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WOMEN CONSTRUCTION WORKERS : WITH PARTICULAR
REFERENCE TO LEGAL SECURITY AND SOCIAL JUSTICE :
A CASE STUDY OF DELHI.

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I : INTRODUCTION, OBJECTIVE, METHODOLOGY

The construction industry is one of the major contributors to the national economy. In terms of employment it is the second largest industry in India, providing employment directly and indirectly to a large number of workers in rural as well as in urban areas.

According to the 1971 census, in the total work force of 180.49 million, there were about 2.22 million workers (2.02 million males and 0.20 million females) employed in various construction activities in India. Of this, 65.1 thousand (59.4 thousand males and 5.7 thousand females) were employed in Delhi.

Nature of Construction Employment

Employment in construction industry is temporary, intermittent and subject to constant change in working sites. In India this industry is still primitive in its functioning. Except on very big sites there is a conspicuous absence of any use of technology. The industry is labour intensive and depends heavily on unskilled labour. To make one skilled worker productive, about ten unskilled workers are provided to him. Hence, even a construction company with adequate capital and technical resources cannot succeed unless it has access to a sizeable unskilled labour force.

The unskilled workers are mainly drawn from the surplus labour force in rural areas. The majority of them are landless agricultural workers or marginal farmers, who take up construction work to supplement their earnings from agriculture. Most of these workers migrate from neighbouring states. Explaining this phenomenon of migration it has been said, "The proximity to urban industrial concentration and major construction sites is a strong pull factor for migration". (Gosal and Krishan, 1975).

Recruitment : System of 'Jamadar'

The workers are generally brought to the construction site by intermediaries known as jamadars. The system of recruiting workers (especially unskilled) through a jamadar is a characteristic feature of the construction industry. A contractor's major concern is to obtain a contract and to execute it in the shortest possible time. In order to complete his assignment he must either retain a sizeable number of workers, or have them available at short notice. In such a situation he finds middle men very useful. The jamadar may or may not be an employee of the contractor, but he is personally known to the workers, as they often belong to the same village. On getting a new contract the contractor intimates the jamadar. The jamadar brings the required number of workers, retains them during the period of contract and brings them back to the

contractor when he is given a new contract. The jamadar makes advance payments to bind the workers to work for him. Once a worker accepts 'peshgi' or advance, he is under obligation to continue with the jamadar. The jamadar thus acts a guarantor of the money advanced by the contractor, ensures workers availability and acts a link between the two.

Wages :

All the workers on the construction sites are employed on daily wages. This is regulated by the Minimum Wages Act, 1948. The minimum wages are determined in each state on the basis of the recommendations made by a committee appointed by the state government. Various studies done on workers in the construction industry in Delhi and elsewhere have established the fact that the workers were paid by the jamadar, after deduction of his commission and that although the workers were employed on daily wage, the payment was usually made fortnightly

Legal Frame Work :

The construction workers are by and large, casual employees and hence outside the purview of such protective labour laws as are applied to organised labour in other fields. The only labour laws applicable to the building industry which have a bearing on the working conditions of labour are :(i) The Contract Labour (Regulation and Abolition) Act of 1970,

(ii) The Minimum Wages Act, 1948, (iii) The Workmen's Compensation Act, 1923, (iv) Inter-State Migrant Labour Act, 1980. The rules framed under the Contract Labour Act (1970) state "If any of the facility mentioned in the sub rule (1) is not provided by the contractor within the period prescribed the same shall be provided by the principal employer within seven days of the expiry of the period laid down in the said sub-rule". The Act lays down the standards of working conditions and the health and sanitary arrangements to be provided by the contractor on the work site. These include: (a) working hours, (b) rest hours for adults and children, (c) first aid facilities, (d) shelter, (e) drinking water, (f) washing and bathing facilities, (g) latrines and urinals for men and women, (h) canteen, (i) housing facilities, (j) creches, etc. In actual practice there is a conspicuous absence of implementation of any of these laws or rules. For years these laws have just remained on paper. A worker cannot fight for his rights because he is economically weak, illiterate, simply not aware of his rights and, most important, he is unorganised.

Women Construction Workers :

The present characteristics of the industry (temporary, seasonal, unstable, unorganised, low wages, no facilities, etc) compel the unskilled workers to encourage their women folk and sometimes children to join the industry in order to augment their incomes.

As per the 1971 census, there were 0.2 million women employed in the construction industry in India. Of this, 5.7 thousand were employed in construction activities in Delhi. According to one estimate (Mathur, 1979) the proportion of women construction workers varied from 10 to 20 per cent at different sites in different states of India. All women workers were engaged in unskilled work. Women, one study states, are employed at construction sites because they are cheaper, accept jobs men are reluctant to undertake and because 'they are docile' (Ranade, 1975).

Whatever the reasons for employing women, there can be no doubt about the fact that if the working and living conditions at construction sites are bad for men they are worse for women workers. As Bhatt (1980) has described, the hard struggle that men face in a life of poverty is only harder and more cruel for women in the same circumstances. They have greater responsibilities and constraints than men have.

In many cases if a man does not get enough to eat, his wife gets even less; she is the one who wakes up first and goes to bed last. Along with reproductive and other family responsibilities women have to work hard to supplement the family income. Construction women workers are forced to live and work under extremely difficult conditions.

Women in the Unorganised Sector :

According to the 1971 census, the work force participation rate of women in urban areas (taking all age groups into consideration) was only 6.6 per cent compared to 43.8 per cent for males and 13.1 per cent for rural females. The picture changes dramatically if we focus only on the urban poor, that is, slum and pavement dwellers in major cities. The vast majority of women from low income groups exhibit significantly higher employment rates than their counterparts in middle and higher income group. In Delhi, for example, a comprehensive survey of squatter settlements (Singh and D'souza, 1973) found 38.4 per cent of the adult females employed (compared to 93.3 per cent of the adult males), of which 65 per cent were engaged in construction work; 23 per cent were in miscellaneous unskilled work (mainly domestic service, it can be assumed); 6 per cent were in petty business and trades and 4 per cent were in work involving traditional trades and skills.

As can be seen, most women in urban areas are employed in unorganised sectors, characterized by the absence of any protective measures. The living and working conditions for women workers in any unorganised sector, irrespective of the nature of work, tend to be similar.

Gulati (1979) studied women workers in the brick industry and reported that they were employed exclusively for carrying head loads, while all the skilled and semi-skilled work like moulding, shaping, etc. was done by male workers. As a result even though women handled more strenuous jobs the wages given to them were half of what the male workers got. Bhatta (1980) reported in her study on women workers employed in Beedi Industry that the women were unhappy with the contract system and they complained about the piece rate offered to them which was well below the statutory minimum fixed by the Government.

Construction workers form a significant portion of women in the unorganised sector. Women construction workers have to undertake hard physical labour, surrounded and supervised by men folk in an alien environment and were denied even the basic facilities.

Review of the Studies on Construction Industry :

In the past some years some studies have been done on different aspects of construction industry. The emphasis of most of these studies was on comparison of different categories of workers eg. skilled, semi-skilled and unskilled. Little importance was given to women workers in these studies. Efforts to study the specific problems of construction women workers have been lacking.

The first attempt to study the working conditions of construction workers was made in 1954 by the Labour Bureau. It observed that under the influence of the ILO, (International Labour Organisation) standard rules were framed to improve the living and working conditions of the workers on construction sites which, however, were hardly implemented. The report succeeded in indicating the general problems covering labour in the Building and Construction Industry and to focus public attention on some of the pressing needs of the workers. A subsequent enquiry made by the Labour Bureau (1959-60) on conditions of contract labour in building and construction industry did not find any improvement in the conditions of the workers.

Vaid and Singh (1966) concentrated their efforts on construction workers in Kota city in Rajasthan and Johri and Pandey (1972) concentrated on Delhi workers. Both the studies have compared socio-economic background, terms of employment, job satisfaction, etc. of skilled, semi-skilled and unskilled workers. In terms of data and analysis, the later study tackled the problem comprehensively and in greater depth.

The National Building Organisation sponsored a series of research studies in different parts of the country eg. Delhi KAVAL towns of U.P., Madras, Poona, Ahmedabad, with a view to study peculiar problems of construction labour and to examine the impact of labour laws on working and living conditions of construction workers (1978, 1979).

A major study on women workers is done by Sinha, and Ranade (1975). They studied the working and living conditions of women construction workers in two states Delhi and Bihar. This survey was exploratory and illustrative. They ascertained the socio-demographic characteristics, working and living conditions, health, economic conditions, etc. of women workers in order to identify and assess the specific nature of their problems. The study was based on the interviews of 150 women construction workers at each of the two places.

The review of these existing studies suggest that this field has not been given a serious thought by either researchers, academicians or policy makers. The interest in women and efforts to give them full social and legal equality is recent. But we have realised that we lack the basic data and knowledge about living and working conditions of women that would allow us to make concrete, relevant and fruitful suggestions to tackle the problems.

