unable to acquire advanced skills for employment; the lure and attraction of the large cities for higher income. However the migration of women either alone and/or with the family in many instances have lead to improved living conditions in the destination area.

8 <http://citucentre.org/index.php/component/k2/item/114-note-on-welfare-benefits-to-mgnrega-workers-under-building-and-other-construction-workers-recs-act>



Access to social security schemes

The social security problems of workers in the unorganised/informal sector may be divided into two sets. The first category arises out of deficiency or capability deprivation in terms of inadequate employment, low earnings, low health and educational status, among other factors, that are related to the generalised deprivation of the poorer sections of the population. The second category arises out of adversity in the sense of an absence of adequate fallback mechanisms (safety nets) to meet contingencies such as ill-health, accident, death, and old age.

The fact that a majority of workers from the socially backward communities find themselves in the unorganised/informal sector imparts a certain social dimension to the characteristics of these workers. In this context, the social security offered to the unorganised workers specifically to the registered building and construction workers, should also be seen as a form of social upliftment. Particularly for the women it is a source of not only personal gain but also for their children.

Jean Dreze and Amartya Sen distinguish between two aspects of social security: 'protection' and 'promotion'. The former is concerned with preventing a decline in living standards in general and in the basic conditions of living in particular. The latter has the objective of enhancing normal living conditions and helping people overcome regular and persistent deprivation.

The larger ambit of a number of promotional social security programmes is to be juxtaposed with the protective social security schemes. The promotional programmes include the Integrated Child Development Scheme (ICDS), the Public Distribution System (PDS) under the NFSA, the Mid-Day Meal Scheme for children in primary schools, housing schemes such as the PM Awas Yojana and the Biju Pucca Ghara Yojana, Vasundhara (land), old age, widow and disability pension and so on. The Mahatma Gandhi National Rural Employment Guarantee programme is also a part of the larger landscape of the social security measures provided.

Pension schemes for the widows, old, and unmarried women are protective programmes in nature, are available but obviously the coverage is not universal. Many instances have been identified where unmarried women who should have availed the Madhubabu Pension have been left out.

The socio economic condition of the unorganized women workers, irrespective of the sector in which they work, should not be seen in isolation. They are a part of the larger system of marginalization where they have limited access to resources, entitlements and livelihoods. In such a scenario, the social security net is to ensure that the women do not fall down to a lower level rather are propelled to the next higher level of social and economic upliftment through coverage in social security schemes.

Networks/ collectives/ Unions

Trade unions are often male dominated. Though women have initiated trade unions and the study has been able to capture their work, overall, all across the study districts, the trade unions have evoked a mixed reactions from the women. There are instances where women have been able to not only be registered but also get the benefits due to the intervention of the unions. On the other hand there are also cases where women have expressed their displeasure at the lackadaisical approach of the unions.

Women, who had taken a lead role in putting forth the demands of the unorganized workers, such as members of Trade Unions, are languishing.

The experience of the involvement of the unions in registration of workers under the OC & OBWWB has been both a blessing as well as a problem. The administration in some districts have distanced the unions totally. There are many Unions who have been able to mobilise women workers for registration.



On the other hand the field study has seen the positive impact of self help groups in this regard. Women have not only been able to gain confidence and knowledge by being members of groups, but they have also been able to negotiate for the betterment of their position.

Violence at work site and in domestic spheres

Women who work on worksites like construction work or brick kilns face problems of childcare, have no toilet or drinking water facilities and are vulnerable to sexual exploitation. Women face lack of sanitation facilities and crèches at the workplace. Sexual exploitation of construction women workers by masons, contractors, and others is routine but unreported by women, for fear of the consequences (loss of employment, more violence). They feel that any of their colleagues or their friends and family members will not support them in such a critical situation. So, they do not lodge complaint in any of the available forums. It is reported that some of them leave the job due to the exploitative behaviour of the employers.

'The Sexual Harassment of Women at Workplace (prevention, prohibition and redressal) Act 2013 has provisions to protect the women workers but the implementation of the law has been limited to the organized sector. It has not yet reached the women workers in unorganized sectors of the State.

These women are also victims of family issues including poverty, dowry, domestic violence, relationships with co-workers, divorce and other family problems, etc. Struggle with these problems make life of working women very miserable.

Double Burden of Work

The problems of the women in the unorganized sector in particular deserve special emphasis because of their marginalized position within the class of workers. The double burden of work is even more arduous when they have to perform a reproductive role at home front as well as work long hours to obtain a subsistence wage. The reproductive role of women is less visible and less recognized by the society. They engage in multiple livelihood activities to fulfill their productive and reproductive role. Responsibility of the care of children and old family members fall on the women along with the fulfillment of religious and cultural obligations.

The young women as workers are often marginalized due to pregnancies, poor reproductive health along with the household chores.

Awareness level

Women workers in the informal sector are often ignorant of the legal, policy and schematic entitlements. Government has made several laws and guiding principles for the financial and social security of women workers in the informal sector. Unfortunately, women workers are not aware about the laws and regulations that seek to protect them.

Besides the Unions, Boards and other networks that exist in the grassroot level have not been able to make much of any impact.

The women workers being illiterate often lack the awareness and information but their children ought to be involved in the awareness generation campaigns so that they can provide the valid information to their mothers.

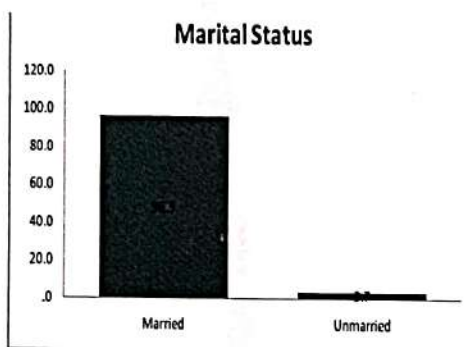
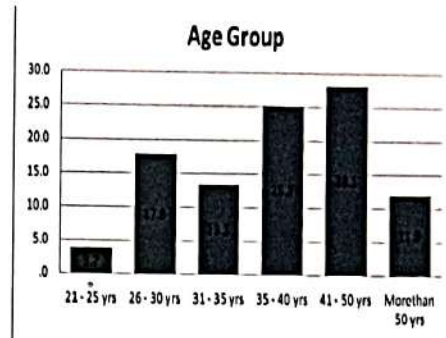


ANALYSIS OF 135 REGISTERED WOMEN WORKERS OF BBSR

A quantitative analysis was done of 135 registered women workers of Bhubaneswar. The analysis has been done on the basis of the information provided in the card.

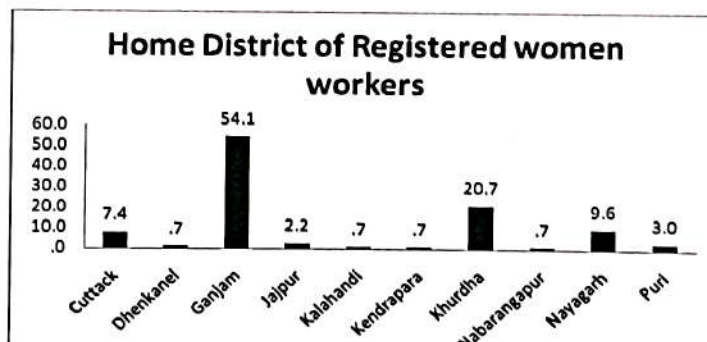
The women in the age group of 30 years and above constitute the highest proportion of the sample.

Young women below 30 years are less (21.5%);

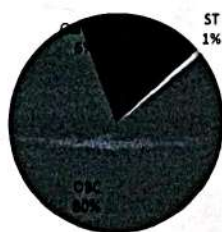


Only 3.7% of the sample were unmarried. Majority were married. This implies that generally unmarried women are not being registered.

The registered women workers belonged to the district of Ganjam (54.1%). As the sample was drawn from Bhubaneswar, the next highest proportion of women workers were from the district of Khurda (20.7%).



Category



80% of the women workers belong to the OBC followed by SC (13%).

Year of Registration



62% of the registration has been done during the period 2014-17. Thus it can be inferred that only since the last few years that registration has been given an impetus.



4. CONCLUSION

Overall the issues of unorganized sector workers can be categorized under three broad categories: One is the regulation of their working conditions; the second is provisioning for conditions in which they are unable to continue to work, such as old age and disability and the third is measures to help them overcome situations of insecurity, such as major illnesses and the liability of losing employment or being laid off at the will of the employer, for which they have no legal remedy.

However it can be said that in the state of Odisha the establishment of Welfare Fund Board has been a major landmark action. This is expected to have a major impact on the informal labour market of the State. This is also supposed to add a new dimension to the social security system of the state. Yet, several issues involved in providing social security to workers in the construction sector specifically appear to have not received the attention they deserve. The present study on construction workers is an attempt to analyse the problems revolving around the Welfare Fund created for them, its impact on the lives of construction workers particularly the women workers.

The construction industry has several features that distinguish it from most other industries so far as the welfare of workers is concerned. The majority of construction sites are of a temporary nature, since most structures require little attention of construction workers once construction is completed. This factor, making for mobility of labour in the construction industry, raises special problems on sites, where temporary arrangements must suffice for the provision of welfare amenities. The desirable and practicable amenities would be different according to the duration of the individual work sites, which may widely vary from one another. Some works may be completed in a matter of days, some may last for weeks or months and a few large sites may last for several years. The welfare facilities provided on construction sites would in many cases depend on the number of workers engaged.

The study has revealed that women unorganised workers are largely socially, economically and educationally backward. They are mostly illiterate or very little literate. They are Mostly engaged in unskilled work with employment insecurity, economic in security and lack of remedial opportunities. Women workers are less educated and less skilled than the male workers. Their working conditions are poor. They do not get employment regularly. Due to lack of education, skill and legal awareness, the women workers are not in a position to demand better working conditions, to get regular employment and to fight against any discrimination. They are not given any maternity leave during their pregnancy. There is no unemployment allowance. Sex disaggregated data on the registered workers is available but disaggregated data on the coverage under its various benefits is very difficult to obtain. The benefits of housing, pension and health insurance is yet to reach the women workers.

There is non-observance of various labour laws enacted for the health of the workers. The legal support system should be stringent enough making non-compliance attract penalty. There is no creche facilities for the children of the workers at the work place which implies that either they have to give up their job for child care or they have to leave the children with the elderly persons

The women workers take less part in union activities; there is no exclusive union for women workers there is no proper forum to address their grievances; and there is lack of legal awareness.

Most of the women are migrants which means that many of their entitlements are available in the original/ domicile village. However migration has led to livelihood security. The nature of labour migration is such that the source area is wanting in terms of employment and income. In destination they have poor living and working conditions yet they manage to save.



Suggestions

Legal

- Honest Implementations of Legislatives Measures related to labour, wages, protection of women and rights of women is the need of the hour.
- Criminal justice system should be more effective to deal with the cases relating to the exploitation of women workers and punishment should be very high in comparison to the degree of exploitation.

Entitlements

- Adequacy of wages without any gender disparity, livelihood and employment guarantee and women's wage compensation due to pregnancy has to be ensured.
- The more vulnerable women among the construction workers (such as the poor, the disabled, the infirm, the chronically sick and those without family support) may be identified and special welfare schemes may be instituted for them on a priority basis
- There is crying need for reformulating the benefit package. Women specific provisions have to be ensured.
- Social security measures in terms of land, house building assistance, health insurance, pension, food has to converge at the women beneficiary level.
- Creches/ mini/ mobile Anganwadi centers at construction sites have to be established.

Capacity Building/ Awareness

- It is very much essential to create awareness among women workers about the institutional support available to them to protect their rights.
- Skill building of the women construction workers has to be undertaken so that they are not limited to only unskilled labour.

Governance

- Administrative and monitoring structures have to be in place from state to district to block level for true implementation of the welfare measures for the construction workers.
- All administrative departments have to work in tandem not in isolation.
- Gender responsive budgeting has to be adopted by the Board.
- There should be time bound enrollment of workers under the Odisha Public Service Act.
- Uniform format of registration should be adopted.
- Grievance redressal mechanisms have to be established.

Coverage

- Enrollment requirement should be customized to cater to the rural women.
- Unorganized workers in the sector of stone crushing, mining, forestry etc have to be brought into the fold of welfare boards.

Collectives

- There ought to be a common platform for the trade unions, and other such collectives to work on common goals along with government.
- Women's participation in decision making bodies has to be ensured.



Annex-A

KII Format

(For State & District level Labour officials/Trade Union Office bearers/ Academicians/Journalists/ Activists/ Legal professional/ Political representative/ CSO)

1. Name
2. Age
3. Sex
4. Qualification
5. Profession
6. Address

Unorganised work force

7. What is the size of the unorganised labour in the state – variation by district/ by category
8. What is the approach of govt towards the welfare and development of this unorganised labour in the state- laws/ schemes specific for unorganized labour as well as general entitlement schemes
9. What is the presence of women - category wise of unorganised sector
10. What are the issues of women
11. How many Boards are there in the state to cover unorganised workers – Under Central govt/ under state govt/ any other

Building & Construction workers

12. What is the legal framework for the building and construction workers?
13. What are the categories of workers who are covered? Where is the larger presence of women ?
14. How is the legal framework being implemented?
15. What is the role of the Board – what is the working system– What is the source of budget ? Who contributes ? what are the issues for the functioning of the Board ?
16. How is the registration done ? How are men and women identified? What is the process?
17. What are the schemes – who designs the scheme (for men/ women/ for all) – how is it implemented – what are the problems?
18. Is there any supervision and /or monitoring mechanism which look into the execution aspects of various laws /acts in operation and which are meant for the benefits of women construction workers?
19. How is it ensured that workers in general and women in particular are also able to access the entitlements in general such as maternity benefit etc?
20. Is there any structure from the village to the state towards the registration process and disbursement of entitlements of the Board?
21. What are the categories of workers who are covered under the Board? Are any type of workers who are left out ? What is being done to bring them under any Board?



Other unorganized workers

22. What are the sectors where in the workers are yet to come under any welfare Board?
23. What are the issues of women there in sectors?
24. What is being done to address these concerns?

Annex-B

Format for Focused Group Discussions

(Discussion with 10-12 participants)

A. Personal Profile of FGD participants

Sl.No	Name	Age	Sex	Marital Status	Caste	Nature of work	Regd or not	Educational level

B. Migration Status

1. How long you have been staying here and from which place you have come? Why have you come? Are more people coming now than before? (Yes/ No) Why? Who brings you here – or you people come by their own? Multiple migration or direct from own village?

2. How do the men and women migrate? On their own/ with family/ with their husbands

C. Living Condition

3. What type of house you are currently staying?

4. Has these houses having proper availability of sanitation, water & safe drinking water, kitchen and electricity facility?

5. Is this a rented house or your own house?

6. Is this house has been provided by the employer or yourself has constructed in own land or unauthorized occupation?

7. What is the distance of your house from the workplace and what is the mode of transportation?

8. Who is paying the fare for your transportation? Whether Your employer or yourself?

D. Working Condition

9. What are the type of work that you have done in past one year / past two years? Is it the same or different type? Is it in the same location or different locations – within the district / outside

10. How did you come to this worksite? Directly or through some agent/ contractor/ etc? Do men and women come differently?



11. How many hours you are working at your worksite and which type of work you are doing?
12. How much wage you are getting ? Is it same or different than the men ? What is the mode of payment? Whether it is by cash or through bank? Whether the payment is daily basis or weekly or monthly?
13. Have you a bank account? Since when ? Is it in your name or joint with some one ? If yes, then are you using the account or not? How you are withdrawing cash from the bank? Who keeps all the bank documents like passbook, ATM card etc ? Do you generally know the bank balance of your account ?
14. Are you availing sanitation, safe drinking water, shade, rest at your work site?
15. Is there arrangements for safety measures like helmet, shoe, gloves, etc... If yes, are you using these materials for your safeties?
16. What are the health insurance / benefits that men and women get ? do the women get maternity leave from work ? what are the issues of women workers during pregnancy and nursing time ?
17. Are you ever faced any type of violence/ abuse (verbal/ physical/ any other) by anybody at the worksite?
18. If yes, what is the redressal mechanism that you have at worksite/ adopt? Do you know about any institutions that assist to deal with such problems?

E. For Registered Workers

19. Are you aware about Odisha Building & Other Construction Workers' Welfare Board?
20. Since when you have been registered under Odisha Building & Other Construction Workers' Welfare Board? What is the benefit of registering ?
21. Have you received the Labour Card & who assisted you in getting the Card? How long did it take you to receive the labour card from the day of applying ?
22. Are you informed regarding different types of benefits provided by welfare board? If yes then by whom and what are these benefits?
21. Have you availed any such benefits till now? If yes, then what are these benefits? Please tell in detail?
22. To avail such benefits under any scheme, how much time it takes to get benefits? Please tell some instances.
23. Are you getting other social security and other scheme benefits like NFSA, ICDS , RSBY, MGNREGS etc apart from schemes and provisions of Welfare Board?
24. What is the level of your involvement in decision making with respect to wages, payment mode, payment timing, and control over expenses, etc.?

F. For Nonregistered workers

25. Are you aware about Odisha Building & Other Construction Workers' Welfare Board?
26. Have you ever heard regarding the registration of laborers? If yes, why you have not registered yourself till date?
27. If you are not getting any benefits from the Board then are you getting any other benefits apart from the wages from your employer?
28. Are you getting other social security and other scheme benefits like NFSA, ICDS , RSBY, MGNREGS etc ?



G. Other related Issues

29. Do you know about other schemes, benefits, rules, acts, those are there for the welfare of women in general? If yes, what are these benefits?
30. Do you consider that the men workers are availing more benefits in comparison to women workers?
31. During availing any monetary benefits under any schemes, are you getting the full benefits or there is a role of middle men who take away some percentages?
32. What are the future plans?

H. Situation of children

33. What are the child care facilities available at worksite? Where do you normally leave your children when you at work?
34. Do your children go to school? What is the drop situation of girls? What is the general age of marriage of the girls?
35. What are the schemes that are available for the children of workers (registered)? What is the accessibility aspect? Do normally all get the benefits?

I. Suggestions

36. What type of problems you are facing as a women construction worker/men construction worker/general women worker/registered women worker/unregistered women worker/etc.?
37. Do you think welfare board is a good idea? If not, what are the other forums?
38. What will be your suggestions for better working of the Board/ creation of some other Board/ improvement in implementation/ awareness generation on the benefit provisions of Welfare Board?

Annex C

Case Study

(Justification of case study)

Name

Age

Sex

Marital status

Caste group

Qualification

Migration Status

Year of working in this sector

Land

House structure

Understanding of wage & labor market



Family dependability
Access to income and expenditure
Financial literacy status
Conflict resolution
Any needs
Recommendations

Annex-D

Survey Format (data from the Card)
(100 women Card holders in one district)

Age
Marital status
Nature of Work
Duration since Registration
SC/ST/SEBC
BPL/Antodaya
Minority /Physically challenged
Access to bank
Migrant status

ANNEX E

FOCUSED GROUP DISCUSSIONS

JAJPUR DISTRICT

LOCATION 1

BAMADEIPUR VILLAGE, RASULPUR BLOCK

In the FGD that was organized at Bamadeipur village in Singhapur GP, 15 women workers had participated. Most of the women were Scheduled Caste women and their literacy status was very low. Most of the women workers were registered workers. They have their labour card⁹ with them. But they are yet to avail some of the benefits from the DLO office as provisioned for the welfare of construction workers. But they were very aware about the various schemes and benefits. This may be because of the fact that this village is close to the National Highway No 5 and the workers have greater and better exposure to various social and political developments that is taking place in the state as well as in the district. It is interesting to mention here that some of the participants like Sabitri Malik, Mamata Jena, Urmila Malik and Jamuna Malik say that trade union people are very active here.

9 Card on registration with OB & OCWWB



This is true as Jajpur is an industrial and mining district and lots of workers are working in the industry and mining sector at different places. But the women workers of this village do not work in any industry or mining areas, rather they prefer to work in the agricultural sector. They also have their job card^[10] with them. But they are not getting 100 days work at a stretch nor within one year.

Further it was revealed during the discussion that the agents of the Unions charge for their service - whether making a labor card for any worker or going to the DLO office for facilitating the benefits. Most of the participating women expressed their dissatisfaction in the matter of paying money to the agents. The agents are also collecting membership fees while mobilizing for labour card applications. The union people are first taking some fees /money to make the worker a primary member of their union and then taking further money to make their labour card and register them at the DLO office as a construction worker.

Very categorically the participating women at the FGD said that this is sheer exploitation by the union people, but they have no other option except paying them as they (Union people) have better access at the DLO office at Jajpur. It is pertaining to note here that there are many unions in this area and there are many agents who have opened up offices at Barabati and other places of the district. Further these women said that after the union agents made their cards, they vanish and never come to their village to assist any more.

Key Lessons

- ✓ Trade unions exploitation has become explicit. They are keeping the issued labour card and not handing over the same to the poor labourers by demanding more money from them – which the poor labourer is unable to pay.
- ✓ Trade union agents charge is very high as perceived by the workers.
- ✓ Distance factor is a major problem on the part of women workers. Women workers cannot go to DLO office frequently for getting benefits leaving their daily work.

Suggestions

- ✓ Since people are complaining about the union workers for their exploitation and taking more money, there should be some mechanism like block officials or GP level officials who should verify the application status of the people at the village level and recommend in favour of the worker to get a labour card.
- ✓ Since the DLO office is at a distance from the Bamadeipur village, there should be some sort of camp office arrangement at block level with weekly availability of one official to listen to the problems of the workers.
- ✓ Renewal of cards may be made at GP level to avoid further exploitation in form of money by the union persons.
- ✓ There should be a strong monitoring and supervision on the activities of union agents /workers who are charging money from the labourers and exploiting. There should be speedy disposal of claims under provisions made by OB & OCWWB.
- ✓ Particularly the educational assistance should be given on right time. Otherwise, the student will not be able to take the benefits of assistance.
- ✓ Leaders of women SHGs should be given some status to deal with registration of labourers and issue of labour card with their recommendations.

¹⁰ Card under MGNREGS



LOCATION 2

NANPUR STONE CRUSHER SITE, BADACHANA BLOCK

A FGD was conducted at a stone crusher site near Nanpur of Badachana block under Jajpur district. 10 women labourers participated. It was observed that all of them are from Keonjhar district and are tribals. Their work in the stone crusher unit is varied such as breaking the stones manually, carrying these materials up to the crusher machine over their head and putting these in the crusher machines at a little distance etc. None of these women have been registered under the Labour board nor do they know about it.

Place of Residence – They all belong to Keonjhar and have their own houses in their own villages.

Living Condition – In the crusher site, they are living in very small tinned and asbestos houses provided by the employer i.e. the crusher owner. These houses lack proper ventilation. There is lack of latrine / toilet at their place of dwelling for which the women workers are facing a lot of difficulties at their current habitation.

Working Condition—The working condition of these women workers is very tough. There is no rest shed at the working site as a result they have to work in difficult situations like facing the scorching sun all the day long.

Wage Rate – During the FGD it was revealed that they were getting very less amount of wage at Keonjhar, but here (at Jajpur) the wage rate is higher. At Keonjhar the daily wage is Rupees 100/ in case of women workers and Rupees 150/ in case of men. But here at this work place they have the scope and opportunity to earn more (Rs 250 daily), says Laxmi Champia who hails from Champua Block of Keonjhar District.

Situation of Children - Here there is no scope for study of their children. It was seen that some children were playing in the houses where these women workers are staying. Some women workers have left their children with their relatives or other family members at their own village. The case of Laxmi Champia is an example who has left her elder daughter with her in laws at Keonjhar.

Key Lessons

- ✓ The private employers are exploiting the women workers in terms of wage rate.
- ✓ The stone crushing unit owners are not taking any steps for the safety and minimum basic amenities of the women workers.
- ✓ Employers are not discussing about the provisioned benefits for workers that are there in the various schemes of OB & OCWWB .
- ✓ Since these women workers are migrants and are working for few months, their housing education of their children are not looked after by anybody.

Suggestions

- ✓ DLO Jajpur should keep a strong monitoring on the women workers, those who are working in the stone crushers units.
- ✓ Government officials should take the responsibility of making labour cards.
- ✓ Since these women workers cannot go to the DLO office leaving their work, the crusher owner that is the employer, should be instructed by the DLO to make labour cards for them so that they can avail all the benefits under the provisions.



- ✓ There should be surprise visits /checks by labour department officials to see the condition of women labourers in the stone crusher units and provide safety and protection measures for the women and children..
- ✓ Process of application should be simplified. If the migrants have not made cards at their own place, they should be permitted to apply at their work place.

KHURDHA DISTRICT

LOCATION 1

SALIA SAHI SLUM IN BHUBANESWAR

A Focused Group Discussion was organized amongst the women construction workers at Salia Sahi, one of the largest slums under Bhubaneswar Municipality. Significantly all the participants were migrants from districts such as Ganjam, Kandhamal, Nayagarh but they have been staying at Salia sahi slum for many years, many since 15-16 years.

One Kanaka Behera, has been staying at Salia sahi since more than 20 years. She is one of the oldest residents of this slum. Other women participants who were present have been staying in the slum for long time, despite the fact that they have their own houses in different parts of the state.

The houses are generally asbestos roofed. The houses do have latrines, drinking water as bore-wells have been dug in a collective manner. Electricity is also available. But as far as kitchen rooms are concerned, they have very small and narrow, with insufficient space. The houses are generally on rent. However some are staying in their own built up houses in govt. land.

Employers usually do not provide houses to the workers. Rather most of the workers have encroached upon government land and have constructed their houses in Salia Sahi. While traveling from the house to the work place, travel expenses are provided by the employers sometimes¹¹. While going to work in a construction site, these women workers go to the site by auto or any other open vehicle like mini trucks, goods carriage vehicles along with other male workers in a risk full state¹².

The women generally get work in the apartment construction sites, personal house construction in locations in and around Bhubaneswar.

Most of the participants said that there is absence of any type of 'Rest-shed' in the work place. There are no facilities/creches for their small children, who go with their mothers to the work site. At many places, there is no 'Canteen or Hotel'. Therefore the women workers usually carry food and water with them from their houses.

All the women are registered under the Board and they are aware about the various benefits being provided to registered workers such as equipments, safety kits, cycles, accident benefits, etc. But they have no sufficient knowledge about different educational benefits to their children, marriage benefits, details of accident benefits, housing schemes, etc.

Getting a Labour card is however an issue. Kanak Behera said that it usually takes more than one or two years. Another participant Soni Mallick, said that although she has got benefits/ assistances for work equipments and safety materials worth Rs 1000 & Rs 4000 respectively, it was with much

¹¹ When work is available in one work site for a longer duration say 15 days or so, then the employer gives the daily travel expenses.

¹² For example in one open carriage meant for goods, at least 20-25 persons stand in the carriage for the travel.



difficulty. She had to run number of times to the Labour office with the union workers. She couldn't go for work for many days as she had to pursue her application. It was a long and difficult journey before she was able to get the benefits.

Another participating woman worker, Chandrakala Sahoo, mentioned about her miserable situation. She has worked under different employers for different types of construction work in the past. She categorically informed about the various types of harassments like scolding, delay in payment, wage cut etc. She said that getting abuses is a normal affair. However, since last few years, she is facing acute spinal problems and therefore not able to work properly. It is quite unfortunate to mention that despite this problem she is not getting any health benefits from the Board even though she is a labour card holder since 2014.

Key Lessons

- ✓ Getting a labour card is not so easy for a labourer. It is taking more than one year for which the applicant is incurring too much expenses including wage loss to get the card. It is too irksome and troublesome for the women workers to access to the competent authority and obtain the card. There is no clarity among the workers about the eligibility criteria to get the labour card.
- ✓ Awareness level of labourers regarding the various schemes and benefits of OB & OCWWB is low.
- ✓ The women generally work as unskilled workers.
- ✓ Most of the women workers do not know the process of getting maternity benefits and marriage assistance for which again they depend upon unions to get these benefits.
- ✓ There is no crèche, rest shed, drinking water, neither canteen nor toilet facilities for women workers in most of the construction sites.
- ✓ There is no uniform wage rate. If employer varies the wage rate and the payment system¹³ also varies.

LOCATION 2

HAREKRUSHNA NAGAR NEAR NILADRI VIHAR, BHUBANESWAR

A FGD was organized at Harekrushna Nagar near Niladri Vihar, which is a re-allocated slum. The dwellers were shifted from Sahid Nagar in the year 1998. All the 13 nos of participants are registered construction workers and belong to general caste category. The slum has good road, sanitation facilities, electricity and good housing structures.

Migration Status- Although the slum dwellers have shifted to this place from Sahid Nagar 19 years back - some of them have been in Bhubaneswar for more than 30 years or so. Participants like Padma Mohapatra and Sashi Behera said that their parents and grandparents had come to Bhubaneswar from different districts like Ganjam, Baleswar and Nayagarh to work as labourers.

Living Condition- The living condition of the slum dwellers is little better than other slums in terms of concrete roof houses, well ventilated rooms, separate kitchen, toilets, little verandas, drinking water facilities, electricity, etc. This is a planned slum¹⁴ with intra roads, drainage and approach road to the main road.

13 Weekly/ daily/ fortnightly

14 The land sites have been demarcated and distributed to the settlers by the Govt as this is a resettlement colony. So there is proper planning in the layout of the area.



All the participants of the FGD have land in their names. Generally the women workers of this slum prefer to go to nearby places to work. Very often they themselves pay the transportation charges up to the work site. Over the years, the economic conditions have improved and presently they are giving thrust on their children's education. Urmila Patra, Rajashree Pradhan and Padma Mohapatra are able to provide higher education (college) to their daughters and sons.

Working Condition- It is revealed in the discussion that most of the men are skilled and semi skilled labourers. Usually the women workers assist the male skilled workers during the work. Wages are in the range of Rs.280 to Rs 320 per day for the women whereas the male skilled workers get Rs 450 to Rs 550, said Sashi Behera. The wages vary from employer to employer, said Jhunu Swain.

All participants have their own bank accounts and some of them are using it frequently. Most of the participants have said that the safety equipments are not provided to them by their employers, but some do have it like Padma Mohapatra. At the work site there are no adequate facilities for food, drinking water etc, and therefore most of the men and women take their food and water to the work site. They are aware about different insurance schemes and they have done life insurance.

Benefits from OB & OCWWB- During the discussion, it is found that all the participants have registered their names in the board and received the labour card. Saila Naik, Padma Mohapatra and Sashi Behera have registered in the year 2010, whereas, Anu Sahoo, Jhunu Swain and Rama Swain have registered during the year 2013 and other participants have received their labour card last year.