We decided to take up an in-depth study to analyse the various aspects of the status of legal security and social justice given to women construction workers. The following objectives/specific questions were set for the study:

Objectives : Specific Questions

The study was desgined specifically to get information on the following questions:

- a) Whether women construction workers are treated at par with the male construction workers in regard to job assignment, wages and other economic consideration.

- b) What are the employees' attitudes in giving work to women construction workers? Whether physical fitness and efficiency are considered at the time of allotment of work and wages to women?
- c) What are the views of women construction workers, themselves regarding their job, working conditions and family life?
- d) What are those specific problems which women construction workers face because of their nature of work at home?
- e) Whether women construction workers are ordinarily given all the basic facilities which are necessary for normal living at the site?

Methodology:

Scope of the Study : The study was based on interviews with 2000 women workers and 12 jamadars on the basis of a pre-structured questionnaire-cum-interview schedule. Direct observation of workers at the selected work sites and at the place of living, informal discussions with some of the contractors and govt. officials also formed a part of the survey.

The present study was confined to the Union Territory of Delhi. With a view to economizing on time and cost and considering the nature of work, the survey was restricted to South Delhi, and one site each representing East, West and North Delhi. The survey covered Govt. sponsored self-financing housing schemes, a community centre, a commercial complex, a hotel, a water tank and a stadium.

Selection of the Sites : A list of construction sites were prepared on the basis of information given by the NBCC (National Building Construction Corporation), the DDA (Delhi Development Authority) and the CPWD (Central Public Works Department) and on the basis of information obtained from private sources. From the list the sites were selected on the basis of the following criteria:

Nature of Construction : Government

Semi-government

Private

Size of the Work-Force: 1. Less than 100 workers

2. 101-500 workers

3. 501-1000 workers

4. above 1000 workers.

Twelve sites for the main study and two sites for the pilot study were selected. A sample of 2000 women workers was drawn at random from the selected 12 sites for the main study and 50 women workers were drawn for the pilot study. Twelve jamadars (middle men) were also included, one from each site for the study.

Designing the Questionnaire

The questionnaire-cum-interview method was adopted for the survey. A pre-coded questionnaire was designed, on the basis of the objectives, review of the relevant studies, consultation and detailed discussions with experts. The questionnaire was pre-tested through a pilot study. Some amendments were made in the final questionnaire on the basis of the results of the pilot study. A copy of questionnaire 'A' is given in Annexure I.

The questionnaire was divided into 8 parts:

- Socio-economic background
- Migration and ties with the native place
- Employment and Economic pattern
- Working conditions
- Living conditions
- Aspirations
- Mobility of the workers.

II : SAMPLE CHARACTERISTICS

The survey largely concentrated on women construction workers engaged at twelve sites in Delhi. A majority of the workers included in the survey (about 70 per cent) were working on government and semi-government projects. Most of these projects were quite large, employing 100 or more workers; 30 per cent of all the projects employed between 500 and 1000 workers and another 30 per cent employed more than 1,000 workers. Construction sites employing less than 100 workers constituted only a small portion of the sample as seen in Table 1.0.

Age of the Respondents : Most of the respondents were young. As many as 42 per cent of the sampled women workers were between 16 to 25 years in age. Another 32 per cent were in the age group of 25 to 35 years. Nearly 13 per cent were between 35 to 45 years. Only about 6 per cent of workers were above 45 years in age. Interestingly about 7 per cent of the sample were below 15 years as is seen in Table 2.0.

Social Grouping : A large majority, some 98 per cent, of these women belonged to scheduled caste. The remaining 2 per cent were muslims, banyas (Gupta) and yadavs (see Table 2.1).

TABLE 1.0

Principal Employers and Size of the Work Force Engaged
at the construction sites surveyed.

Principal Employer	No. of Women Workers Surveyed		Size of the Working Force	No. of Women Workers Surveyed	
	Frequency	Percentage		Frequency	Percentage
Government Sites	1135	56.75	Less than 100 Workers	65	3.25
Semi Govt.	276	13.80	101-500	743	37.15
Private	589	29.45	501-1000	606	30.30
			More than 100	586	29.30
Total N	2000		Total N	2000	

Table 2.0

Sample Characteristics

Age Grouping

N=2000

Age Group (In years)	Less than 15	16-25	25-35	35-45	More than 45
Frequency	139	841	649	261	110
Percentage	6.95	42.05	32.45	13.05	5.50

Literacy Level : All of them were illiterate. In fact only one respondent out of a sample of 2000 was educated up to middle-level (This particular woman was from Karnataka).

Marital and Family Status : Almost 90 per cent of the respondents were married. It is possible that the unmarried women were below 15 years in age (See Table 2.2).

A large majority of the women surveyed for the study were living with their husbands; (as is shown in Table 2.4). A very small number of 15 per cent were reported to be daughters, daughter's-in-law, mothers, or sisters in the family. This probably suggested that the families in which they were living were nuclear in nature. This was also borne out by the fact that in the families of women included in the sample, as many as 84 per cent reported that there was only one adult male in the family and an almost similar percentage said that there was only one adult female in the family. The rest of the family members were children (See table 2.3). As can be expected, the construction women workers had the additional responsibility of running their homes almost exclusively by themselves, being the only adult female member and the house wife of the family.

Social Grouping

N= 2000

Religion Caste Group	Scheduled Caste	Scheduled Tribes	Others
Frequency	1943	15	42
Percentage	97.15	0.75	2.10

TABLE : 2.2.
Marital Status of the Respondent

Marital Status	Married	Unmarried
Frequency	1786*	214
Percentage	89.30	10.70

*This figure also includes one widow.

TABLE : 2.3.
Respondent's Status in the Family

Relationship	Wife	Daughter	Daughter-in-law	Mother	Any other
Frequency	1691	184	28	66	31
Percentage	84.55	9.20	1.40	3.30	1.55

TABLE : 2.4.

Distribution of Respondents by Number of Adults and Children in the
Family : N = 2000

Number	MEMBERS							
	Adult Male		Adult Female		Female Children		Male Children	
	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
0	30	1.50	0	-	557	27.8	576	27.8
1	1667	83.30	1678	83.85	745	37.25	745	37.25
2	275	13.75	302	15.10	381	19.05	336	16.80
3.	19	0.95	20	1.00	85	4.25	110	5.50
4.	09	0.45	0	-	17	0.85	17	0.85
5.	0	-	0	-	01	0.05	02	0.10
Not Applicable	0	-	0	-	214	10.7	214	10.7

Children : As stated earlier, out of the total sample 214 women respondents were unmarried. Some 409 respondents had no children. Hence, for almost one-third of the sample, the question on children did not apply. Out of the remaining 68 per cent, 10 per cent reported four living children in the family; 14 per cent reported three children and about 18 per cent had one child living in the family. Some 5 per cent reported that they had five children in the family. Families having more than five children were very few, as seen in Table 2.5. Taking the sample as a whole, on an average 3.0 children were born and 2.5 children were living in the family. Thus, a typical construction worker's family consisted of the couple, ie. the husband and wife and an average of 2.5 children. It was largely a nuclear family, where both parents were working at the same construction site. A typical construction worker's family was, therefore, a small family.

The data thus showed that the women construction worker at Delhi was young, married, illiterate and belonged to the scheduled castes. There were generally one to four children, with an average of 2.5 children, living in nuclear family. The prevalence of early marriage and the strenuous nature of work might explain the higher proportion of women in the younger age group. The multiple responsibilities of a young housewife in a nuclear family and frequent pregnancies might have some bearing on the short work span of women construction workers, which generally came to an end between the age of 35 and 45 years.

TABLE : 2.5.