But it was found that it takes a very long time to get registered and then get the labour card - more than a year. Usually CITU - a workers' union has been helping them to get registered and get the card. They are well aware about the various benefits provided by the Board and some of them have availed the benefits under different schemes.

Padma Mohapatra has received the benefits of safety equipments, tools, cycle and educational benefits for her two daughters. The benefits that Padma has received amounts to about Rs 21000. Sashi Behera, Saila Naik and Jhunu Swain have also received benefits under different schemes such as safety equipment and tools. Apart from these benefits they and their parents have also availed other social security benefits like Old Age pension, Ration Card. It was also observed during discussions that women are able to take major household decisions as they have been exposed to dealing on money matters, bank etc.

Situation of Children- As discussed in this FGD, these working women do not carry their children with them to the work site. Girl child education situation is better as the women are financially well off as well as much aware. There is provision of financial assistance of the Board right from Class VI for girl children under educational schemes. But it has not been implemented as yet, one participant said.

Key Lessons

- ✓ There is excessive delay in getting registration and obtaining the labour card.
- ✓ There is absence of a good and viable support mechanism from the Board to the laborer to do registration, get labour card and the financial assistance.
- ✓ It is not so easy to access Labour Office and officials on the part of women workers.
- ✓ Often the women laborers feel frustrated to go again and again to the Labour office since they incur expenses on transportation.

Suggestions

- ✓ There should be speedy disposal of applications for financial assistance under different schemes.



- ✓ In case of marriage assistance the Board should not adopt complicated process¹⁵⁾ rather make the process simpler by asking the applicant to submit uniform evidence of marriage which needs to be accepted by the authority.
- ✓ Centers should be opened at the slum areas to facilitate easy delivery of new labour cards.

LOCATION 3

KEDARPALLI BASTI, UNIT- 1 BHUBANESWAR

At a Focused Group Discussion held with women workers of Bhubaneswar Municipal Corporation at Kedar Palli Slum, 10 number of women workers participated. They were all sweepers working with Bhubaneswar Municipality Corporation (BMC) on contractual basis. They also do other types of work in the day such as basket weaving, wage labour. Although they are working as laborers they do not have labour card nor an Identity card from BMC. It is noteworthy to mention that all of them belong to SC community and they are locally referred to being of the 'Hadi' caste.

Migration Status- Most of the participants have migrated from villages of Khurdha, Nayagarh and Cuttack district about 20 years back. The participants have come to Kedarpalli slum along with their parents long before when government brought their parents to do scavenging work in Bhubaneswar. It is reported that out of the 10 participants, 3 women told that their original home is in Khanguria, Manikagoda and Kantabada of Khurdha District and 4 others have their original house in Chandlosta, Champatipur and Govindapur village in Nayagarh District. While 2 woman workers said their ancestral house was in Buguda and Rambha in Ganjam, only one said to have migrated from Baramba in Cuttack District. Many of them have never visited their original village.

Living Condition- Government of Odisha has provided houses to them at Kedarpalli in Unit -1 (Bapujee Nagar) area of Bhubaneswar many years before. The exact year of migration is unknown. Basic facilities of drinking water, electricity, road and communication are available in this slum area.

Other Information- As discussed with them regarding OB & OCWWB, most of the participants said that they are unaware about such Board. Also they are not aware about various provisions under the labour laws/any schemes. Generally they are getting contractual salary from BMC and also availing benefits under social security schemes like subsidized rice etc.

Key Lessons

- ✓ It was noticed that the scavenging workers did not know regarding various provisions and respective benefits under the Labour Board.
- ✓ There exists till today some sort of discrimination based on caste situation.
- ✓ The unorganized workers Board is yet to list sweeping, scavenging work under its ambit.
- ✓ The women sweepers are interested to be the permanent workers of BMC and get all the benefits like salary, pension, medical benefits etc.

Suggestions

- ✓ As quick as possible BMC should provide Identity cards to the sweepers.
- ✓ BMC should provide rest shed, drinking water, hand wash, uniform / dress creche for the workers specifically the women workers.
- ✓ The unorganized workers of BMC should be brought under some Welfare Board.

¹⁵ Requirement for application of marriage assistance is not yet standardised.



LOCATION 4

JASUAPUR, GP; BLOCK- BALIANTA

There were 10 women workers present at Jasuapur, a village in Baliana block of Khurda district for the discussion. All the women present in this group belonged to Scheduled Caste category and they are referred to as Bhoi locally.

It was revealed at the discussions that nobody of their village have labor card even if they had applied for this long back. The participating women recalled that someone had come to their village few years back and said that he will do labour card for them. They had paid some money to that person – as high as Rs. 500/-. But since then the person is not seen and it appears that the person has fled away and unfortunately no one remembers his name and address. So it is difficult now to trace him.

Working Condition : Women workers of this village do not have labour card with them at present. But many people of this village have Job Cards¹⁶ with them. Despite being in possession of a job card the villagers/ household members are not getting sufficient work in a year. "Our village is very close to the block but still we are not getting 100 days work", said Kuni Bhoi. Some families have received about 50 days of work. During the discussion it was revealed that only 4 to 5 families have completed 100 days of work.

The women workers of this village are mostly engaged in agricultural labor activities (paddy cultivation) with private farmers during kharif season. The daily wage varies from Rs.200/- to Rs.250/-, said Pramila Behera. All women have opened their bank account to get wages under MGNREGS work.

Since all the women workers live in a traditional village community, most of the conflicts are redressed at the village level in the presence of village mukhia and other old and senior persons of their own community, as explained by Dhobaly Bhoi.

Regarding OB&OCWWB : The participating women are aware about the provisions and benefits that has been given to workers by the Welfare Board. But they do not know the details regarding the Board itself and different schemes, its eligibility criteria etc. Some of the participants said that there is provision for providing cycles and some monetary assistance. It is pertinent to mention here that all the members present at this FGD are non literates except one who had studied upto class 2 long back and only can sign her name.

Other Benefits : Normally the women are getting benefits of MGNREGS, IAY, Old age Pensions, Widow Pension, MAMATA, ICDS etc.

Situation of Children : All the children of the village are completing their primary level of education since there is a primary school very close to their sahi (village). The children are availing mid day meal and other educational support by the Govt. Children do not accompany their mothers to the work site now a days.

Key Lessons

- ✓ Despite being located very close to Bhubaneswar the villagers are still ignorant about enrollment for the labour card and its various benefits.
- ✓ Some unscrupulous persons who are basically outsiders and do not belong to any trade unions are active in collecting money from the villagers.

¹⁶ Household card under MGNREGS



Suggestions

- ✓ The workers should be given opportunity to get registered with the Block officials without any hindrances.
- ✓ There should be specific camps for the registration of labour cards at the village level.
- ✓ There should be organization of sensitization meetings with the village women for informing them about all details of Board activities and the registration process.

CUTTACK DISTRICT

LOCATION 1

Pilgrim Road (Das Sahi Basti), Cuttack

A FGD was organised at Pilgrim Road (Das Sahi Basti) of Cuttack Municipal Corporation area with 12 women workers. All belong to Scheduled Caste (Bauri sub caste). Pilgrim Road is one of the oldest slums of CMC, which is densely populated and very unhygienic in nature. Right from daily labour to domestic workers, petty business men, hawkers, rag pickers, trolley and rickshaw pullers all are living in this slum.

This slum is situated in the side of Taladanda canal and on a very narrow patch of land. All the participants are daily wage earners and they have applied for labour card through a labour union since last one year. They are totally in darkness regarding the status of their application for labour card.

Migration Status- Most of the participants have migrated from Ganjam district except Bhari Das who is from Kalupada, Khurdha district, Santi Das from Badamba of Cuttack district. Their parents had come to Cuttack in search of work some 20-30 years ago. In spite of many difficulties they have settled here and they still apprehend that at any time they may be asked to leave this place and their slum may be demolished.

Living Condition- The housing condition in this slum is very precarious. Very narrow houses, polythene roof small rooms, ventilation problem, extremely narrow intra road, no water supply to individual households, lack of garbage pit are some of the problems of the area. However the slum has electricity facility and common drinking water supply.

Working Condition- Most of the women workers do a variety of work¹⁷ for their livelihood. The place of work is far (for about 6 – 7 kms) and they usually have to travel long distances. They have to go up to CDA and Bidanasi area and up to Jagatpur to work. Travelling to these places is difficult but they have to go to these places by changing 2-3 auto rickshaws and paying conveyance charges. However in some occasions¹⁸ the employers or contractors pay the travel cost.

It is learnt that there is absence of many of the minimum amenities at the work sites such as toilet facilities, drinking water and rest sheds. It is also further learnt that wage payment is not regular (not paid every day but sometimes paid on weekly basis). After demonetization, the contractors are paying larger denomination notes like 2000 rupee note to three to four workers at a time. Therefore, the workers face difficulty to share the money amongst themselves. Since there is absence of rest shed, crèche and safe environment, the women workers do not take their children to the work place.

Board related information- During the time of discussion, it came up to the forefront that although the women are aware about the labor card, they are ignorant about the various benefits provisioned by the Board and also they are not pro active to get the labour card by themselves. They are dependent

¹⁷ Includes work as domestic help, construction wage labourers, general earth work

¹⁸ When there is work to be done on long term or the contractor picks up the labourers



on the Union members. The participants complained that the Union leaders are demanding charges¹⁹ to facilitate the process of registration. The women workers know that many male workers of the slum have received the labour card, which is why the women workers are taking keen interest to avail this card and the benefits. During the discussion, the participating women showed their interest to send two of their members to the labour office to know the status of their application and expedite the process to get the labor card.

Other related Issues- However the women workers are getting other benefits like MAMATA, OAP, one rupee rice and PDS materials and other state government benefits. When asked about whether men workers are getting more benefits than women workers most of the FGD participants said in the affirmative. They are of the opinion that male members are in a better position in many aspects including the wage payment. It was also revealed that men workers are mostly working as head & women as assistants in construction related activities.

Situation of Children- Generally the children are all in school now. Mid day Meal has attracted the children for school attendance and retention. But school infrastructure is inadequate, there is no space for play. There is no space for this at their place of dwelling also. The girls are pursuing their studies. However dropout both for girls and boys is a reality – typically starts after the class 5 & 6 and it reaches at climax after class 10. The girl child then starts to help her parents in household work, sibling care and the male child starts to assist the fathers in their work such as snack selling, iron rod welding, lock making etc.

Key Lessons

- ✓ The process of registration is very complex particularly for the women workers.
- ✓ Unions are not taking much interest to expedite the process of getting labour card.
- ✓ Misunderstanding between workers and Union leaders has been created due to imposition of processing fees by the Unions.

Suggestions

- ✓ Labour card should be issued within a stipulated time frame .
- ✓ Board should help the laborers in their holistic development process.
- ✓ Board or Unions should provide information at the doorstep and create awareness about various benefits of the Board and Labour Department.
- ✓ The Education of the girlchild should be monitored.

LOCATION 2

SATIGUMPHA SLUM, CUTTACK

FGD was conducted at Satigumpha slum at Cuttack where 12 women participated. All the women workers had their labour card. They have been registered as labourers by the DLO office. Some CITU activists had assisted them in making their card. But they have not got any further help for getting the benefits provisioned under the schemes of Board. The women workers had a lot of grievances against the trade union people as well as with the DLO officials. Nobody is now helping them. It was really very interesting to note that they recall in sadness about the earlier days when all of them were in the forefront in many rallies, protests & observations of workers day foregoing their day's work. The leaders have abandoned them –all of them said in a single voice. Major constraint is that they have to incur much travel expenses to go to the DLO office since there is no direct connectivity and one has to change 2 autos to reach.

¹⁹ Registration fees (one time) – Rs 20; Yearly renewal – Rs 50. This is the norm. But Unions are taking membership fees (Rs 100), and additional Rs 300 to Rs 800.



Key Lessons

- ✓ Putting too much confidence with political leaders has not helped the workers in any way.
- ✓ They are not in a position to put forth their plight before the DLO officials by running frequently to them.
- ✓ As the women workers are non literate they are unable to put their claims before the appropriate authority .
- ✓ Now due to burden of livelihood and daily wage earning work, the women cannot run to DLO office to submit claims to get benefits under different schemes and provisions.
- ✓ Membership fees for the union is a burden which becomes a hardship for the poor working women.

Suggestions

- ✓ There should be regular interface between DLO office, Board and community members on the application status.
- ✓ Facilitators should be engaged to oversee this process smoothly.
- ✓ Young educated women should be involved in this process.

LOCATION 3

NAZARAPUR, PADHAN SAHI, JAGATPUR, CUTTACK

A Focus Group Discussion was organized at Nazarpur Padhan Sahi in Cuttack City in ward No 49 under Cuttack Municipal Corporation (CMC). 12 number of male persons had participated in this discussion. There were 9 members in the FGD group who were SC persons (Kela community) and rest 3 persons belong to cow herd and other caste group.

They said that they have come to this place from Badamba and Narasinghpur area of Cuttack district long before, some 50 years back, (Mr Madana Padhan, aged 44 years). He further says that, his father had come here to work at that time when he was not even born. He was born in village Badamba. but at a later stage he came to Cuttack to stay with his father and mother who were working at Cuttack as labourers.

These people are very first rate earth diggers. They are also often called as MATIA KELA. Till date they are staying in small mud huts with thatched straw roofs which is very low and narrow in their structure, as there is very limited space. Regarding their registration at DLO office as registered labours and to have a labour card, it was found out that nobody has labour card as yet, although they have applied for this only last year. But meanwhile, 7-8 months have passed by and they have not yet got the labour card. It was revealed that somebody had once came to their area 8 months back who claimed to be an Union member. He took their applications and some money with a promise to make their labor cards. But virtually he is absconding and nothing has come to the hand of the labourers.

It is seen that almost all people living in this NAZARPUR Padhan Sahi basti are illiterates and therefore, are unaware of various benefits that are provisioned for construction workers under different schemes of government. Regarding their work status it was revealed that most of the times private persons employ them for digging earth. In current times due to use of excavators and other earth digging machines by contractors and others, their demand is too low and most of the times they are sitting idle without any work –said Mr. Tukuna Padhan who is a young man planning to do some work other than earth digging, their traditional work. Private people employing them for earth digging, is not alluring any more. Now



they want somebody to help them for their labour cards as they are very apprehensive about the officials at DLO, Cuttack who not listening to them when few months back they had gone there asking about the status of their application.

Key Lessons

- ✓ There exist a large canvas of unorganised work which is yet to be covered under the Construction board or any other.

Suggestions

- ✓ Round the year work is to be ensured.
- ✓ Registration under Construction Board is to be made universal.

KEONJHAR DISTRICT

LOCATION 1

BERUNIPADA, GP- SOSO, BLOCK- HATADIHI

A FGD was organized at Berunapadi Village in SOSO GP of Hatadihi Block where 10 women participated. It was a mixed group of women- some were registered while some were not. Some were SC women belonged to Dhoba (washer man) community who are very poor and dependent upon wage earning for their livelihood.

Living condition—This women group is not a migrant group, as they are permanent settlers of this village. Most of the women have Labor Cards as said by Smt Jharan Jena. Almost all the members present in this FGD were dependent on agriculture and wage earning. Some have job cards, but are not getting 100 days work at the GP or village level. Therefore, these women are mostly dependent on private wage earning work.

Working Condition –It is a small village and opportunity for all the year round work is not possible, said Jharana. Although few of them have labour card they are yet to avail the benefits out of it. Even they are not well aware about what are the benefits one labour card holder is likely to get. But few of the women who are little educated said that they know that there are benefits for the workers like getting a cycle, getting monetary support for purchase of equipments during work etc.