Distribution of number of Children born and living in the Family of the Respondent

		N= 2000								
		N MArried = 214								
No. of Children		0	1	2	3	4	5	6	7	8
No. of Women by total birth uency	Freq-	409	290	342	273	181	147	93	33	18
	Perce- ntage	20.45	14.50	17.10	13.65	9.05	7.35	4.65	1.65	0.90
No. of Women with Surviving Children	Freq-	428	355	384	284	187	110	28	8	2
	Perce- ntage	21.40	17.75	19.20	14.20	9.35	5.50	1.40	0.40	0.10

Average No. of Children Born = 3.0392

Average No. of Children Living = 3.5511

III. MIGRATION AND MOBILITY

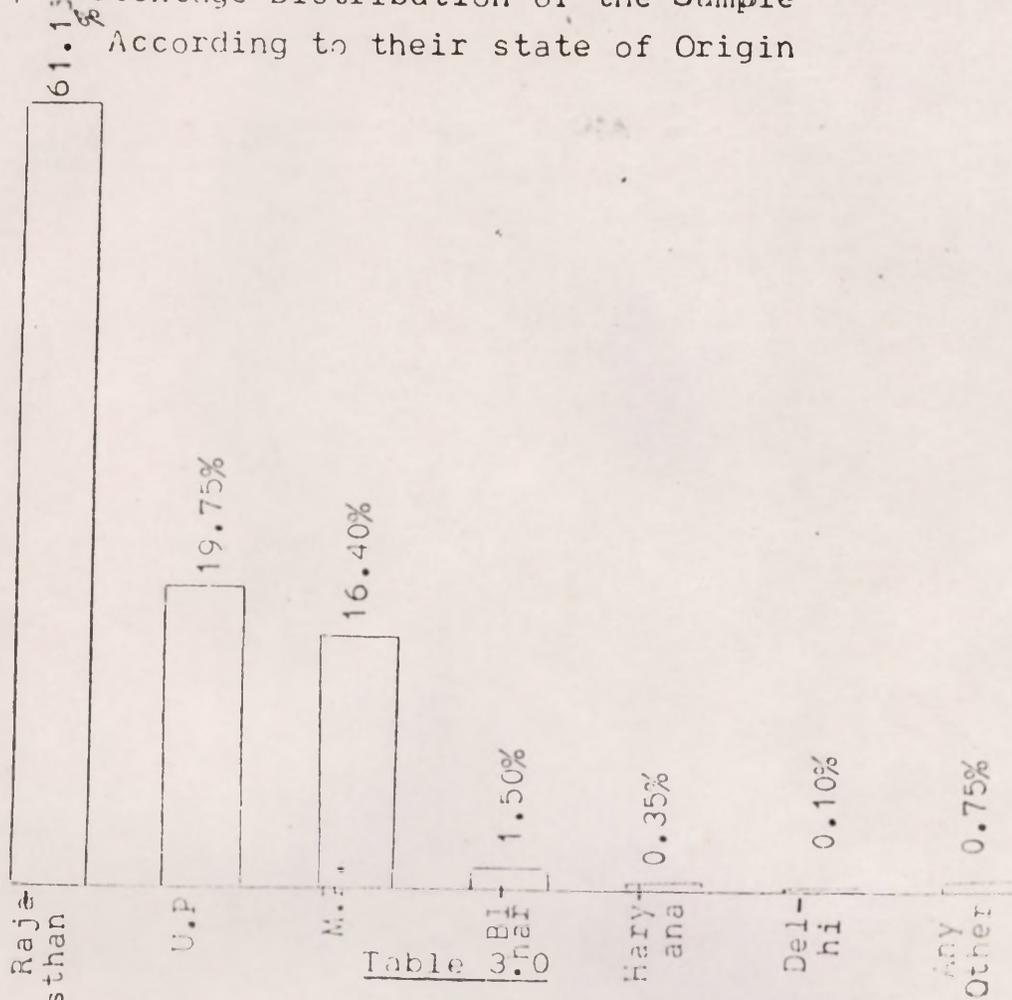
Almost all the surveyed workers were migrants. Out of the total sample only 0.10 per cent were from Delhi itself. All the others had migrated to Delhi from nearby states. Some 61 per cent of the women were reported to have migrated from Rajasthan, as seen in Figure 1. About 20 per cent of them had migrated from Uttar Pradesh and another 16 per cent from Madhya Pradesh. The predominance of workers from Rajasthan is found in almost all the studies done on construction workers in Delhi. Perhaps they are considered by the contractors as best suited for unskilled work. The large percentage of female workers from Rajasthan suggested that workers from there generally migrated with the family and worked in pairs of husband and wife.

Family migration :

As already reported, most of the construction women workers were living with their husbands. Some 83 per cent reported that their husbands were the head and the main decision maker in the family, as could be expected in our social environment. About 81 per cent of them had migrated to Delhi with their husbands. A sizeable number, nearly 16 per cent, reported to have migrated with some members of the family other than the husband.

Figure 1

Percentage Distribution of the Sample
According to their state of Origin



Distribution of Sample : Companion in Migration

N=2000

Migrated with whom	Alone	With husband	Family Members	Jamadar	Any Other
Frequency	11	1617	311	37	24
Percentage	0.55	80.85	15.55	1.85	1.20

As seen in the Table 3.0, only about 2 per cent reported to have come with a jamadar. It was thus clear that women migration was a part of the family migration to Delhi in search of work. As suggested by Grover (1979) female migration is 'linked' either with marriage which causes women to shift residence with the husband (marriage migration), or with the movement of other members of the family (associational migration).

Causes of Migration : The cause of migration from their native place to Delhi was the usual one--search for adequate work and income. Almost 84 per cent reported that there was not enough work in the village and the income was meagre and nearly 16 per cent migrated because of unemployment (see Table 3.1). During the interview many workers reported that they possessed some land in their native place. As can be seen in Fig. 2, nearly 49 per cent were self-employed small farmers and about 45 per cent of them were working as farm workers in farms and fields owned by other people. The main reasons for lack of work, even though half of the respondents were self-employed farmers, were very small size of their landholding, frequent droughts and lack of adequate irrigation.

The result of the present survey in this regard were similar to those obtained in other studies. A UNESCO study on migrant labour in Bombay and Delhi found that "economic hardship, in varying degrees, was the real reason for practically all migration" (UNESCO, 1956).

Figure 2

Percentage Distribution of the Sample by
Main Occupation in the Native Place.