Condition of their children - It is interesting that in this village the condition of the children is good in terms of schooling as all the children are going to school or to the AWC. Children here in this village never accompany their mothers to the work site. The family generally takes care.

Key Lessons

- ✓ Lack of awareness about the various provisions of OB&OCWWB Schemes.
- ✓ Distance from the Block / district head quarter makes the villagers in the interior areas totally cut off from information.
- ✓ Union members' presence is negligible; thereby some dalals are active who are exploiting people in the false promise of making labour cards for them.
- ✓ No one is assisting the rural women to put forth their matter /grievances at the DLO office.
- ✓ The DLO office is at a far away distance (at Keonjhar which is about more than 20 kms) for which neither the women workers nor the men workers are interested to go to this office for any work.



Suggestions

- ✓ There should be a nearby office or a sub office of DLO near Hatadihi so that there could be better and effective links between the beneficiary and the officials.
- ✓ BDOs should be assigned the responsibilities of making Labor cards and providing benefits as provisioned.
- ✓ Some activities are to be carried out to create more awareness about the various benefits that are there for the labours working in construction sector

LOCATION 2

KHALPAL VILLAGE, GHATAGAON BLOCK

A Focused Group Discussion was organized with tribal women workers at Khalpal village situated in the vicinity of Ghatagaon forest division. 10 women workers were present belonging to Bathudi tribal community. Mostly illiterate, the women were in the age group of 40 – 50 years. They travel about 10 kms by foot through forest and reach a road and then catch a truck or carriage van to go Ghatagaon to sell sal leaf to petty traders for their livelihood. These women are forest dwellers and their main occupation is forest produce collection such as Sal leaf, Sal seed etc. However they also do work under the MGNREGS (they do have job cards) and have worked upto 30 days in a year. Their annual income would be in the range of Rs 20,000 to Rs 25,000. Health services and facilities under ICDS is available.

Their daily life is a struggle. Forest is the main source of livelihood. Women and the young girls generally are involved in forest produce collection.

Key Lessons

- ✓ Since the village is situated in the vicinity of dense forest, no Govt. official ever comes to the village.
- ✓ The Block HQ i.e. Ghatagaon is situated at a distance of 60 kms from the village and there is no road communication.
- ✓ There are many types of unorganized work which are done mainly by women and not yet covered under any labour social security programmes.

Suggestions

- ✓ Special drive is required to organize the tribal women for coverage under unorganised workers welfare board. Suitable schemes need to be developed especially to cover the forest dependant communities.
- ✓ There should be creation of optimal awareness in tribal communities about the various benefits of Government.
- ✓ DLO Officials should visit the habitations to sensitize these people.
- ✓ Trade unions or NGO volunteers should come to the tribal settlements to make the people aware about provisions made by Govt. for their welfare.



LOCATION 3

RAMACHANDRAPUR, NARANPUR GP

KEONJHAR SADAR BLOCK

At a Focused Group Discussion organized with men workers at Ramchandrapur village in Naranpur GP of Keonjhar district, it was seen that all the men workers have their labor cards. Some of them have also availed benefits - bicycles and money to purchase equipments/ tools.

Living Condition- The members present in the FGD were all tribals people belonging to Munda community. They live in small houses made up of mud. There is acute water scarcity now and the people are using chua (a type of small pond) water. There is a new bore well now which is at a far away distance from their settlement. Still people go to the bore well to fetch water. They depend upon wage labour for their survival.

Working Condition- These men are working both in the agricultural as well as in the non agricultural sector. The wage rate is extremely low. The wage is Rs 150 only for their labor said Narayan Marandi. All have their job cards with them, but they are not getting work always and even less than a month in a year. They are now working with on road construction and were seen loading and unloading chips and metals in tractors in the scorching sun. All were sitting under a Banyan tree as there was no rest shed for them made for them either by government or by the private employer who had engaged them in this road construction work.

Regarding Welfare Board- The men workers who were present at this FGD were ignorant and unaware about all the schemes & benefits of the OB & OCWWB said Salu Munda. They only know about the provision of Bi-cycle, safety tools and equipments.

Key Lessons

- ✓ Availability of work is a challenge. Employment guarantee schemes don't seem to be working.
- ✓ Labour union members are not transparent in their identity. Coverage and disbursement of benefits is not uniform nor universal.

Suggestions

- ✓ The service charges taken by the members of different union members and agents should monitored.
- ✓ Cards should be issued within a stipulated time period of 30 to 40 days.
- ✓ There should be facilities of drinking water, rest shed, first aid in the work site.
- ✓ Board should provide special financial assistance to the tribal construction workers for their secure livelihood.

CHHATRAPUR LABOUR DISTRICT (GANJAM DISTRICT)

LOCATION 1

CHIKALKHANDI GP- -CHIKALKHANDI, BLOCK- CHHATRAPUR

A Focused Group discussion was organized with 14 non-registered women workers at Chikalkhandi village under Chikalkhandi GP in Chhatrapur Block of Ganjam district. They were all permanent inhabitants of



Chikalkhandi village. These women workers are normally agricultural workers as well as engaged in multiple types of other work such as wage labourers, MGNREGS workers. The women belong to the labour class and lower middle class families from different caste groups like OBC (chasa), Harijan (Bauri), Raul, Sundhi, Gola, Dhoba, Belama.

Living Condition- Most of the houses have concrete roofs but narrow in size. The ownership of the village has good C.C roads, drinking water facility, electricity, Anganwadi, center and Schools.

Working Condition- Both the male and female workers usually go for work to Chhatrapur Town as it is nearer to them (within 5 – 7 kms) and sometimes to other villages nearby. Their daily wage varies from Rs 200 to Rs 280 in case of female workers and Rs 250 to Rs 300 in case of male workers, said Pravasini Roul. Even though they do not have labour card but they do have job cards with them. They have got the scope to work for a few days under the MGNREG scheme but not for 100 days in a year. It was also noted that all the participating women are associated with village level Self Help Groups. Some of them have personal bank accounts but no life insurance and health insurance.

Regarding Welfare Board- The participants in the FGD were aware about the different provisions under the Construction welfare Board as some person was telling them about this 2-3 years back. And also two years back somebody had come to their village and collected Rs 300 to 500 from the applicants each to arrange labour cards for them. The man is never seen again and went away with their money with a false promise to make cards for them. So the workers have lost confidence and interest to apply for labour card again. However during the discussion many women participants showed their interest on how to make labour card and the process. Some of them also expressed their interest to go to the DLO office at Chhatrapur.

Key Lessons

- ✓ Labour Union members and agents taking the name of different labour unions should be given proper identity cards by the DLO of the concerned districts and they must show it during the time of visiting villages for the purpose of collecting application from the construction workers.
- ✓ If the process of making labour card is not simplified then most of the genuine labourers may be deprived from getting the card.
- ✓ Different labour union workers are taking different steps and propagating different information as well as taking different fees for making labour cards, which is creating confusion among the labourers.

Suggestions

- ✓ There should be encouragement for direct registration as a labourer and issue of labor card by the DLO office or with the help of block officials.
- ✓ There should be more awareness camps about the process on how to make labor card without the help of agents who are exploiting them.
- ✓ Work under MGNREGS should be provided through Gram Panchayats for the full period with women participation.



LOCATION 2

KACHARA VILLAGE GP- -RAJAPUR, BLOCK- GANJAM

A focused Group discussion was organized with 18 registered women workers at Kachara village under Rajapur GP in Ganjam Block of Ganjam district. They were all permanent settlers of Kachara village. They are agricultural workers as well as engaged in multiple types of work including doing cultivation of paddy^[20] although in a very limited way.

These women belong to a scheduled caste community locally called as "Bauri". All the women workers who participated in the FGD have been registered and have their labour cards with them.

Living Condition –These women workers are very poor and landless. The houses are generally made of asbestos and some are thatched houses too. There is a small community house where the FGD was conducted. All most all the members present at this FGD were non literates. However now their children are studying in the village primary school.

Working Condition-The village women are working both in the agricultural as well as in the non agricultural sector. The wage rate is extremely low. The wage is Rs 150 only for the women workers in this village where as men are getting Rs 200 to Rs 250 for their labor. All of them have their job cards with them, but they not getting work always and overall even less than a month in a year .

Regarding Welfare Board- These women workers are not well aware about the various benefits, and have not availed any benefits as yet. Only recently one agency has given them a 15 days training basing upon their labor card. The women had taken training on masonry activities but they are unable to tell the name of the agency that gave them the training. Very little is known to them about the various schemes and benefits of the OB & OCWWB. There is no body to help us to get the benefits of labour card –says Tanu Das. She further added that since they are illiterate people they are very much shy and apprehensive about getting support from the officials at the DLO office.

Other Benefits- Village women are getting benefits of MGNREGS, IAY, Old Age Pension, Widow Pension, MAMATA, ICDS etc.

Key Lessons

- ✓ There is excessive delay in getting registration and obtaining the labour card. Un official payment to agents are rampant.
- ✓ There is absence of a good and viable supporting mechanism at the village/ GP level to the laborer to get registration, labour card and the financial assistance.
- ✓ It is not so easy to access Labour Office and officials on the part of poor, nonliterate women workers.
- ✓ Skill training of women has been undertaken very sporadically

Suggestions

- ✓ DLO officials should visit the village once in a quarter and they should provide different benefits under various schemes directly to the beneficiaries and camps should be conducted to disseminate various information regarding the Board to the poor people.
- ✓ All the facilities should be made available in the Panchayat office, where there is easy accessibility.
- ✓ Skill training of women workers should be taken up.

²⁰ On share cropping basis



LOCATION 3

CHHATRAPUR, BLOCK- CHHATRAPUR

At a Focused Group Discussion, organized at Chhatrapur NAC area under Chhatrapur DLO office, 10 number of male construction workers were present. Some of them are having their labour cards, who have registered at their home district. They have migrated to Chhatrapur to earn more through daily wages.

Migration Status- Some of the workers are migrants from Nayagarh and Khurdha district, while others are residents of nearby villages of Chhatrapur. These people have been migrants since the last 10 years.

Living Condition- These male workers are very poor and landless, particularly the migrants. For the locals, whatever land they have, is very little and they are also cultivating these lands on part time basis. Daily wage is the only way of survival.

Working Condition- All these workers work from 9 am till 6 pm. in the evening. The day long work is too strenuous a job for them in the scorching sun, because most of the workers present at this FGD are engaged in construction related works in the urban area.

Registered Workers- Few men said that they have their labor card and they have been registered at their home district. Therefore they cannot get any benefit from the board till they are here (Chhatrapur).

Situation of Children- The children of the workers are studying in their origin place of habitation. Those who stay in Chhatrapur town have their children studying in the schools of the town.

Other Social Security- These workers are availing some of the social security schemes like IAY, Job card work under MGNREGS , MDM for their children etc. But all these benefits are available to them when they are in their home district and at their village only.

Key Lessons

- ✓ Migrants cannot get any benefit in the destination location, only at source district/ village.
- ✓ Even if some of the workers are not registered and do not have labour cards, provision should be made for them towards cap, water facility, health care etc by the private employers.
- ✓ Since agents of unions are asking for more money, workers are hesitant to do labour card with their help.
- ✓ Wage labour work is the only source of income.

Suggestions-

- ✓ There should be provision for housing facilities for workers.
- ✓ There should be toilet facility, safe drinking water, rest sheds at the work places.
- ✓ The wages should increase as the cost of living is increasing.
- ✓ Benefits under the welfare board should be made available at the destination location also.



GANJAM DISTRICT

LOCATION 1

JUGUDI (BRICK KILN SITE), GP- SIOLA, BLOCK- KUKUDAKHANDI

At a FGD, organized at JUGUDI village under Berhampur DLO office, 11 male Brick kiln workers were present. Some had the labour cards, having registered at Bolangir DLO office.

Migration Status- All the FGD participants were from Bolangir and Bargarh district of Odisha who have come to Jugudi on a temporary migration basis for 6 months to work in a Brick kiln. These men have the experience of 15-20 years of working in brick kiln industry. Every year they migrate to some place of Odisha to work in the brick kiln industry. These men have come with their wives to these locations.

Living Condition- These brick workers live in congested tinned houses made for them by the Brick kiln industry owner who hails from Andhra Pradesh. The workers are staying in these houses with their wives and children²¹. These workers prefer to work in Odisha, where as many others from their native village are migrating to Andhra Pradesh and Telengana as well as other parts of the country, according to Amar Sing Bag.

At the work site, where accommodation is provided, only a single bore well is available, which is used for drinking purposes. There is no electricity supply to the small tinned houses. There is very poor ventilation thereby creating congestion to the family members of the brick kiln workers. However daily ration is provided to each of the family.

Working Condition- The workers are working very hard and their work ranges from preparation of bricks to putting fuel in the furnace in the chimney for brick baking and collecting bricks after baking as well as piling these in an open space. All these works are done in very hot sun. There have no toilets at their work place.

These workers have been given an advance of Rupees Ten to twelve thousand only when they had left Bolangir. Payment is not done on daily basis. The job is contractual in nature. For a period of 6 months, one laborer is to get two thousand rupees per month²². This petty income compels the worker to lead a life of stress and poverty.

Registered Workers- Few men have said that they have their labor card and they have been registered in their own district. As the workers were from Bolangir and Bargarh district, they cannot get any benefit from the board till they are here in Ganjam. But in their home district, they had got cycle and safety equipment and tools.

Situation of Children- Since these male workers are migrants, they have left their children at ASHRAM schools in their own districts. But few were seen roaming here and there at the Brick kiln site and nearby their tinned huts. These children are devoid of education as there is no school nearby.

Other Social Security- These male workers are availing some of the social security schemes like IAY, Job card under MGNREGS, ICDS benefits MDM etc. But all these benefits are available to them when they are in their home district and at their village only.

Key Lessons

- ✓ The brick kiln workers are not paid on day to day basis nor weekly or monthly basis. They are contractual workers. They are paid some amount towards their ration. So they do not have

21 Generally children do not come but during the time of field study, due to summer vacation, the children were also with their parents.

22 Even the work done is skilled, the income is very low.



opportunity to have little surplus money to spend on health care or purchasing of dress material etc.

- ✓ The workers are like bonded labourers in the brick kiln industries, since they were given advance up to Rs 10000/- before coming. In the process they are losing their rights and dignity of labour.
- ✓ There is no monitoring and supervision system from any officials of any department of Government.

Suggestions-

- ✓ There should be provision for better staying facility with bigger houses instead of the narrow brick surrounded small and congested houses.
- ✓ There should be toilet facility at their place of work and place of stay /houses.
- ✓ Provision should be made for giving education to our children who are with them.
- ✓ Migrant support services should be provided at the destination.
- ✓ There should be social security measures for the brick kiln workers.
- ✓ The Building and other Construction Workers Board should cover the brick kiln workers.

LOCATION 2

PUTTIPADAR, GP-DURA, BLOCK- RANGEILUNDA

At a FGD, organized at Puttipadar village under Berhampur DLO office, 10 construction women workers were present. All had their labour card by registering at the Berhampur DLO office. Agriculture is the main occupation. Every household has its job card. All the participants are from the village Puttipadar i.e they are not migrants.

Living Condition- Since this is an agricultural village their living condition is dependant on cultivation⁽²³⁾ in the small and marginal land. Almost all the male and female workers are also dependant on wage earning as laborers on daily basis from both private and Government (MGNREGS) works. They are very poor and non-literate and belong to OBC caste group locally called as Chasa.