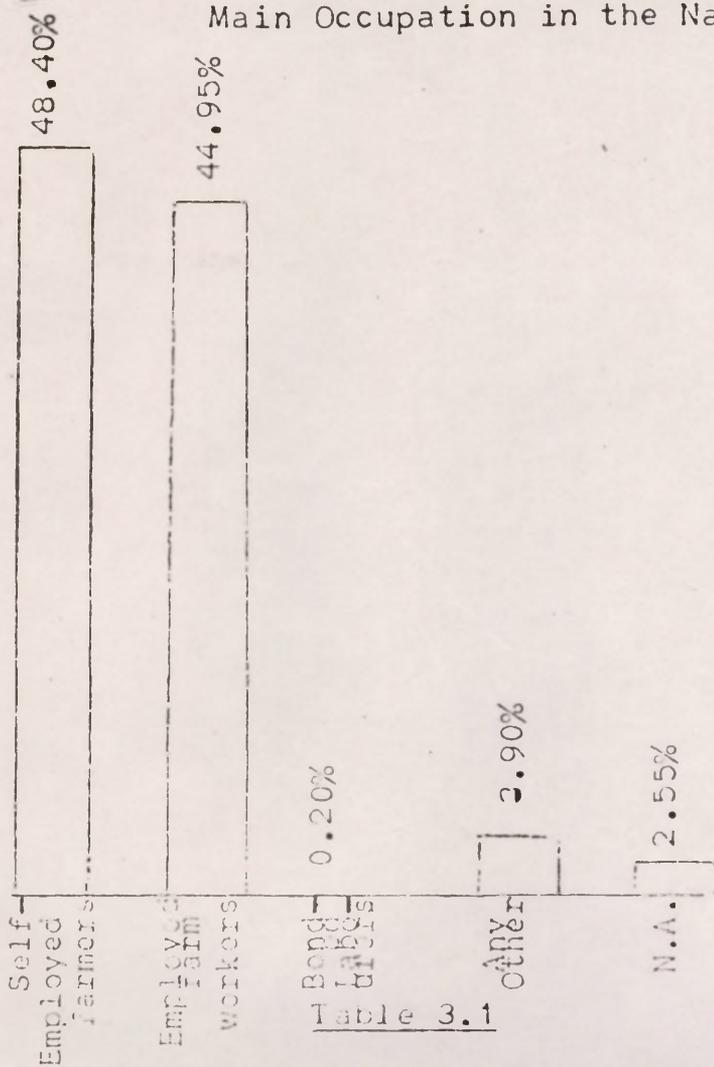


Table 3.1

Distribution of Sample: Causes of Migration

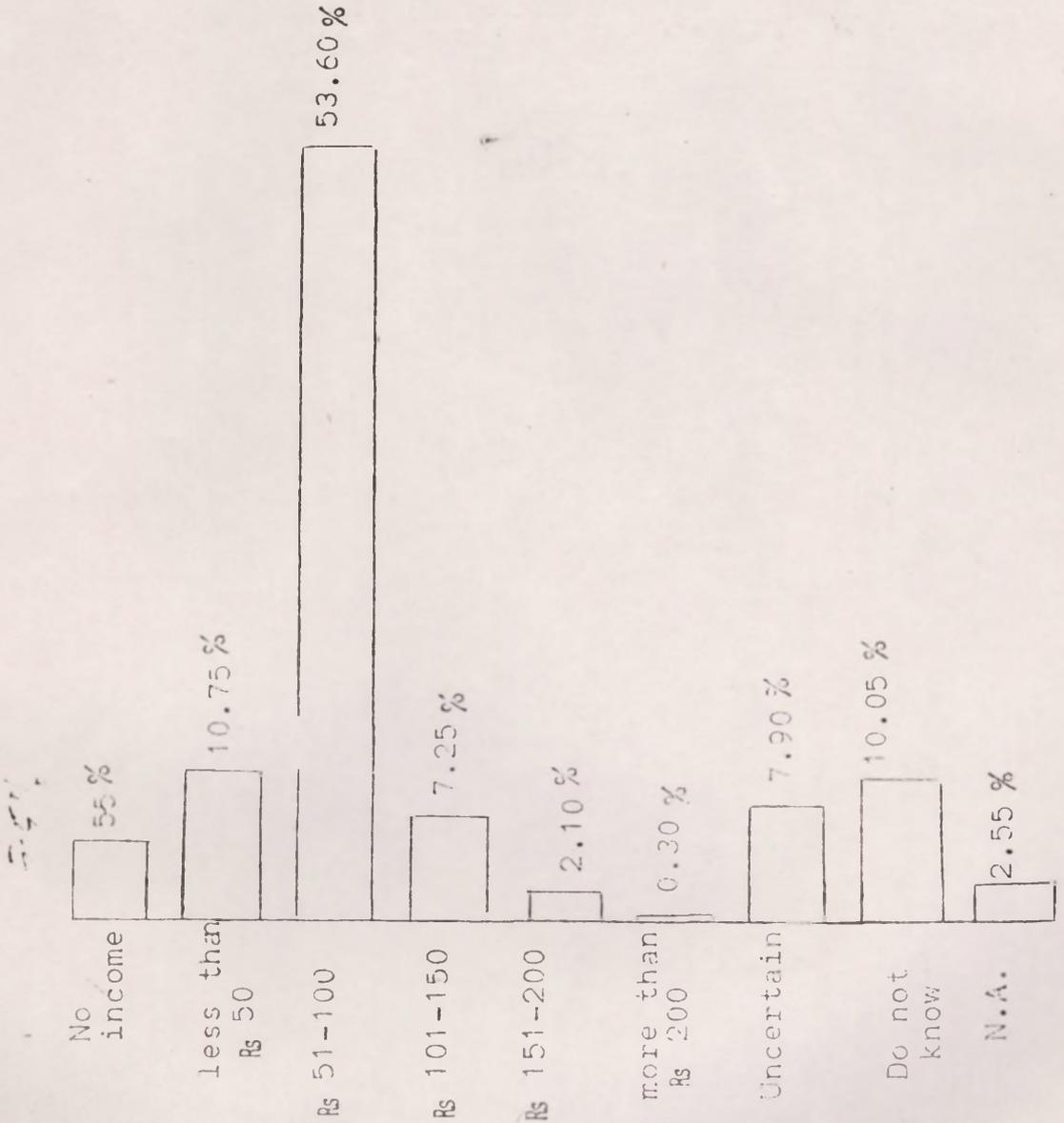
Causes of Migration	Under Employment	Unemployment	Family Difference	Any Other
Frequency	1669	328	1	2
Percentage	83.45	16.40	0.05	0.10

Income in the Native Place : It was difficult to elicit information regarding income in the native place, as many were paid in kind instead of money for their work as agricultural labour. About 10 per cent had no idea about their income; 5 per cent of them had no income in their village although they were working. Another 8 per cent said that their income was not fixed. It varied from time to time and they were uncertain about the amount. Some 11 per cent reported to have less than Rs.50 per month and a majority of them, about 54 per cent earned between Rs.50 to Rs.100 per month. Nearly 7 per cent earned between Rs.101 to Rs.150 per month as reported in Figure 3. Less than 1 per cent earned more than Rs.200 per month back home in the village.

Ties with the Native Place : Most of the migrated workers maintained ties with their native place. About 54 per cent of the sample said that they made a yearly visit to their native place, in order to attend to multiple responsibilities like special occasions in the family, maintenance of their land, meeting relatives, etc. About 25 per cent reported that they visited only during the harvesting season to look after their farms. Nearly 7 per cent of respondents only visited the village to attend auspicious ceremonies in the family which was sometimes yearly, sometimes twice a month or at intervals of two to three years. About 14 per cent reported to have never visited their native place after they had migrated to Delhi. (see Table 3.2).

Figure 3

Percentage Distribution of Sample by
Monthly Income in the
Native Place.



Mobility amongst Labourers : These workers apart from home to destination migration, also migrated intra-city. They kept on moving from one site to another in the city. This mobility, which has almost become a part of their life, is caused by the structure and functioning of the construction industry - unpredictable supply of raw materials, change in building plans and lack of any future planning to ensure continuity or security for the labour force. Sometimes workers prefer working with only one particular contractor. generally a contractor has more than one assignment on hand, therefore, he shifts the workers to other sites according to his needs.

Based on a survey in Delhi, a paper written by Mobile Creches reveals that 50 per cent of labourers do not spend more than 3 months on a work site even when they are employed on large projects which take a year or two to complete. Our findings indicated a slightly different picture. A majority of workers, nearly 73 per cent, reported that they stayed and worked at one work site till their work was completed. The rest tended to move from one work site to another as the need arose. However, 23 per cent were uncertain about the frequency of such change. 3 per cent thought they changed once and 1 per cent twice (See Table 3.3) during the same season.

Percentage Distribution of the Sample by: Frequency of Visit to Native Place.

How often do you visit your native place.	Never	Yearly (as a routine)	During harvesting	Any other	N.A.	Total
Percentage	13.95	53.80	25.20	6.55	0.50	100

Table: 3.3

Percentage Distribution of Sample by: Intracity Mobility from Site to Site.

Do you stay and work at one work site till your entire work is completed.	Yes	No	Did not answer	Total
Percentage	72.65	27.35	0.45	100

If no, with what frequency do you change work site	Uncertain	Once	Twice	More than twice	N.A.	Total
Percentage	23.20	2.65	1.50	0.10	72.65	100

Is it by the same contractor you seek work	Yes	No	did not answer	Total
Percentage	58.00	41.15	0.85	100

Thus, the major part of construction workers was constituted by migrants from the hinterland of Rajasthan, where most of them were farmers with small land holdings and with meagre incomes. The conditions forced the husband to migrate and the wife followed. Some other women, usually unmarried girls, followed their family. Thus, the female migration was linked either with marriage or with some other elder members of the family.

The most outstanding characteristic of these workers was that movement did not stop after migrating from their native place to the city. They moved in search of jobs within the city and at times from city to village and back. We found that most of the workers had strong ties with their native place. Two reasons could be advanced for this; (a) the village land acts as a backdrop and sheet anchor during the lean periods and (b) the workers themselves perceive Delhi as only a temporary work place.

IV: RECRUITMENT, NATURE OF WORK AND ECONOMIC STATUS

As mentioned in Chapter III, most women had migrated with their husbands and were living with them in Delhi. However, they did not get work at the construction sites through their husbands. The institution of the Employment Exchange was also irrelevant for them. Almost 95 per cent had got their work through a jamadar. It clearly indicated the importance and influence of jamadars in the affairs of the construction workers and the women workers were no exception. About 77 per cent were given work by the jamadar in the village itself. It was further interesting to note that practically all of them, about 98 per cent, were temporary workers. This strengthens the view that the workers were at the mercy of the jamadar not only for getting work but also for continuing on the job. (see Table 4.0 A, B, C.).

Criteria for Selection and Recruitment :

Our data as reported in Table 4.0B shows that the jamadar was the crucial person in recruiting workers. We interviewed twelve jamadars - one from each site. As seen in Table 4.1-A, jamadars reported no specific criteria for selecting women workers:

Table: 4.0(a)

Distribution of Sample By: Timing of Getting work.

N= 2000

	got the work before leaving the village.	got after arriving at Delhi.
Frequency	1546	454
Percentage	77.30	22.70

(B)

Source of Procuring Employment

Source of Employment	Employment Exchange	Private Agency	Jamadar	Relatives	Any Other
Frequency	00	12	1896	71	21
Percentage	00	0.60	94.80	3.55	1.05

(C)

Status of Employment

Nature of employment	Permanent	Temporary
Frequency	56	1944
Percentage	2.80	97.20

Most of the jamadars, some 83 per cent (10 out of 12) reported that they recruited the workers, including the women, in the village itself i.e. before they migrated to Delhi. As seen in Table 4.1 B, seven out of twelve jamadars had no specific criteria for selecting women workers. However, three of them reported that they selected women on the basis of their physique. The only reason given by all the twelve jamadars for selecting women was because the husbands of the female workers were also employed in construction work (Table 4.1-C). The female workers, as the jamadars reported posed no problems.

It is clear from the data that the construction workers tended to migrate as a family and that wives migrated along with their husbands. The jamadar's main contact was with the male workers. He would give preference to the married male workers which in fact meant selecting the women worker also as she was most likely to migrate with her husband.