Working Condition- Most of them are doing are manual work, such as digging of earth, agricultural labour activities, concrete road and building works. They avail these types of work in their own village or in nearby villages and sometimes in Berhampur city. The wage rate varies from Rs 150 from private agricultural employers to Rs 250 for non agricultural works, said Jamuna Pradhan.

No workers have insured their life through LIC or any other insurance plan. All women workers have bank account, but most of the time they receive the wages in cash from the employer.

Registered Workers- The participants had registered their names under OB & OCWWB in the year 2015, however till date they have not received any benefit under any scheme from the Board. Most of the participating women workers have no idea regarding the Board and different schemes. This means that the women workers have not got any safety equipments.

Generally all have been relying upon an agent of local union for registration for annual renewal and application for getting benefits, said Sapani Pradhan. For every work the agent always asks for money and all the workers have been paying for this. Though registered, no one has informed them about the various provisions of the Board. Even majority of them have not seen the DLO office at Berhampur.

23 Paddy, vegetables (if upland)



Other Social Security- Apart from the labour card, the workers are getting benefits under other social security schemes such as IAY, One rupee rice, MGNREGS, ICDS, MDM etc.

Situation of Children- Children of the workers are studying in different schools and colleges. Dropout situation is more prominent in case of the girl child that too just after class 9 and 10. Thereafter the marriage of the girl child is the main worry. Early marriage is prevalent – but if the girl child is continuing her education then marriage is delayed.

Key Lessons

- ✓ Union workers are very active in collecting applications but demand money as their service charges, which is unaffordable for a daily wage worker.
- ✓ Knowledge level of women workers is extremely low about the Board and its various schemes.
- ✓ Women workers have no self confidence, organizational skills to go to the DLO office and discuss regarding their difficulties.
- ✓ Non literacy is an important factor for which the women are neither vocal nor pro active.
- ✓ The DLO office is silent on the issue of amount being charged by the Unions.

Suggestions

- ✓ There should be provision of direct registration as a laborer.
- ✓ Board should disseminate information among the workers both male and female regarding different benefits.
- ✓ Government should provide 100 days work under MGNREGS especially for the women workers.

LOCATION 3

PANCHAMA, GP- RANDA, BLOCK- RANGEILUNDA

Discussion was held with a group of non registered women workers at Panchama under Randa GP of Rangeilunda Block. There were 12 women participants. They were non migrants and permanent settlers of the Panchama village. They are agricultural workers as well as engaged in multiple types of work.

Living Condition- All the houses are RC roofed but small and narrow in size. These houses are their own. Different caste groups like OBC (chasa), Harijan (Bauri), Raul, Sundhi, Gola, Dhoba, Belama families are staying in this village. Concrete roads, drinking water, electricity, Anganwadi, Schools are available in this village. Women are seen wearing gold ornaments even while doing labour work.

Working Condition- Both the male and female workers usually go to nearby villages and to Berhampur city to work in multiple sectors like road, building and general construction work. Their daily wage varies from Rs 200 to Rs 280 in case of female workers and Rs 250 to Rs 300 in case of male workers, said Tara Nayak. Even though they do not have labour card, they do have job cards with them. They have bank accounts but no life and health insurance. They have worked for a few days under the MGNREG scheme. It is also noted that all the participating members are associated with village level self help group^[24].

Regarding Welfare Board- The participants were well aware about some provisions of the Welfare Board. Two years back somebody had come to their village and collected Rs 300 to 500 from the applicants with a promise to make labour cards for them. But unfortunately the man was never seen again till date. So the workers have lost their confidence and interest to apply for labour card.

24 Thrift saving and credit



However during the discussion many women participants showed their interest about how to make labour card. Some of them also expressed their interest to go to the DLO office. The participants have received other benefits like IAY, One rupee rice, MGNREGS etc.

Key Lessons

- ✓ Proper information regarding getting labour card and different benefits has not been shared among the village workers.
- ✓ They have a learning attitude because after discussion in the group the women express interest.
- ✓ DLO office staff should visit different villages and workplaces time and again.
- ✓ Various categories of work do not come under the building and construction work - eg agriculture work

Suggestions

- ✓ Government should take appropriate steps to disseminate information regarding registration to getting benefits.
- ✓ Middlemen / agent should be discouraged.
- ✓ Government should give responsibility to the Panchayats to help the workers for registration as well as other information to the workers.
- ✓ The process of registration and related benefits should be advertised or projected in the electronic media (TV).
- ✓ The Building & other Construction workers welfare Board should be made more broad based in its coverage and workers in agriculture sector should be covered under suitable social security.

CONSULTATION MEETING at Utkal University on 25th March 2017

A consultative meeting was organized at the PG Department of Public Administration. The objective of this consultative meeting was to get feedback from participants who are knowledgeable persons with rich experience in working for the unorganised workers of the state.

The participants were former Politicians and policy makers, trade union leaders, NGO activists, Professors, Researchers and post graduate students as well as journalists. The following persons had participated in this meeting. Professor Swarnamayee Tripathy presided over this meeting.

Sl. No	Name of the participant	Designation/ Occupation
1.	Mr Panchanan Kanungo	Former Minister, Finance, (GOO)
2.	Mr. Mahendra Parida	Political Party Leader cum Trade Union leader
3.	Dr. Swarnamayee Tripathy	Professor of PMIR UTKAL UNIVERSITY
4.	Sri Ajaya ku Parida	Media Person
5.	Ms. Manjula Manjari Mishra	NGO Chief Functionary
6.	Dr Amrita Patel	Academician cum policy analyst
7.	Mr. Laxmikant Paikray	Anthropologist cum Researcher
8.	Mr Nirakara Beura	Social Researcher
9.	Mr. Nirod Khuntia	Social Worker
10.	Mrs Bana prabha	Social Worker

At this meeting at the outset Mr. Laxmikant Paikray explained about the objective of the consultation meeting. Further he informed that a study is currently in process about the status of the unorganized women workers with special focus on the construction sector. This study has been sponsored by STATE



COMMISSION FOR WOMEN and is being conducted by SANSRISTI, a premier research organization of the state. Then he requested the members present to express their experience, knowledge and views about the issue of research. Mr Panchanan Kanungo said there is lack of will in the part of administration to successfully provide benefits to the actual beneficiaries. He further pointed to a great problem of false registrations of workers in the state. He disapproved the unhealthy competition among Trade unions towards registration of workers. He pointed out the since the women workers in Odisha are mostly non literates, there is need for much more awareness drive amongst them so that they are aware about their entitlements as provisioned under various schemes of OB & OCWWB. He said that the plea of Labor officials regarding shortage of staff is not acceptable as most of the work is done by computers now a days. Mr Nirakar Beura described the field experience and presented different data received from Board Office. Sex disaggregated data on beneficiaries is not available and the registration of women workers is low. Mr. Mahendra Parida, trade union leader held the view that although there is a state level committee of which he is a member, formed by government, it is not working properly nor there has been regular meetings to take feedback about workers problems in general and women workers in particular. He further added that women workers have a lot of problems. He said that even at Bhubaneswar one could find the contractors and builders are deviating from providing the basic minimum requirements like toilet facility, safe drinking water, rest shed, crèche and school facilities for the young children of the women labourers. There is no monitoring of these problems all. If this is happening in the state capital itself then what is the situation in other remote areas? He expressed his great concern for this.

Ms. Manjula Manjari Mishra mentioned about the apathetic attitude of labour department officials. Each official is operating in his or her own way without any concern for the poor workers. Sometimes due to the official red tape and non committal attitude, the beneficiaries are suffering a lot and not getting the assistance at right time. She gave few examples of how medical treatment assistance and educational assistance are not given in due time. Improper scrutiny has resulted in large number of registration, but in reality majority of workers are not getting the benefits as per their entitlements. There is need for some policy reform to provide quick service to the workers.

Mr. Ajay Parida, a local Odia magazine reporter said that there is need for highlighting the issues and problems of workers in leading newspapers and magazines regularly. Dr Amrita Patel thanked all participants and held the view that their views and contribution are of vital significance and will be incorporated in the research report. Since the topic of research is new in Odisha, SANSRISTI will do it in a most holistic manner and will analyze all the data and information and present real research finding to SCW.

ANNEX F

CASE STUDIES

JAJPUR DISTRICT

Sabitri Malik, Bamdeipur

Smt. Sabitri Malik w/o Sarbeswar Malik, village Bamadeipur, PO- Barabati, GP-Singhapur, Dist- Jajpur is one of the labour cardholders bearing card no ORIJP 2520/10. She is active in Netaji Shramik Sangha. Even though she does not hold any position in this labour union, she is an active member. That's why very often she goes to the Union Office, when she has free time.

FAMILY BACKGROUND

Smt. Sabitri Malik is 43 years old having one son and one daughter who lives in Bamdeipur. She belongs to SC category. Her husband is also a construction worker. Her elder son Mr. Tusarkanta Malik



is a +3 third year student and her daughter Tusarkanti Malik is a +3 second year student. Due to her hard work she has been able to afford college education of her children. She herself has passed Std-X. Her family has no agricultural land except household land.

SUPPORT FROM BOARD

Sabitri Malik is very delighted about getting different benefits from the Board. Even though she has received the labour card in the year 2010, she got different benefits in the year 2014. While her son and daughter were in the college, she applied for educational assistance for both her children. Now, her daughter is studying in Indira Mahila Mahavidyalay, Jajpur Road. However, just last year, her daughter received Rs 7000/- as educational support from the Board. Her son's application is still pending.

Labourers like Sabita and others are thinking that it is their fate or good luck or destiny that they are getting support from the labour welfare board. They do not think it as their right. It is the duty of the Board to provide all the benefits to the poor labourers without any delay. Financial assistance like cycle, tools and safety equipment were given to Sabitri Malik earlier.

Access to Income & Expenditure

Sabitri feels, she is just about managing her family. Sabitri looks after and manages her home including her children's study to withdrawal of funds from banks etc. She knows different schemes and financial benefits provided by Board. But she has an objection regarding late payment.

Key Lessons

- There is no adequate work through out the year, especially in the rural areas
- There is no convergence between Job card and labour card entitlements
- Trade Union members are proactive.

Suggestions

- ✓ The process of registration for getting labour card should be easier and time bound.
- ✓ Delayed payment must be stopped.
- ✓ All Labour Unions should be helpful by nature.
- ✓ The workers those have not received labour card due to above age 60, should be provided with pension and other financial benefits.

LAKHMI CHAMPIYA, ARUHAN VILLAGE, JAJPUR

Lakhmi Champiya. is a stone crusher worker at Nanpur in Sukinda Bedachana block of Jajpur district. But originally she belongs to Sadar block of Keonjhar. She has been here for the last 6 months to work in the stone crusher. She is a widow of 35 years with 3 children - one son and two daughters. She had left her 10 year old son Bhima at a Ashram School at Sariapasi in Keonjhar and also left aside her elder daughter Tuni at her father's house at Kainposi. Only her 5 years old daughter Munni, is with her at this place. She has been provided a small hut to stay in near the work-site. She says that extreme low rate of wages at Keonjhar district and non availability of regular work drove her to this place. She mentioned that the maximum wage rate at Keonjhar for women workers is Rs 120, but here she is able to earn Rs 250 to Rs 300 per day. She repeatedly comes here especially during the lean agriculture period.

However life is pitiable for her, as she has to work under scorching sun and break the stone chips manually. She has not been provided with any sort of safety equipments.



As far as housing is concerned, she has been staying in a very small house which is built up of asbestos sheet but the height of the house is too low with no ventilation facility as there are no windows. There is no toilet facility neither in the house nor nearby. The crusher owner has made 4-5 houses in a row for the stone crusher workers. She is facing lot of discomfort in the summer season (March and April). She cooks her meal in the same narrow room where she is staying. While cooking, smoke fills up the room very often. Particularly she is facing this inconvenience as she is cooking with the help of wood and kerosene. She cannot afford cooking gas, since wages are not regular and she has to save part of her income to provide her family members at Keonjhar. She visits her village at least once in a year and provides that money during that visit.

Key lessons

- Survival migration is a regular feature and there should be mechanisms for safe migration so that all entitlements are available at source as well as destination
- Migration has led to better livelihood options with financial security including savings.

KHURDA DISTRICT

PADMA MOHAPATRA, HARE KRUSHNA BASTI, NILADRI VIHAR, BHUBANESWAR

Mrs. Padma Mohapatra of Harekrushna Basti, Niladri Vihar slum of Bhubaneswar, Khurda District is a success-story as far as availing of different benefits under OB & OCWWB are concerned. Mrs. Padma Mohapatra, aged about 50 years, is a dynamic woman, very much vocal and has leadership qualities. Although she is from Balasore district of Odisha, she has been staying in Niladri Vihar since the last 30 years. She is married and lives in this slum with her husband and two daughters. She owns an asbestos roofed house. She and her husband Mr. Ramchandra Mohapatra are both workers. She belongs to Mali (OBC) caste.

She is a member of a local trade union namely CITU. She is regular in attending the meetings of CITU. She has availed the educational assistance for her 2 daughters Sudeshna and Jyotsna who are continuing their studies at Ramadevi Women's college in +3 and +2 course respectively. Mrs. Mohapatra says, due to the help provided by the union leaders (CITU), most of the laborers have been able to get the labour card as well as the benefits there in. Many laborers of 'our Basti' – have received many benefits due to the help of 'Union leaders'. But there is too much delay in getting the benefits under the different schemes of the Board. She further said during interaction that she is unaware about any person, who has received any type of health benefit or accidental benefit in her Basti. She further adds that 'most of the labour card holding women workers' do not get the co-operation from the DLO office.

Therefore all the workers both male and female first become members of the Union and then the Union members come forward to help them to get labor cards as well as the various benefits under the schemes.

Mrs. Mohapatra has adequate knowledge about construction sector, because of her close involvement and association with labour union CITU. Due to her good understanding, she was able to give some good suggestions.

Key Lessons

- ✓ Women labourer as have been able to develop self confidence and be aware and be competent enough to face the labour problems of any type.
- ✓ Educational assistance funds is not given in a time bound manner.
- ✓ Delay in renewal of the labour card is creating mistrust.



- ✓ Unions and DLO offices are not very much pro active to facilitate the process.
- ✓ Women laborers are hesitant to go to the Union and DLO office time again to pursue on the application status.

Suggestions

- ✓ All the applications for registration and benefits should be directly received by the DLO Office, instead of Union collecting the applications and submitting in the DLO office.
- ✓ Since the office has been computerized and not manually maintained, the office should give priority for preparing labour card for the applicants.
- ✓ There should be uniformity in card format.
- ✓ In urban slum areas, labour leaders should be identified at the community level by the authorities to facilitate the process of registration and getting the different benefits by the card holders.
- ✓ Quarterly review meeting of all the labour leaders and the officials should be convened in different ward level in the BMC area.
- ✓ All concerned line departments engaged in construction work should provide work to the registered card holders.
- ✓ All benefits should be given in a time bound manner.

N. SUJATA REDDY, SALIA SAHI

BHUBANESWAR, KHURDA

N. Sujata Reddy, aged about 30 years, unmarried and is working as a labourer, but not getting sufficient work. She works at best 15 days a month. Rest 15 days of the month she remains idle. She lives with her old mother, Kundan Reddy and 2 other sisters.