The jamadars; as could be expected, are shrewd middle men. They would do everything possible to bring people who could put in hard, sustained manual work under difficult conditions at the construction sites. Although most of the jamadars reported no specific criteria, they seemed to be giving preference to married, young women with strong physique.

Table : 4.1

Frequency Distribution of Responses of Jamadar.

A.

Recruitment of the workers	Bring group of people from the village	Contact the workers on the other work site	Ask the workers to bring their friends/relatives	Any other	Total
Frequency	10	0	0	2	12

B.

Criteria for selection	Previous experience	Any special abilities	Any one whom I know	Physically fit and strong	No specific criteria	Total
Frequency	1	0	1	3	7	12

C.

Reasons for selecting women workers	They are hard working	They are submissive	Their husband also work on the same site.	Total
Frequency	0	0	12	12

Recruiting wives for construction work also acted as some sort of insurance for the men remaining on the job. The jamadars logic was based on sound common sense. Bind the male worker to his family at the construction site and the wives to their husbands, so that the couple continued to work at the site. This couple recruitment also suited the workers as it enabled the men and wives to live together at one place.

Modus Operandi for sustaining Workers :

As is well known, poor rural workers and small farmers particularly those belonging to scheduled castes, usually live from one loan to the next. Their income is so meagre that they are forced to go to the money lenders from time to time. The jamadar cashes in on this situation. By arrangements with the construction contractor he contacts the workers in a given village and offers to advance them some money to enable them to pay back some of the debts to the money lenders. In return for such advances they are recruited to work at the construction site. They then migrate, indebted to the jamadar and with a moral obligation to work for him to repay the advance payments taken. Women are also 'contracted' in the same manner. The jamadar seems to emerge as a social institution in the lives of the construction workers.

Nature of Job :

Even though the jamadars perceived women as inferior to males in terms of capability to put in hard work, it was interesting to note, as seen in Table 4.2 that the women workers were doing almost the same work as the unskilled male workers. All the women in our sample were unskilled workers and were known as coolies. About 28 per cent were exclusively engaged in carrying brick, sand and cement. about 1 per cent in digging earth, and a small number in carrying water for mixing materials. About 70 per cent were used for general manual work, including breaking of stones, cement mixing etc.

Attitude towards work :

As expected 78 per cent workers were not satisfied with the nature of their job. (see Table 4.3). Most of them wanted to do a better job in skilled or semi-skilled category. But more than 1/3rd of them had no specific ^{about} idea/what they would like to do, although they were dissatisfied with their present work. Johri and Pandey (1972) reported in their study that job satisfaction increased with the level of skill and dissatisfaction grew with the fall in skill. About 62 per cent women were interested in

Table: 4.3
Distribution of Sample by: Nature of work.

N=2000

Nature of Job	Carrying bricks, sand, cement	Digging earth	Carrying water for mixing	Stone breaker	All the unskilled work	Any other
Frequency	554	23	10	4	1386	23
Percentage	27.70	1.15	0.50	0.20	69.30	1.15

Table: 4.3

Distribution of Sample by: Attitude Towards work.

Attitude Towards work	Yes		No		Did not answer	
	Frequency	Percent-age	Frequency	Percent-age	Frequency	Percent-age
Are you satisfied with your work	440	22.00	1560	78.00	Nil	Nil
Do you desire to work in a different category(Skilled, Semi-skilled)	1243	62.15	745	37.25	12	0.60

moving to skill^{ed} and semi-skilled jobs mainly because it offered better incomes and also in the hope that this work would be less strenuous. Some also thought that skilled work would give them higher status. Out of about 38 per cent of the sample, who showed no interest in changing their work, 20 per cent thought that there was no chance for them to get semi-skilled or skilled work. About 16 per cent were not confident in this regard. A very small percentage of the sample thought that a higher status than the husband was not desirable. (See Fig. 4)

Education and Training :

As stated above, all the women in our sample were unskilled workers. In other studies too it was found that women were only employed as unskilled workers. In this study we wanted to know if women had any desire to get training either for semi-skilled or for skilled work at construction site. It was interesting to note that a majority, about, 62 per cent of them, expressed a desire to be trained so that they could do semi-skilled or skilled job; others were not interested in training.*

* Research study on Building Construction Labour: Madras City, Deptt. of Statistics Govt. of Tamil Nadu, Madras (1978) reported that among the total respondents 25% were female workers, while 76% wanted to be trained in different trades 24% did not want any training in building trades.

Figure :4

Percentage Distribution of the Sample by Reasons for Job Mobility.

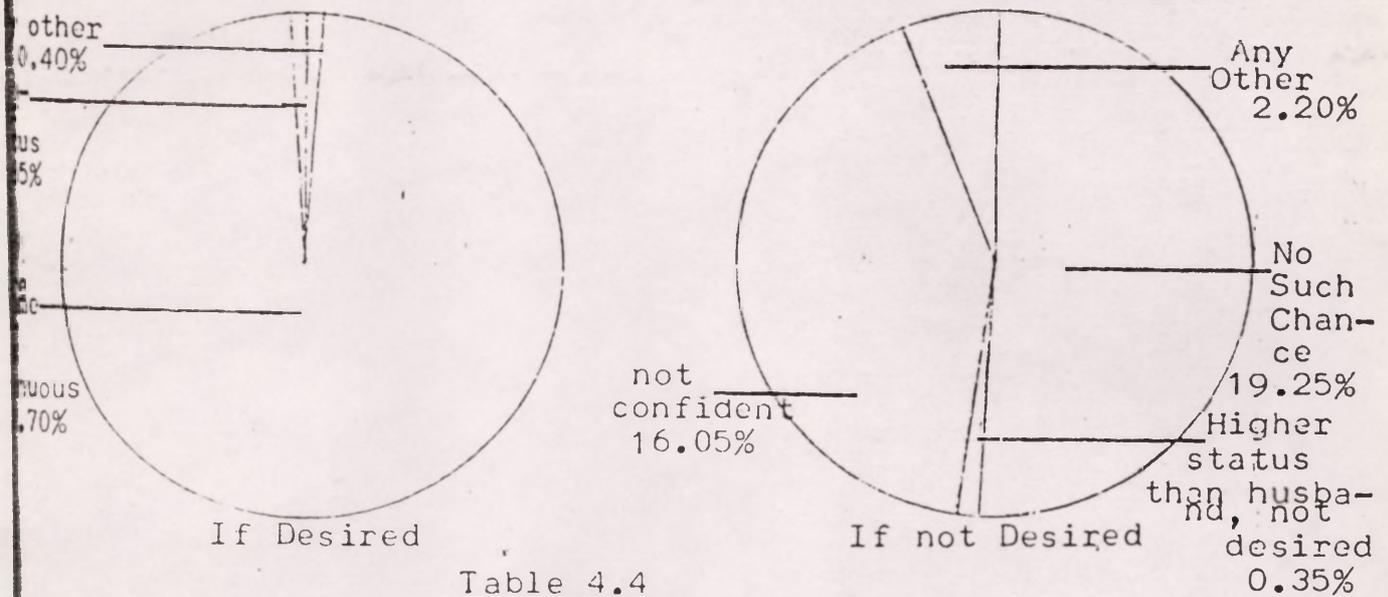


Table 4.4

Distribution of Sample by Training Aspirations
N=2000

Desire for further training	Yes	no	Did not answer
Frequency	1247	743	10
Percentage	62.35	37.15	0.50

Desire for other construction work	Do not know	Any other	Uncertain
Frequency	1596	137	267
Percentage	79.80	6.85	13.35

But about 80 per cent did not know what they would like to do specifically. Out of the remaining 20 per cent most said that they were willing to do any work, but some specifically wanted to work as painters. (see Table 4.4)

The majority of the women were not satisfied with their work and expressed a desire to do some skilled or semi-skilled job, mainly because they thought these jobs to be less strenuous and more lucrative. A considerable percentage of the sample wished to be trained. However, during the course of discussion with the women workers two points emerged. First, they simply wanted to give up hard, strenuous, boring and unsatisfactory work and expressed a desire to do something else, suggesting that as long as the work was less strenuous and more paying, the nature and type of the work did not matter. Secondly, the women who did not desire to work as skilled or semi-skilled workers, or who did not wish to be trained, were in fact hesitant about doing anything which was not traditional.

The women workers have been confined to unskilled tasks for so long that it has now become a part of their lives. Hence, even the thought of working in a different category was unusual and remote to them. Most were confident that they were competent to do any work but were

unsure that they would in fact obtain skilled jobs.