They live in their own house, which they have made some 25-30 years before. Originally they belong to Digapahandi block of Ganjam District. N. Sujata Reddy got her labour card this year only on 27th of January 2017, after a day of republic day celebration; although she had applied for this labour card 2 times, once 5 years before, which did not materialize due to reasons unknown to her. She had approached the 'Labour Union' to know about the application status but it seems that the person (she is unable to recall his name now) swindled away with their application money. 2 years later, another person took her to CITU office nearby Saliasahi and made her union members first. Then Sujata Reddy again applied for the card. At last she got the labour card in January, 2017. She is yet to avail any assistance or benefit from the Board.

Being illiterate she is also ignorant about the various benefits that one labour card holder is entitled to get. As she belongs to BPL category, she gets rice @ Re.1/- (one rupee rice) as usual. But she is bereft of any other social security schemes like Madhubabu Pension Yojana.

Key Lessons

- ✓ Too much delay in the process has created frustration and dissatisfaction amongst applicants.
- ✓ Due to lack of proper communication between DLO office, Workers' Union and Beneficiaries - thousands of female workers and male workers have not applied for labour card even today.
- ✓ Enumeration for coverage under MBPY is not universal and is leaving out eligible women in urban areas.



Suggestions

- ✓ There should have been proper stock taking of applications and pendency.
- ✓ Trade Union representatives should follow up on applications to avoid unnecessary delay.
- ✓ Labour card should be distributed in a time bound manner.
- ✓ DLO office should ensure providing more than 200 days work for construction workers.
- ✓ Government should take special attention towards the registered women workers.
- ✓ Board should provide special financial assistance to the unmarried women construction workers for her maintenance for a secured livelihood.
- ✓ General social security measures for eligible women should be undertaken in a campaign mode.

Mrs. Jaya Patra, Construction Worker Salia Sahi, Bhubaneswar

Mrs. Jaya Patra, is a construction labourer belonging to Nimakhandi village of Digapahandi Block, Ganjam. She stays in a rented house at Salia Sahi area with her 2 sons (one of 8 years and another 1 year age) and husband named Tophan Patra. Her husband is also a construction worker. Both are members of Rajdhani Sharamik Sangha. Mrs. Jaya has got labour card bearing No. ORI – KITU 3011/2010.

Her husband who is a construction worker – has got benefits like Cycle, Tools and Safety Equipments and he is using that. Out of her two sons – the eldest is studying in Banishree Vidyamandir Nayapally, Bhubaneswar and till date have not received any education benefit from the Board. During his birth – Mrs. Jaya had also not got any maternity benefit. But during the birth of the second child – she got Rs.5,000/- from the State Govt. under MAMATA and also Rs.10,000/- from the Board via Labour Office. Her younger son is now availing benefit of Anganwadi Centre and she is also getting the benefit of availing rice @ Re. 1/- from the State Government.

Key lessons

- ✓ Women workers are getting maternity benefit both from the State Government under Mamata Scheme as well as from the Board

Suggestions

- ✓ The time for disbursement of any benefit request submitted to the Board should be within 30 days.
- ✓ Government should ensure half wage for a period of 6 months during pregnancy. i.e. before 3 months of delivery and after 3 months of delivery.
- ✓ Women construction workers should be provided all services and entitlements from a single window system.

CUTTACK DISTRICT

Basanti Swain, Construction Worker Satigumpha, Cuttack

Mrs. Basanti Swain of Sati gumpha in Cuttack (age about 52 years) is a group leader of a trade union which was earlier led by Mr. Subash Singh (who is now the Chairman of OB&OCWWB). All though she was not able to recall the name of the union, she says that this union was affiliated to CITU few years back.



Paradoxically she has lots of regrets - although she and her group had made strikes, rallies, meetings earlier for the welfare of workers, all this has been forgotten by the same leaders today.

Many women workers have registered their names in the DLO office at Cuttack, but till date, no body of their basti has been able to avail any benefit from the Board or DLO office. She further says that - how many times can she run to the DLO office leaving her daily work? Officials at DLO office at Press Chhack are very non-cooperative and not attending to their grievances. Since last 7 years we have not received any benefit. Who will take care of it?

Basanti Swain lives in her small Jhupudi (slum house) and managing her life with much difficulty. Her high hopes to get benefits from OB&OCWWB or from labour department has remained a distant dream as she is now unable to put forth her plight to her onetime leader who has migrated to Bhubaneswar for a high post. Without mentioning any name - she points finger to the currently placed high authority in the board for her not getting any benefits although she fulfills all the eligibility criteria.

Key Lessons

- ✓ A woman worker, who was associated with CITU that too of Cuttack city has not been able to get benefits since the last 8 years. This clearly indicates - what might have been the status of women construction workers throughout Odisha.

Suggestion

- ✓ Government should look into the pending cases of applications and dispose it at the earliest.

KEONJHAR DISTRICT

Mr. Bhanja Sai, Construction Worker, Ramchandrapur, Keonjhar

Mr. Bhanja Sai, a 54 year old tribal man has a life full of struggles since he started his life as an earning member from the age of 10. From the early age he started working as a wood cutter and now works as construction worker for his livelihood. His family includes his wife, one daughter and one son. The daughter is married. But the fact is - all the family members are wage earners. They live hand to mouth.

Once a person had come to his village to tell them about the benefit of Labour Card. All filled up the form and each of them paid Rs.300/- to that person, even though no one knew him. Meanwhile, one year has passed away. Of course some people have got labour cards, but Bhanja has not received the card yet. The person who had taken money from him, now asks him to pay Rs.1000/- more to handover the Labour Card to him.

He has no idea about the Board and its role. He has only heard from his villagers that Board issues Labour Card. Since he is now engaged in road and other civil works - he has no time to go to Board Office and enquire about the Card. Moreover, he is illiterate and totally ignorant about the process. He usually gets wage per day @ Rs.180/- to 300/- depending upon the nature of work and the type of employer related in those works.

Key Lesson

- ✓ Poor people are not able to get (at this age of 54 years) Labour Card since one is unable to pay Rs.1000/- to the middle man.
- ✓ This is one of the few examples of the corruption and extortion that is happening in the ground level.



Suggestions

- ✓ Government should provide Labour Card at village level.
- ✓ Pendency of applications have to be reviewed.
- ✓ Wage rate should be increased.

KURMI BHATRA, WORKER, KHALAPAL, GHATAGAON, KEONJHAR

Mrs. Kurmi Bhatra aged 53 years W/o Sagari Bhatra is a wage earner who earns her livelihood by collecting leaves, wood and also working under contractors for earth work and construction (building) works. Even though she has the labour card and the job card under MGNREGS – yet she does not get work and remain idle most of the time.

For the purpose of getting labour card she had spent Rs. 700/- and has obtained benefit worth Rs.5000/- till date – over the last 4 years. Other than this – both she and her husband have got tools and safety equipments. She has already obtained the benefit of Indira Awas and Rice @ Re.1 per month.

Key Lessons

- ✓ Tribal pockets are still underdeveloped and deprived of minimum basic amenities.
- ✓ Work through out the year is not available.
- ✓ Card for MGNREGS and OB& OCWWB card is not sufficient for work as well as welfare measures.

Suggestion

- ✓ Non employment benefit should be worked out.
- ✓ Govt. should support Women SHG for income generation activities. That will help for economic stability.
- ✓ Livelihood security should be ensured through convergence mode.

CHHATRAPUR LABOUR DISTRICT

D. KAMALA, CHIKALKHANDI

Chhatrapur

D.Kamla is the wife of D.Adi Narayan of Chikalkhandi under Chhatrapur labour district. Her card registration number is OR3218500. She is 40 years old. Her husband died one year back. She had made her labour card with the help of AITUC members in 2015. She had applied for a compensation benefit on the death of her husband (30 days after his death on 12th of October 2015). But till now she has not been able to get any financial benefit under death benefit scheme of the board. Her husband D.Adinarayan also had a labour card which he had been able to get with the help of AITUC Union workers.

D.Kamla has no land and therefore is not engaged in agricultural activities. She has only a house at Chikalkhandi to live in. She has 2 daughters and 1 son. She is engaged in labour activities and selling vegetables at Chhatrapur vegetable market. With a meager income she is managing her household with much difficulties. However since her elder daughter Rajeswari is an educated girl and has studied upto graduation level, she has now pursuing the matter of the death benefit and going to DLO office at Chhatrapur frequently.



Kamla has not received any benefits such as educational benefits for the children, although her second daughter Sankuntala is studying in class 10.

She is however getting benefits under other social security schemes such as widow pension.

Key Lessons

- ✓ For the non-literates, assistance of trade union persons for getting financial assistance under death scheme is sought. But the union leaders have not taken up the matter with enough seriousness as a result of which the matter has been under red tape for such a long time.
- ✓ The struggles of a widow to make her ends meet, as well as pursue matters administratively is a huge challenge.
- ✓ Mechanisms of the Board for speedy disbursement of benefits especially for the widows is yet to be established.

DHANI PRADHAN, CHANDRAPARA CHAMAKHANDI, GANJAM

Mrs. Dhani Pradhan, W/o Mr. Duryohan Pradhan aged 45 years is a construction worker and usually does earth work. She has a blend of both positive and negative experiences as a construction worker. She belongs to OBC and economically BPL category. She is illiterate. Her husband is also a construction worker.

House and Living Condition : She lives in a concrete but a small house and does have all basic amenities like bath room, latrine, electricity and peripheral area. Her village i.e Chandrapara is one of the big villages of Chamakhandi Panchayat. She has 3 sons and one daughter. Daughter is married. 2 sons have dropped out from schooling from Standard 7. One son is now continuing in 9th standard. She does not have any agricultural land. Whatever, land she had – has been acquired by the Titanium Company (TATA Group).

Benefits received from the Board : She has been a registered construction worker under the Board. Her registration No. is ORI/LHR – 471/2009. As yet she has received the benefits of Safety equipments; Working tools and Cycle. Apart from this – her youngest son has received Educational Benefits as he is continuing his education. Last year she got her daughter married. Meanwhile, she has applied for the marriage benefits to the tune of Rs.25,000/- but meanwhile 5 months have passed away and she has not yet received that benefit. Still she has good faith of receiving that benefit.

Access to Income and Expenditure : It was observed that Ms. Dhani Pradhan is managing the home. She has own bank account and she very often visits the bank in the context of transactions. She handles bank account and deposit /withdrawal etc. without support of others – even though she is illiterate. She revealed that women get Rs. 200/- to 220/- as daily wage where as male workers get Rs.250/- to Rs. 300/-. Skilled labour are getting Rs.400/- and above per day.

Key Lessons

- ✓ Board should provide financial assistance to the unmarried/divorced/disabled/ destitute and deserted women construction workers for her maintenance
- ✓ Too much delay in the process has created frustration and dissatisfaction amongst applicants. Some of them are even not interested to be registered since they have lost faith on the entire system.

Suggestions

- ✓ Applications submitted for benefits should be disposed as soon as possible.



- ✓ Labour card should be distributed in a time bound manner.
- ✓ Marriage assistance application should be simplified.

GANJAM DISTRICT

G KAMALI, BERHAMPUR, (MARKET SLUM AREA), GANJAM

Mrs. G. Kamali W/o Late D. Rama is a Bamboo Craft Worker who prepares products and sells those at the road side. She is 54 Years (approx) and has one son who helps her sometimes. He also works in a marriage Band Party Group in the city.

Difficulties in getting Labour Card : She has not yet received the Labour Card even though she applied for the same 3 times and every time she had been exploited by the middle man. In fact, one year back she had paid Rs.200/- to man (agent) who fled and then 6 months back she had given Rs.400/- to another person. He also promised and fled. And then 2 months back she has paid Rs.500/- to a known person, who, is a Trade Union Member, but that person is neither appearing nor doing anything. Despite repeated follow up over phone, there has been no progress.

Working and Living Condition : Ever since the last 5 decades her family members are doing this job (Bamboo Craft) as a traditional occupation and maintaining livelihood through that income only. She belongs to SC (Madari) and BPL category. 20 years back, she could earn Rs. 40-50/- per day. But now-a-days she is earning Rs.500/- (approx) per day. Her life on the "road side" will continue further. Her house of bamboo sheets and polythene roof is providing her shelter.

Key Lessons

There has been no effort to include workers other than construction workers.

Women do work in many types of unorganized work which is not listed for the purpose of the Board.

Suggestions

- ✓ Welfare boards should cover all the unorganized workers of all categories.
- ✓ Some officers should visit the urban slums and cover the eligible persons under the Building and Construction Workers Welfare Board.

JAMUNA PRADHAN, PUTTIPADAR, RANGEILUNDA, GANJAM

Smt. Jamuna Pradhan, W/o Late Sushant Pradhan aged at about 42years lives in village Puttipadar. She belongs to BPL category. She got her Labour Card on August 2015. She has also obtained Job Card under MGNREGS. Her daughter Ms. Susmita Pradhan has completed +2 this year and her son Master Sunil Pradhan is continuing education in 9th standard. Her husband has expired 4 months back due to Heart Attack. He was a mason. But now this small family is completely dependent upon agricultural labour.

Her family has applied for death benefit of her husband. But they have, not yet received that benefit from the Board – despite being the card holder. She does not know the details about the benefits provided by the Board. Recently, she has attended training on Benefits of Labour Card and also about the Safety Measures at work place.

Even though education benefit provision is there yet her daughter did not get any benefit during her +2 study. And hence she has not been able to join +3 studies due to financial difficulties.



Key Lessons

- ✓ Compensation against death cases are not disposed off on time. There is delay in disposing the claims of benefit on Education, Health etc. for the workers.
- ✓ The Labour Union should also emphasize and do some progressive work for improving life of workers rather than simply facilitating providing labour card and benefits.

Suggestions

- ✓ Application from women particularly widows should be cleared fast.
- ✓ Labour Office and Panchayat should together to provide work throughout the year.

ANNEX G

KEY INFORMANT INTERVIEWS

JAJPUR DISTRICT

DEBABRAT ROUT, SECRETARY, SAHID BAJI ROUT SHRAMIK SANGH, DHARMASALA, JAJPUR

Sri Debabrat Rout is a young and dynamic social activist cum rural labour leader of Jajpur District, who has been in the trade union movement. He is 35 years old young man having 10 years experience in the field of social development and labour issues.

As the Secretary of Sahid Baji Rout Shramik Sangh, which is affiliated to CITU, he has assisted many rural workers to get 'labor card' from the District Labor Office over the years. He is of the view that the process of providing labor card should be simpler and should not be too much delayed.

Un organized work force : As per the statistical data more than 1 lakh 30 thousand laborers have been registered in the district of Jajpur. Jajpur Road, Sukinda, Chandikhol Crusher area, Jajpur town areas are the main spots for the construction workers. In comparison with men workers, the number of women workers is less. In rural areas of the district, some of the MGNREGS workers also have registered. Government has framed many acts, rules and schemes for safety and security of the unorganized workers. OB&OCWWB is one of the vital and apex body to assist thousands of construction workers, said Mr Rout.

Condition of women workers : Mr Rout explained about the condition of women workers in the district. He said that illiteracy and ignorance is the major problem for which the women workers are unable to know about the various benefits they are entitled to. Therefore, they are always dependent upon others to avail the benefits. In the illegal mining and crusher sector, the employers do not desire that the workers be registered. Therefore, the employer usually does not help the worker to get the labour card. This situation is faced by both male and female workers.

Role of Board & State Govt : Although the Board has huge funds, it has not been able to provide proper benefits to construction workers as perceived. According to him Government is making very prominent announcements without any proper notification and field implementation structures. The IEC component of the schemes and various welfare measures made for the workers is very poor in the district.

Suggestions

- ✓ There should be adequate manpower at the District Labor Office to ensure quick disposal of applications of the laborers. There should be block level Labour Information Office to manage all welfare measures in general and for the women workers in particular.



- ✓ There should be intensive IEC activities to educate both union members and construction workers.
- ✓ Political parties should not use the benefits of various schemes for their vote bank and political strategy.

MR. SATYA SWARUP SAHOO, POLITICAL LEADER, RASULPUR BLOCK, JAJPUR

Mr. Satya Swarup Sahoo aged about 52 years is a leading grassroots level political worker of Dharmasala area of Jajpur district. He is also a PRI member of the location. He has the track record of being Sarpanch, Panchayat Samiti Member and Zilla Parishad Member.

He is a very pro people leader and is famous as a good orator and a good leader of the locality. During his period of leadership as Sarpanch and Zilla Parishad Member he has done a lot of public welfare work.

During 2012 to 2017 he was the Sarpanch of Kalan GP under Rasulpur Block. During this tenure, he has coordinated with labour unions and has enabled hundreds of labourers to get labour card. He had also pursued on women empowerment and especially also empowerment of working groups (i.e. labour) by coordinating with the local level voluntary organizations, media persons and local authority. He used to accompany the public to submit their memorandum and demands before the Collector and other authorities. Many unorganized workers from different parts of Jajpur district are working in Sukinda and Kalinga Nagar areas.

Regarding Board : Board has introduced a good number of pro-worker beneficial schemes like tool, safety equipment and cycle for workers, education, health, marriage and funeral support to workers. But, many non workers are also intruding in this process in unfair manner and are availing benefits. Till date 1,30,000 workers have registered as Construction Workers out of which Women workers are near about 30,000. Government is collecting good amount of Cess from our locality.

Suggestions

- ✓ Sarpanch should be given power to certify a worker to avail labour card. This will reduce the delay in process as well as the corrupt practice.
- ✓ The workers who are doing work in different fields (as per work availability) like Mining, Road Construction and Agriculture etc. should be included in the purview of "Other Construction Workers".
- ✓ More attention towards safety and empowerment of Women Workers should be given. There should be rest shed at work place. Women workers should be trained on Labour Card application procedure and benefits from that etc.

MR. DHARMENDRA KUMAR MALLA, LABOUR CONTRACTOR, REKIDEIPUR, SUKINDA, JAJPUR

Mr. Dharmendra Kumar Malla is a Contractor in Mining Sector since last 20 years. At present he works with TATA and JINDAL and NILANCHAL ISPAT in Kalinga Nagar area. He provides casual labour for short term work. He is not a permanent empanelled Contractor.

In the beginning of these industries, he used to provide labour for construction of boundary, erection of electric pole, construction of interim roads and developing garden in the peripheral area. Thus, as a matter of fact – he not only provides unskilled construction workers but also skilled technicians like Electricians and Electrical Technicians.

Number of labour – both skilled and unskilled are in touch with me and in the pool of labour force – said Mr. Malla. However, in many cases – we have witnessed that some workers develop link with officials and contractors within the company and industries premise and even manage either to get work every day or get appointment as permanent workers. In all these cases, they do not need our help. Thus, through their initiative – some labour from unorganized sector – gets turned as labor of organized sector and get permanent employment.

Many labour from Sukinda and from different parts of Odisha are in Kaliapani area of TATA Mines and are engaged as permanent labour.

The safety equipments and tools used by the labour are generally provided by the Contractor but in many cases the labour are found to be careless to use that and even they neither demand nor even purchase in case the equipments and tools becomes non suitable for use – due to wear and tear.

Since last 5-6 years, we have come across the concept of Labour Card. Many of our labour have also been provided with Labour Card as registered labours and are availing benefits as a Registered Labour from OB&OCWW Board. All these labour get their remuneration - either weekly or monthly. In almost all cases – the payment is done as per the availability of fund. All these workers get charges @ Rs.250/- to Rs. 650/- depending upon their nature of work including overtime involved.

Suggestions

- ✓ Government should form Board for Mining Workers, NTFP and Minor Forest Produce pluckers and collectors groups.
- ✓ Payment to Contractors should be on time so that labourers can be paid.

KHURDHA DISTRICT

SRJ. PANCHANAN KANUNGO FORMER FINANCE MINISTER, GOVT. OF ODISHA

The Building and Other Construction Workers' (Regulation of Employment Condition of Service) Act, 1996 is one of the labour friendly acts and it should be properly implemented by the state government. All the Labour Unions, Labour Organizations and other social organizations should disseminate the information on the provisions of the Act, said Panchanan Kanungo, former Finance Minister, Government of Odisha.

Suggestions

- ✓ Government Gazette notification should be published as quickly as possible, just after the high level announcement by CM or any other minister on any scheme for the labourers.
- ✓ As per the section- 4 of the Act, Govt should constitute a State advisory committee, which will constitute of a Chairperson, one nominated member from central government, chief inspector as ex-officio member, other members from employer, workers, architects, engineers etc. It should not exceed 11 and not less than 7. This committee should advice the govt for the betterment of the construction workers and the Board should not act as the agency of any political party.
- ✓ As it has been observed that more than 11 hundred crores of rupees is already with the Board but till now only 3 hundred crores of rupees has been disbursed to the construction workers in different schemes. A proper evaluation should be conducted regarding why this fund meant for workers is not being disbursed.
- ✓ There should be adequate manpower at the District Labor Office to ensure quick disposal of applications of the laborers, who are applying for labour card and financial assistance.



- ✓ There should be plenty of IEC materials and educative programmes for both union members and construction workers regarding different schemes and financial support provided by the Board.
- ✓ Board should be pro active in case of women construction workers. It is not possible in case of women workers to come to the DLO office frequently to know the status of their application.
- ✓ Some structural reform is highly necessary in OB&OCWWB and DLO office. Due to lack of manpower thousands of application has been piled up in DLO office. The process of registration may be decentralized.
- ✓ The Act is silent about the pregnant construction workers. 50% wage should be provided or 6 months financial benefit may be disbursed to them.
- ✓ Special attention should be given on pension schemes and the delivery mechanism should be pro labour also.
- ✓ Board should be free from Political interference.
- ✓ Monthly disbursement report at DLO office and Board office level should be made available.

MS DHARASHREE MOHAPATRA, ALO, KHURDA, BHUBANESWAR

Ms. Dharashree Mohapatra, Assistant Labour Officer, Khurda district has good understanding and deep knowledge regarding the labour problems. She is a pro active officer and very progressive to sort out various labour problems.

Unorganized Workforce- As per Ms Mohapatra total number of registered workers are near about one lakh twenty thousand in Khurda district alone. Out of them 15,359 construction workers have received different benefits during the period 1st April 2016 to 28th February 2017. Apart from this number of registered workers, there are also large number of unorganized laborers who have come from different places of Odisha, those who are yet to be registered.

Announcement and Notification- Government is announcing and promising many new schemes for welfare of the workers, but proper notification is not being made on time. She cited the example - "Educational benefits for 6th and 7th class girl students were announced in the year 2016 May, but notification came only recently i.e. that is in the month of March 2017, almost a year later." She also said that most of the beneficiaries are of the opinion that disbursement mechanism of benefits under different schemes is very complex by nature and needs to be made simple. On this issue discussion is on with the higher officials of the department

Office management Issue- At the moment the DLO office is facing many challenges due to staff shortage. "Every day we are handing thousands of applications for new registration, applications for availing benefits, scrutinizing the applications, visit to different field areas and addressing the conflict situations as well as day to day official work. This type of work load is beyond the capacity of present office personnel," that she said with utmost anxiety.

Issues related to women workers - Women workers are not only working in the field of construction sectors but also doing their job in different fields of unorganized sector from domestic works to scavenging and from agricultural field to mining. OB & OCWW Act is only meant for construction workers and other workers that is mentioned in the Act. This act does not cover all the workers of the unorganized sector.

Illiteracy, ignorance, male dominance, hesitance for repeated visits to Labour Office, domestic responsibilities, poverty, low wage, lack of safety and security in different worksites are some of the major problems that the unorganized women workers are facing in their day to day working life.



Schemes and Provisions of the Board- For the first time Board has enacted and implemented various schemes and measures for the welfare of construction workers and for other registered workers. Right from safety equipments to accidental benefit for the worker and educational and marriage support to the children of the workers and many more support are being provided to the beneficiaries. Other benefits include Bi-cycle, Working tools, safety equipments, Maternity benefit, Nirman Shramik Pucca Ghar Yojana (NSPGY), NSPY, etc. There some girl child and women specific Schemes too.

Funds are not a constraint on the part of the Board but due to lack of coordination and other administrative problems there has been delays in giving benefits to the workers.

Suggestions

- ✓ State level Board office and all the DLO offices should be well equipped with adequate personnel.
- ✓ It will be better if the disbursement activities of the Board is separated from the DLO office.
- ✓ Proper guidelines of different schemes should be prepared and circulated to all the DLO office to prevent confusion amongst officials.
- ✓ Purchase of working tools, cycles and the verification parts should be simpler and transparent.
- ✓ Role of workers union should be made clear, more specific and transparent.

MS MANJULA MANJARI MISHRA, SECRETARY, RAJADHANI SHRAMIK SANGHA, BHUBANESWAR.

Ms Manjula Manjari Mishra is the Secretary of Rajadhani Shramik Sangha, which is situated at Saliasahi area of Bhubaneswar. The Sangha got registered on 13th Sept 2012 as a Labour Union.

Rajadhani Shramik Sangha is assisting labourers in getting their labor cards for the people who belong to the areas of Khurdha, Nayagarh and Cuttuck district, apart from helping Saliasahi basti workers of Bhubaneswar.

Getting a labour card is a very delayed process, says Ms Mishra and this is due to many factors such as lack of manpower at the DLO office as well as the delays in verification and data entry in computer. Despite this, Rajadhani Shramik Sangha has been able to distribute 6500 labor cards till date. She further says that the board should give the card within 45 days.

Regarding various benefits provisioned under the Labour card holder, she said that the picture is dismal and it takes excessively a long time to get the monetary assistance from the Board even if the beneficiary gives application on time. To illustrate her statement she cites the example of educational assistance for the children of some of the women labor card holders. She said that it takes almost one to two years time to get the educational assistance. Due to this the family faces a lot of hardships for the education of their children. She wonders about why so much of delay is taking place at the DLO office for the educational assistance.

Suggestions

- ✓ Board should be separated from the Labor office. It should have its independent office and separate staff to manage the day to day affairs.
- ✓ OB & OCWWB should have their grass root staff at District and Block Level.
- ✓ Educational assistance to beneficiaries should be given within 60 days from the application date.
- ✓ Marriage assistance process should be simplified & affidavit should be accepted as proof.
- ✓ There is need for massive awareness through TV and other media amongst workers about the various welfare measures.



- ✓ New labor unions should be encouraged and given due attention at the DLO office.
- ✓ There should be appropriate training to members of Unions on labour card application & related issues.

MS. MONALISA NAYAK, ASSTT. LABOUR OFFICER, DISTRICT LABOUR OFFICE, CUTTACK

Ms. Monalisa Nayak, Asstt. Labour Officer of Cuttack District is in the present position since September 2013. Within 4 years of her job – she has a number of experiences of different dimensions - starting from disposing the cases of labour issues to visiting the Government and Non Government Mega Constructions Sites from where cess is collected.

Unorganized Work Force : All infrastructure development works undertaken in Cuttack – especially in Cuttack Municipal Corporation area, right from road construction and environment cleaning works and from construction of houses to construction of bridge etc. involves involvement of unorganized labour.

From the records of registered construction workers in Cuttack Labour Office, it is learnt that there are more than one lakh construction workers. Out of them near about 20 thousand are female workers. According to her, the unorganized workers are from areas like Athagarh, Banki, Khuntuni as well as from different parts of Ganjam and Mayurbhanj. Moreover, as many workers from Odisha are migrating to other States, so also some labours are also migrating from Andhra Pradesh (nearby districts of Odisha) to work in different sectors.

Assistance by the Board : The operation of Odisha Building & Other Construction Workers' Welfare Board is a great source of support for the construction workers. It not only extends support to the workers for eg education of the children but also extends assistance towards funeral expenses both in cases of normal and accidental death. Other benefits include marriage assistance, maternity benefit, medical treatment, housing scheme, drinking water outlet, construction of rest shed and lots more.

With reference to Women Construction Workers : Registration of women workers as against the male workers is less. But now it is noticed that application by women construction workers are increasing day by day. The registered women are getting the benefits properly.

Suggestions

- ✓ Different provisions developed by the Board for Labour is excellent and the District Labour offices are working hard for quick disbursement. But due to lack of adequate staff – some cases are getting unnecessarily delayed. Government has to look into the matter to deploy adequate staff as per requirement.
- ✓ Only the building construction workers and others who are within the purview of OB & OCWWB – should be registered.

ADVOCATE MR. SAROJ PADHY, LABOUR CONSULTANT, CUTTACK

Mr. Saroj Padhy is a well known Advocate who handles Labour and Legal Rights cases in Odisha High Court. He has been in this profession since the last 15 years. Till date he has handled more than 100 cases related to labour issues and more than 200 cases related to Central and State Government Employees.



The Odisha Building and Other Construction Workers Welfare Act was enacted during 1996. But the Rules were framed in Odisha during 2002. However, the provisions for the benefits started since 2008. And practically speaking this has started working effectively only since 2014. So the long time delay in framing and rolling out schemes is a reflection of the lack of sensitivity towards the development of the Construction workers and the poor labourers.

Till date more than 1100 cores is available with the Board, collected through Cess. Government has not contributed a single pie to this fund. Unfortunately, disposal of funds through different schemes framed by the Board is not at all satisfactory, he said.

Suggestions

- ✓ Expenditure norms of the cess collected should be made, for eg specific allocations towards the implementation of the welfare schemes and other expenditure if any.
- ✓ All demands – even starting from issue of labour card to disbursement of benefits need to be disposed off within a stipulated time frame. This will reduce the scope for corruption and exploitation.
- ✓ Loan provision for the labourers in need to be introduced. This will help them to arrange alternative source of income during their off season.

KEONJHAR DISTRICT

MR.UMAKANT JENA,ASSTT.LABOURCOMMISSIONER, OFFICE OF THE ASSTT.LABOURCOMMISSIONER, KEONJHAR

Mr. Umakant Jena took pride to say that – Keonjhar office has been an ideal and rather a pride in the context of handling labour issues and disbursing benefits to the construction workers. As a result, Kenjhar district has been awarded Rupees One Crore by Hon. Chief Minister of Odisha on 1st May 2017 i.e. on International Labour Day.

Suggestions :

- ✓ All district officers should be pro active.
- ✓ All the Trade Unions should act in accordance with the rules and provisions in the Act
- ✓ The workers coming under the purview of the Act, should come and ensure their registration and obtain benefits

MRS. LEENA ROUTRAY, WELFARE ADMINISTRATOR, OFFICE OF THE ASSTT. LABOUR COMMISSIONER, KEONJHAR

In the context of collecting the status of registration and benefits availed by the Women Construction workers – the interview with a Women Administrator of Keonjhar was really meaningful. Mrs. Leena Routray is a qualified lady, MA in Anthropology from Utkal University, joined job since 2009.