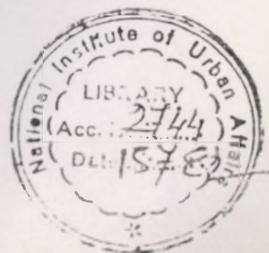
Wages :

Wages were fixed by the contractor on the basis of his work requirement and the assessment of experience and the ability of workers, until the Government intervened through enactment of minimum wages legislation in 1948. Till 1969 the daily wage of women unskilled workers was less than that of men unskilled worker. In 1969 a law for equal wages for male and female construction workers was enacted. The wages are fixed by a committee appointed by the state government, which consider factors such as requirements of the workers, size and composition of the family, increase in the cost of living etc. On a consideration of these and other factors the wages are revised from time to time as shown in the following Table :

Wage Rates Over the Year *

Workers	Year of wage fixation: Daily wage in Rs.							
	1951-52	1960	1964	1969	1973	1974	1976	1981
Unskilled male workers	1.75	2.00	2.50	3.50	4.50	5.15	6.75	9.25
Unskilled female workers	1.37	1.75	2.25	3.50	4.50	5.15	6.75	9.25

* Reproduced from Jhari and Pandey (1972)



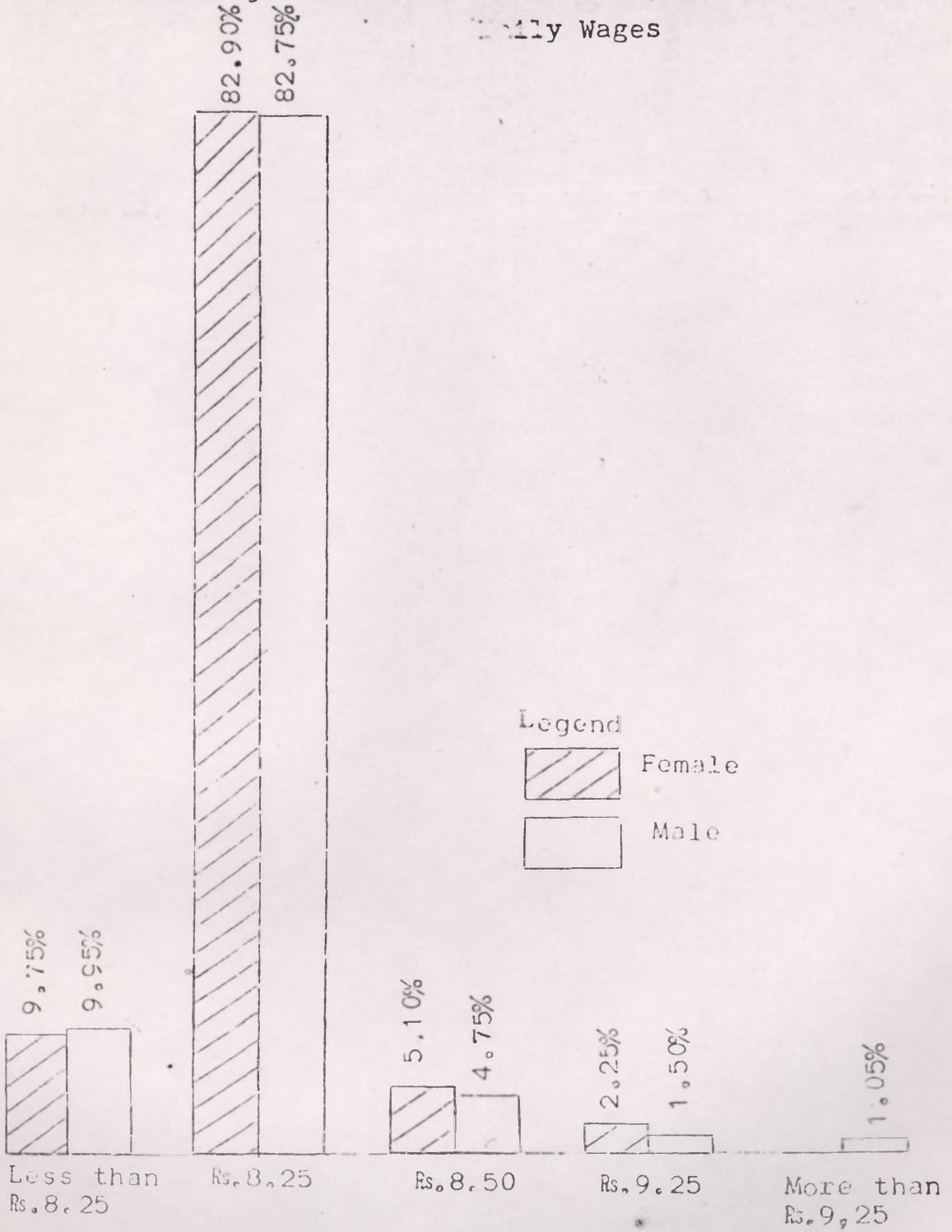
At the time of the present survey the prevalent wage rate for unskilled worker was Rs. 9.25 per day.

Actual Payments:

The Contract Labour Central Rules (1971) state, "Wages shall be paid without any deductions of any kind except those specified by the Central Government by general or special order in this behalf or permissible under the Payment of Wages Act, 1936". However, a large majority, about 83 per cent, reported that they got their wage at the rate of Rs. 8.25 per day; nearly 10 per cent got Rs. 7/-; 5 per cent got Rs. 8.50; only 2 per cent got the full prescribed wage of Rs. 9.25. Interestingly, there was little difference between male and female workers' wages. As seen in Fig. 5, about 83 per cent of males also got at a rate of Rs. 8.25 per day; nearly 10 per cent received Rs. 7/-, a little more than 1 per cent got Rs. 9.25/- and only 1 per cent who were semi-skilled workers got more than Rs. 9.25/-. This was found only at one site, where male workers got Rs. 12.50/- and women got between Rs. 8.25/- to Rs. 9.25 per day. At other sites both husband and wife were unskilled workers.

Figure 5

Percentage Distribution of Sample by Daily Wages



Distribution of Sample by Commission taken by Jamadar
N= 2000

Commission given per day	75 paise	Rs. 1/-	More than Rs. 1/-	Not paying
Frequency	102	1658	185	45
Percentage	5.10	82.90	9.75	2.25

(B)

Distribution of Sample by Payment of wages.

N= 2000

Mode of payment	Daily	Weekly	Fortnightly	Any other
Frequency	00	00	2000	00
Percentage	00	00	100	00

Payment made to whom	Self	Husband	Any other
Frequency	1526	417	57
Percentage	76.30	20.85	2.85

Payment made to whom	Contractor	Jamadar	Mistri	Any other
Frequency	31	1947	11	11
Percentage	1.55	97.35	0.55	0.55

less than Rs. 50 per month. (see Table 4.6)

A large majority of them, about 71 per cent, reported that they were indebted. As seen in Table 4.7A the money lender was the main source for getting loans and the next frequent source was the jamadar himself. The rate of interest ranged from 1 to 3 per cent per month, for about 57 per cent (2 per cent were paying 1, 30 per cent 2, and 25 per cent were paying 3 per cent interest per month) (see Table 4.7). Some 4 per cent women paid more than 3 per cent per month. It was, therefore, not surprising to find that many, about 33 per cent, were indebted for more than Rs. 1,000/- (see Fig. 6). The interest due on this amount would be quite sizeable, reducing their real wage considerably.

It was clear that poverty drove them into debt. In most cases the debts were taken in the village from a money lender. Generally, the jamadar advanced money to the workers who, in turn, gave it to their money lender to pay off their debts. Thus the worker was already indebted to the jamadar even before he migrated to Delhi. In the city, as these workers were temporary and on daily wages, if they fell ill, the jamadar lent them money for treatment to be cut from their wages. If out of work he fed them again as

Table 4.7A
Distribution of Sample by Indebtness.

Are you in debt	Yes	No
Frequency	1420	580
Percentage	71.00	29.00

From whom do you borrow money	Lender	Jamadar	Relatives	Banks	Any Other
Frequency	1153	244	12	9	2
Percentage	57.65	12.20	0.60	0.45	0.10

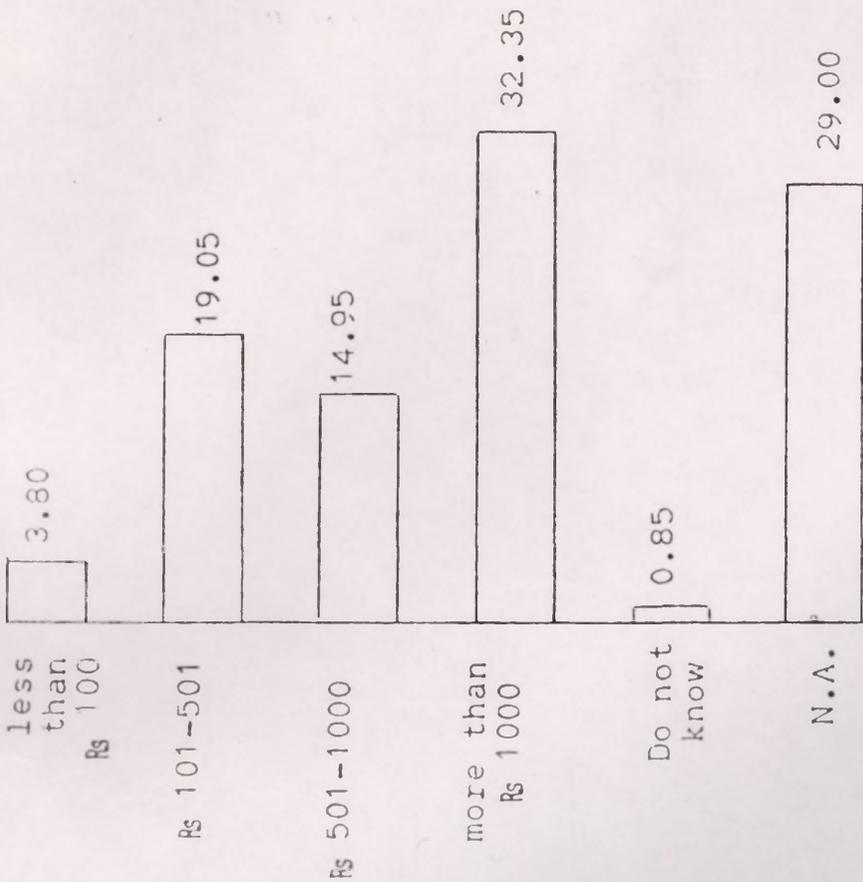
B.