It is noticed that there was no crowd of Trade Union Leaders and Construction Workers in and around the Labour Office. The Labour Office does have good liaison and rapport with line departments such as School & Mass Education; Health & Family Welfare and even the Heads of different Colleges, Hospitals etc. The office has expedited disposal of benefits to the applicants in a time bound manner. District administration has played a very proactive role.

Due to timely disposal of benefits to the applicants in a legitimate manner, this office has been commended and awarded by the Collector of Keonjhar this year on event of May Day.



Suggestions

- ✓ The office is in need of more staff. That will ensure early disposal of cases and expedite disposal of benefit claims submitted by the Construction workers.
- ✓ Interface of Labour Office personnel with Officials of Line Departments need to be done at least once a year. This will ensure quick and early disposal of cases and benefits claims.
- ✓ Team effort at all levels (in all districts) should be promoted. That will ensure better performance.

CHHATRAPUR LABOUR DISTRICT

MS.SWATILAGNA PADRA, INSPECTOR, DLO OFFICE, CHHATRAPUR

Ms Swatilagna Padra one of the young lady officials is working in Chhatrapur DLO office as Labour Inspector. At present the DLO of Berhampur is in charge of Chhatrapur DLO. Both Chhatrapur and Berhampur Labour district labour registration percentage and it is noted that the percentage of women construction workers is much more than men workers. Ganjam district has a sizeable numbers of registered workers.

During our discussion she pointed out some of the problems in the unorganized labour sector and particularly with regard to the different pro labour initiatives taken up by the OB & OCWWB. She shared her experience and gave different suggestions.

Suggestions-

- ✓ The process of registration should be changed, because most of the Unions are taking high service charges, which is totally illegal, from the workers and unnecessarily the DLO office is being defamed. It should be strictly checked and stopped as early as possible.
- ✓ Opportunity and avenue should be created for alternative free and fair ways of registration.
- ✓ In the current process when the Unions are certifying the status of a worker, there should not be any further scrutiny as it is a waste of time and human resources.
- ✓ IEC materials, public camps, conflict resolution meetings should be organized for the propagation of Board's objectives, schemes and different financial assistance.
- ✓ Staff deficiency problems should be addressed with providing good infrastructure also.
- ✓ The women of Ganjam are more empowered and industrious also. Therefore proper facilities should be provided for their prosperity.

ADV. KUSH KUMAR BEHERA, CHHATRAPUR, GANJAM

Advocate Kush Kumar Behera, deals with legal matters of construction workers in Chhatrapur Court since the last 5 years even though he is associated with Social Sector since the last 15 years.

Chhatrapur labour district does have a record of more than one lakh labourers being registered as construction workers – the major chunk of which constitute – “Women Labour”. The bulk of Unorganized labour in Ganjam district migrate to different places in India that include – Surat, Mumbai, Kolkata, Bangalore, Chennai, Kerala and Goa.

Regarding the Board : Odisha Building and Other Construction Workers Welfare Board (OB&OCWWB) is one of the premier agency that takes care of the construction workers in Odisha. As it is known – the Board has generated 1100 Crores meant for the welfare of construction workers. But unfortunately, that fund is kept idle & due to various obvious reasons (corruption, redtapism, negligence & indifference on the part of Govt.) only 300 crores have been utilized. However, it is more unfortunate



to note that 150 (approx) Crore out of that 300 Crores has been released to the Panchayati Raj & Urban Housing Development Department for construction of houses, of which there is no monitoring.

Apart from this – majority of unorganized labour including the construction workers do not have any idea or knowledge about the different schemes that ensure benefits to the unorganized labour. The Act and Rule appears to be pro labour, but the implementation part is totally unfair and it has been known from the reliable sources that, a large number of labourers registered are fake. States like Kerala, Maharashtra, Karnataka and Andhra Pradesh – are progressive in respect of implementing the Construction Act in pro labour manner.

Suggestions

- ✓ The Construction Workers Act need to be implemented rigorously and that too in pro labour manner.
- ✓ Proper supervision and periodic assessment of the expenditures incurred out of the Board fund should be done.
- ✓ Special plan of action needs to be done and accordingly arrangement should be done in such a manner that Women workers need not visit the labour office repeatedly to get access to the privileges meant for them.
- ✓ The corrupt practice of charges by the Trade Unions from the labourers during the process of their registration – need to be curbed. The culprits need to be punished in exemplary manner.

GANJAM DISTRICT

MR. SHIBA SHANKAR SAHOO, DLO, BERHAMPUR, GANJAM

Mr. Shiba Shankar Sahoo, a young and dynamic officer is working as District Labour Officer at Berhampur since last 2 years. He also officiating the office of District Labour Officer of Chhatrapur.

During interaction with him, it was found that he is very pro-labour who does have interest to sort out issues and problems of the Labourers. .

Nothing can be thought and even done without considering the matters and cases of the labour force in Ganjam district including Constructions Workers – said Mr. Sahoo.

The moment government has adopted schemes such as extending benefits to the construction workers in varied fields i.e. in education and marriage of their children, tools and other benefit packages etc. to labourers, our responsibility has increased a lot and rather that has made us to work in very sensitive and sincere manner. I do very well understand the importance and gravity of my work in this context.

Suggestions

- ✓ All people – who are even not labourers – are applying for labour card and registration. That unnecessarily creates work load and delay in scrutiny for the eligible labours. Proper scrutiny should be done to select eligible beneficiaries by the Trade Unions and other certified employers.
- ✓ Sufficient (especially as per sanctioned strength) staff need to be deployed.
- ✓ More propagation, awareness generation and knowledge building need to be done through mass media, Hoarding, IEC materials and public awareness campaigns including Road Shows and Nukkad Nataks etc.



MR. BALAJI MOHANTY, PRESIDENT, GIRI MALLIKESWAR NIRMAN MAZDOOR SANGHA, PATRAPUR, GANJAM

Mr. Balaji Mohanty came across the study team while the Team had a visit to the Office of Berhampur Labour District. He is the president of Giri Mallikeswar Nirman Mazdoor Sangha, Patrapur, which was registered as a Mazdoor Union during 2012 vide Registration No.460/JYP. During this period, it has a base of 5000 members that includes 3500 female members. Out of which only 700 have got Labour Cards.

In Ganjam – female labour is more than the male labour force. And as such, more than 30 labour unions are working in Berhampur Labour district. Many and much varieties of work can be done by organizing them, he suggested.

Even though online system of applying for Labour card has been introduced – still there is delay in disposal of cases by Labour Officer due to shortage of staff. Even though we are helping the labourers by filling up their application and submitting their application with utmost sincerity – yet they do not understand the fact and get annoyed with us, told Mr. Mohanty.

Issues of Women Workers : Women workers are liable to get benefit as per the provisions of the Act. Especially with reference to Education of their Children, Marriage of their Girl Child and Pregnancy benefit (under Mamata Scheme, JSY and under the Board scheme).

But many women are deprived of it – women are not applying, even applications are not disposed off on time. In many cases we pursue for payment by regular contact with the concerned department.

Even at the construction site – many requisite facilities like Rest Shed, Drinking Water and Toilet etc. are not available. All these cause typical embarrassment as well as cause health hazard for women. Many women members of our union are complaining on this.

Suggestions

- ✓ Labour Card should be issued maximum within 60 days of application
- ✓ All benefits should be assured within 45 days of submitting the application
- ✓ Government should allocate more time and money on awareness generation and knowledge development on OB&OCWWB and involve Labour Unions in improving and increasing public awareness regarding different schemes.
- ✓ There should be block level Labour Information Office to manage all the welfare measures in general and women workers in particular



References & Readings

- ◆ Anand, Vijayanta 1998, "Advocating for the Rights of Construction Workers: Nirman's Experience", The Indian Journal of Social Working, 59(3)
- ◆ Breman, J. 1996. "Footloose Labour: Working in India's Informal Economy", Cambridge University Press, Cambridge.
- ◆ Census of India, 2011, Population Enumeration Details, <http://censusofindia.gov.in>
- ◆ Chandrashekhar, C. P. and Jayathi Ghosh. 2007. Women workers in urban India. http://www.macrosan.com/fet/feb07/fet060207Women_Workers.htm.
- ◆ Condition of Workers in Unorganized Sector, 2007, Report of National Commission for Enterprises in Unorganized Sector
- ◆ Dileep Kumar, 2012, Inimitable Issues of Construction Workers: Case Study, https://www.researchgate.net/publication/259296460_Inimitable_Issues_of_Construction_Workers_Case_Study
- ◆ Das, Lipishree Das, Work Participation of Women in Agriculture in Odisha, IOSR Journal Of Humanities And Social Science (IOSR-JHSS) Volume 20, Issue 7, Ver. III (July 2015), PP 66-78
- ◆ Dutta, Shantanu. 2009. 'Silent labour', http://fifthwiseman.blogspot.com/2009_01_archive.html
- ◆ Ghosh, R. 2004. "Brick Kiln Workers: A Study of Migration, Labour process and Employment", NLI Research Studies Series No 57/2004, V.V. Giri National Labour
- ◆ Government of India (2008) Social Security initiatives in the unorganized sector, Ministry of Labour and Employment, New Delhi.
- ◆ Government of India, 2009, Statistical Profile of Women labour, 2007-8, Department of Labour
- ◆ Government of India, 2014, Statistical Profile of Women labour, 2012-13, Department of Labour.
- ◆ Govt. of Odisha, 2005, Gender Profile
- ◆ Gupta, J. 2003. "Informal Labour in Brick Kilns: Need for Regulation", Economic and Political Weekly, August 2.
- ◆ ILO (2002) Women and Men in the informal Economy, A statistical picture, International Labour organization, Geneva.
- ◆ ILO, 2016, Indian Labour Market Update
- ◆ India Labour Market Update, July 2016, ILO, P3
- ◆ Kalpana devi, U.V. Kiran, (2013), Status of Female Workers in Construction Industry in India: A Review, https://www.researchgate.net/publication/264534904_Status_of_female_workers_in_construction_industry_A_review
- ◆ Karhad B. D, 2014, Study on problems of women workers in Construction industry, Journal of International Academic Research for Multidisciplinary, Volume 2, issue 4, may, 2014
- ◆ Labour Bureau 1979, Report Survey of working and living conditions of workers in unorganized sector of industries- Building and construction industry in Delhi, Labour Bureau, Ministry of Labour, Government of India, Chandigarh/Shimla.
- ◆ Labour Bureau 1992. "Report on the Working and Living Conditions of Workers in Handloom Industry in India", Labour Bureau, Ministry of Labour, Government of India, Chandigarh/Shimla.
- ◆ Labour Bureau 1995. "Report on the Working and Living Conditions of Workers in the Unorganised Sector, Beedi Industry in India", Ministry of Labour, Government of India, Shimla/ Chandigarh.
- ◆ NSSO 61st (2004-05) Round Survey on employment-unemployment, NCEUS reports on Definitional and Statistical issues relating to the informal economy (NCEUS 2008).
- ◆ Pais, J. 2002. "Industrial Structure and Industrial Employment in India in the era of Liberalisation and Globalisation: A Study of Workers in the Leather Accessories Manufacture in Dharavi, Mumbai", Presentation June 12, OXFAM GB, New Delhi.



- ◆ National Commission for Enterprises in the Unorganised Sector (NCEUS), 2007. Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector
- ◆ National Commission for Enterprises in the Unorganised Sector (NCEUS), 2009. *Report on Challenges in the employment in India- an informal economy perspective.*
- ◆ National Commission on Rural Labour (NCRL) (1991), Vol. Part II, Reports of the study Group on Migrant Labour, Government of India, Ministry of Labour, New Delhi
- ◆ Ruchika Choudhury and Sher Verick, Female Labour Force Participation in India & Beyond, Asia Pacific Working Paper Series, ILO, Oct.2014).
- ◆ Sansristi, 2007, Impact of increasing migration on women of Odisha, National Commission for Women, <http://ncw.nic.in/pdfReports/NCWMigrationReportOrissa.pdf>
- ◆ Sarde, Sudarshan Rao. Migration in India-Trade Union Perspective in the context of Neo-Liberal Globalization. (www.migrant_workers_in_India.pdf)
- ◆ Second National Commission on Labour (SNCL), (2002) Report of the National Commission on Labour, Volume I (Part-I), Ministry of Labour, Government of India
- ◆ Singh Mor, D.P, 2001. 'Women and unorganized sector', Social welfare, Vol.48, No. 9. Mumbai.
- ◆ Sonali Das, Sonali Jain-Chandra, Kalpana Kochhar, and Naresh Kumar , 2015, Women Workers in India: Why So Few Among So Many?, IMF working Paper for Asia-Pacific
- ◆ Srinivasan S, Illango P (2012) , 'A Study on the Problems of Migrant Women Workers in Thuvakudi, Trichy District, https://www.researchgate.net/publication/236325883_A_Study_on_the_Problems_of_Migrant_Women_Workers_in_Thuvakudi_Trichy_District
- ◆ Srivastava, R. 2005. "Bonded Labor in India: Its Incidence and Pattern" In Focus Programme on Promoting the Declaration on Fundamental, International Labour Office Cornell University Year 2005
- ◆ Srivastava Ravi & Rajab Sutradhar,(nd), Migrating out of poverty ? - a study of migrant construction sector workers in India, Institute for Human Development, N. Delhi.
- ◆ Suryanarayanan, S.S. 2004. "Labour Laws, Contractual Parameters and Conditions of Construction Workers: A Study in Chennai", NLI Research Studies Series No 50/2004, V.V. Giri National Labour Institute, Noida Uttar Pradesh.
- ◆ T. Thenguzhali, and Dr. P. Veerachamy, 2015, Occupational Health Hazards of Women Construction Workers: A Critical Survey of the Literature, Language in India, Vol. 15:8 August 2015
- ◆ Tiwari, G., Gangopadhy, P.K. (2011), A review on the occupational health and social securities of unorganized workers in the construction industry, Indian Journal of Occupational and Environment Medicine.
- ◆ Tripathy (Ed), ' Unorganized Women Labour in India', New Delhi, Discovery publishing house, pp: 92-98.
- ◆ Tripathy S.N. (1996) 'Women Labour in Construction Sector, A Study in Orissa' in S.N
- ◆ Vaid, 1997. "Contract Labour in the Construction Industry in India", NICMAR Publication Bureau, National Institute of Construction Management and Research





Consultation meeting in Public Administration Department of Utkal University, Bhubaneswar



Stone Crusher Site, At Nanpur, Badachana Block, Jajpur District.



FGD at Nazarpur, Padhan Sahi, Jagatpur, Cuttack District



Meeting of Women Construction Workers.



FGD at Bemdeipur, Rasulpur Block, Jaipur District.



FGD at Jasuapur, Baliana Block, Khurdha District.



Bamdeipur Women Construction Workers with their labour cards.



FGD at Chikalkhandi, Chhatrapur Block, Ganjam District.



FGD at Kachara Village, Rajpura GP, Chhatrapur



FGD at Jugudi, Kukuldahandi, Ganjam



FGD at Chhatrapur, Ganjam



FGD at Panchama, Randha GP of Ganjam District,



FGD at Putipadar, Ganjam



Sabitri Mallick, Bamdeipur, Jajpur



Dhani Pradhan, Chandrapura, Ganjam



G Kamali, Berhampur, Ganjam



Laxmi Champla at crusher site, Nanpur, Jajpur



D Kamala, Chikalkhandi, Chhatrapur



Jamuna Pradhan, Putipadar, Ganjam



Stone Crusher Unit