Distribution of Sample by Rate of Interest Paid.

Rate of Interest	One Percent	Two Percent	Three Percent	More than Three Percent	Nothing	Do not know
Frequency	50	598	497	81	130	64
Percentage	2.50	29.90	24.85	4.05	6.50	3.20

Figure 6

Percentage Distribution of Sample by
Extent of Indebtedness



an advance to be repaid later. From there on a vicious cycle started. They were constantly in debt and while paying off one loan they incurred a fresh one. There was never enough money for even the most basic requirements. In a sense they were bonded. The jamadar controlled not only his job and the jobs of women in the family, but also all payments. He deducted his daily commission as well as some money as adjustment against the advance. In real terms, the workers earned much less per day than the statutory minimum.

This arrangement appeared to be a perfect mechanism for the jamadar to control the workers in various ways. The system of jamadar and the consequent work organisation at the construction appeared to be truly entrenched means of continuing exploitation of the workers.

V : WORKING AND LIVING CONDITIONS

Studies conducted from time to time have consistently found that the labour laws meant to protect the interest of the construction workers have been observed mostly in their breach. The Labour Bureau of the Govt. of India in 1954, probably conducted the earliest survey in this behalf. Since then conditions of the construction workers have not changed much. They continue to be exploited in various ways, as the following results of our study show. Almost all the women in our sample reported ignorance about the legal provisions for their protection.

WORKING CONDITIONS : Nine out of ten women worked for 8 hours a day. However, 9 per cent reported to work for 9 hours a day. The work normally commenced at 3.00 a.m. They were given one hour rest interval between 1.00 and 2.00 P.M. At 5.00 pm work ended, making 8 effective working hours (Table 5.0)

TABLE - 5.0

DISTRIBUTION OF SAMPLE BY WORKING AND REST HOURS

I.	Working Hours	Eight Hours	Nine Hours	Total
	Frequency	1826	174	2000
	Percentage	91.30	8.70	100.00
II.	Rest Hours	One Hour	Two Hours	Total
	Frequency	1844	156	2000
	Percentage	92.20	7.80	100.00

REST ROOMS : Though Women Workers were given an hour's rest between work, they had no place to spend the rest hour. About 86 per cent of them reported that there were no rest rooms at the site (See Table 5.1.) At two sites there were rest rooms, but the only facility provided was drinking water and the rest rooms were common for both men and women. The Contract Labour Central Rules (1971) provide for appropriate rest rooms, separately for women workers in case the construction continues for more than three months. It was obvious that this rule was not being observed.

CANTEEN : The Contract Labour Central Rules provide for a canteen at each site. However, 96 percent of workers reported that there was no canteen facility at their place of work. Wherver - such facilities were provided they were nothing more than just a tea shop (See table 5.1)

DRINKING WATER : Drinking water facility can be considered as the absolute minimum at a work site. However, only 55 per cent of the women reported to have drinking water facility at their construction site. Thus, one in every two women did not even have drinking water. During our field work we noticed that the workers drank the same water which was used for construction work i.e. unpotable water

(See table 5.1)

TABLE - 5.1.WORKING CONDITIONSPERCEIVED AVAILABILITY OF AMENITIES AT THE
WORK SITE

	Availability					
	YES		NO		TOTAL	
Amenities	Frequency	%	Frequency	%	Frequency	%
1. Rest Room	288	14.40	1712	85.60	2000	100.00
2. Canteen	79	3.95	1921	96.05	2000	100.00
3. Drinking Water of the site	1109	55.45	891	44.55	2000	100.00
4. Latrines and Urinals	00	00	2000	100.00	2000	100.00
5. Leave and Paid Holidays	00	00	2000	100.00	2000	100.00

LATRINES AND URINALS : All the workers reported that they used open land for toilet purposes. The women workers had serious problems where there was no open land near the site. The workers at Ashok Yatri Niwas complained about the inconvenience caused by the absence of this facility. They further reported that they were not allowed to use the open space nearby. If they did so they were taken to the police station. Therefore, they were forced to use overcrowded public latrines which were quite far from the site. For obvious reasons this sort of a situation was very embarrassing to the women.

SEPARATE WATER -CLOSET FOR WOMEN : None of the sites had the facility of a separate water closet for women. According to Contract Labour Central Rules "If women are employed, separate latrines and urinals for women have to be provided by the Contractor." (Annex. III). The women workers were uniformly denied this basic amenity. (See Table 5.1.)

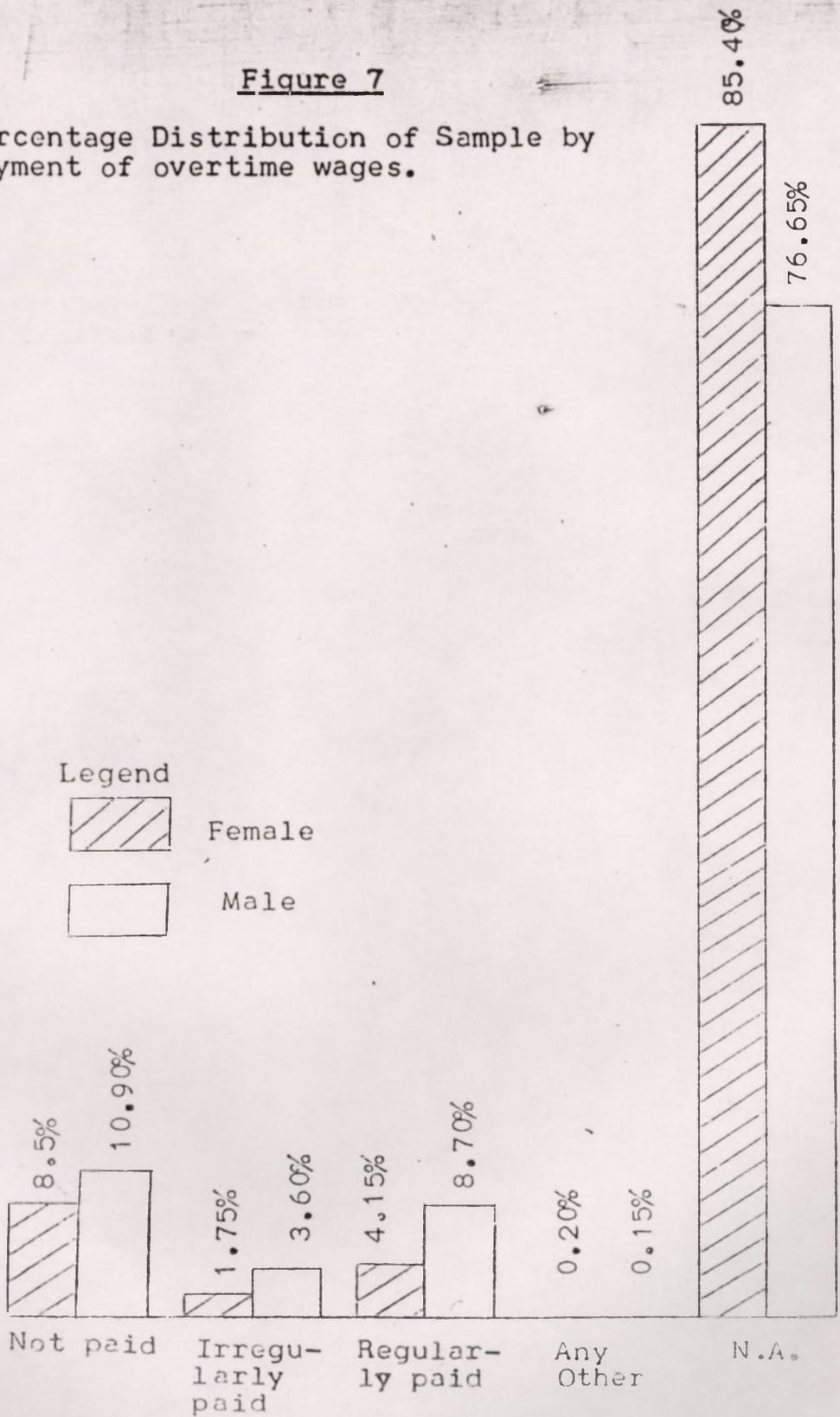
LEAVE AND PAID HOLIDAYS : It was reported that there was no paid holiday whatsoever. None of them got any casual leave, or sick leave, or any kind of leave. Even for injury arising on account of work hazards the contractors did not allow the workers any paid leave. (See Table 5.1.)

OVERTIME WORK : The majority of women in our sample did no over time work. Only 12 per cent sometimes worked over time. Out of the ones, who worked overtime, only 4 per cent were paid overtime wages regularly and almost 8 per cent were not paid at all. It was reported that of the male unskilled workers, approximately 24 percent did over time work. There, also, only 9 percent were paid regularly and 11 percent were not paid over time and the rest only occasionally got overtime wages (See Fig. 7). It appeared that the system of overtime work and payment was not very common among these workers. However, in case of overtime payment workers were paid upto Rs. 1 per hour.

The trend was that the contractor preferred male workers to female workers for overtime work. Women themselves did not like to work overtime as they had to look after their household activities.

Figure 7

Percentage Distribution of Sample by payment of overtime wages.



MEDICAL AID : Out of the total sample only 18.70 per cent got some medical aid. A negligible number of 3 per cent said that some medical aid was provided to them on the site and otherwise also. About 15 per cent said they got some medical aid only if they were injured at work site. Out of those who said that medical aid was provided, 17 per cent reported that medicines were given free of cost. When probed further as to how many workers had actually benefitted from the facility, it was found that some 6 per cent of women had been hurt while working and out of them, as few as 2 per cent had received any medical aid (See Table 5.2 A,B,C). They were further asked if the family of the workers got any compensation for major injury or death. One in every ten of them reported to have got it. It was reported that the contractor gave medical aid or compensation only if he wanted to do so. In other words, there were no rules and the contractor did whatever he fancied. Thus, some workers would get aid and compensation, others would not. Most of these favoured workers were also favoured by the jamadars. About 66 per cent said that they had some first aid facility at the site. However, at the time of survey we found on all the sites, that many workers were suffering from conjunctivities, malaria, diarrhoea, body aches, etc. and were totally unattended.

TABLE - 5.2 (A)
Perceived Availability of Medical Aid

N = 2000

Do you get Medical Aid	Yes	Only on the Site	Never	Did not answer
Frequency	65 (3.25)	309 (15.45)	1439 (71.95)	187 (9.35)

(B)

Who provides it	Contractor	Voluntary Organisations	Not Applicable
Frequency	372 (18.60)	2 (0.10)	1626 (81.30)

(C)

Where of Medical Aid	Doctor visits the site	Medical bills are reimbursed	Free Medicine is provided	Referral Services	Not Applicable
Frequency	2 (0.10)	2 (0.10)	352 (17.60)	18 (0.90)	1626 (81.30)

TABLE - 5.3 (A)
Perceived Availability of Accident Compensation

Question	Yes	No	Not Applicable
Are you working and have you ever got compensation	110 (5.50)	1890 (94.50)	00 (00)
Yes, did you get compensation	39 (1.95)	71 (3.55)	1890 (94.50)
Has the family of a worker get any compensation	202 (10.10)	1798 (89.90)	00 (00)

(B)

Where of Compensation	Some Medical treatment	Paid leave till cured	Any other	Not Applicable
Frequency	78 (3.90)	103 (5.15)	21 (1.05)	1798 (89.90)

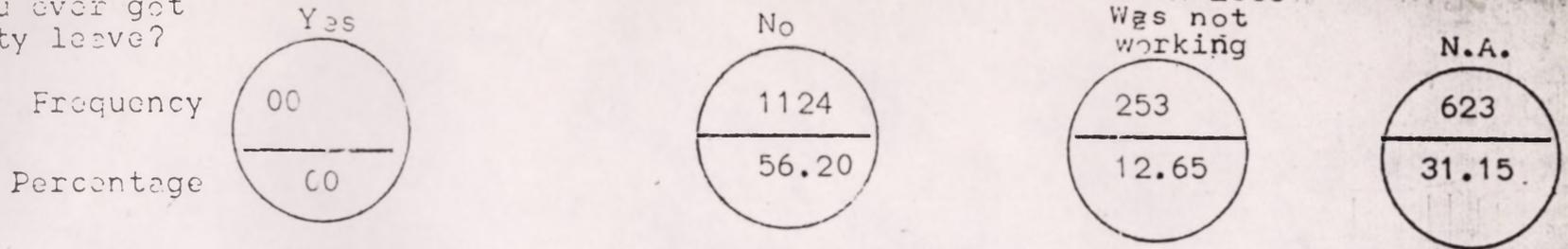
MATERNITY LEAVE : There are rules regarding working and living conditions. For example, the C.P.W.D. _____ conatart clause 19F States, " A Contractor should provide to the female workers in case of delivery, maternity leave not exceeding 8 weeks, 4 weeks upto and including the day of delivery and 4 weeks following that day and, in case of miscarriage, upto 3 weeks from the date of miscarriage."

In our sample this provision was applicable to some 56 per cent. Of them none had ever got maternity leave (See Fig. 8). When probed further, a very small percentage of women said that they had asked for some leave, but were denied it by the contractor. Almost 27 per cent of the total sample , i.e. some 50 per cent of those to whom the question applied, worked till the last day and 22 per cent did so till the 8th Month of the pregnancy.

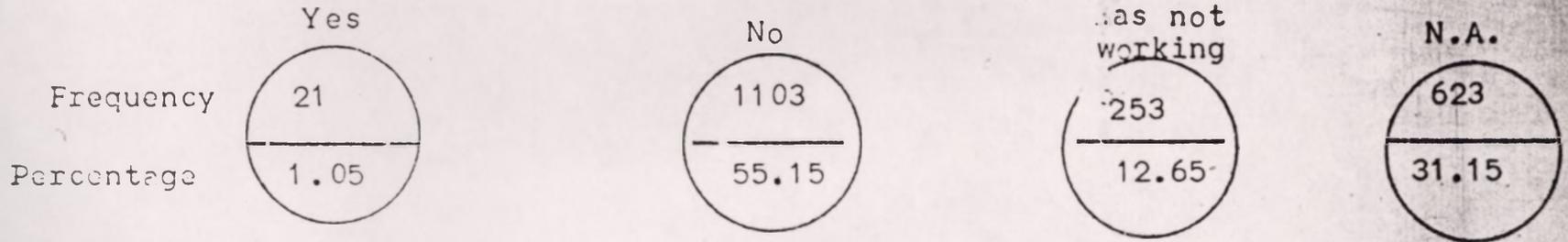
This is an example of gross callousness. The contractors did not give any facility for leave and the women were forced to toil to earn their livelihood. It may not be wrong to assume that the same pregnant working women also continued to do household work in addition to labour at work site.

Distribution of the Sample by Maternity Leave N=2000

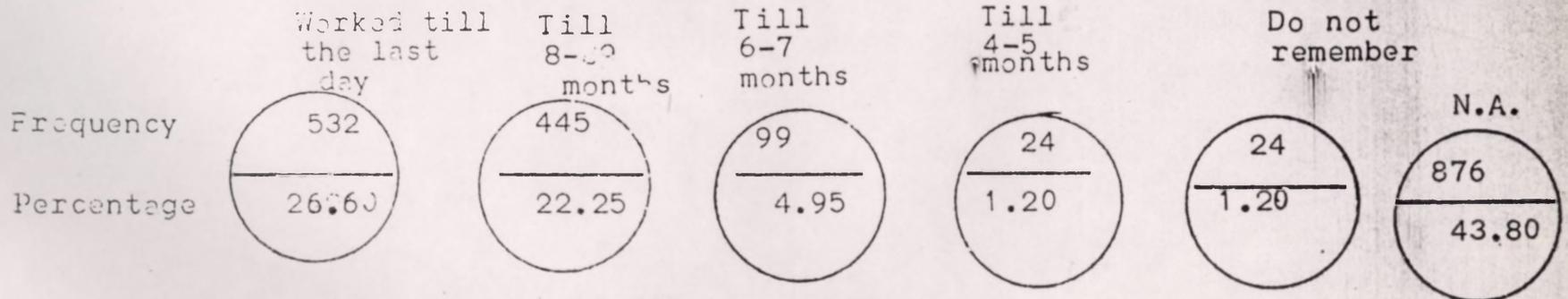
Have you ever got Maternity leave?



If no, Did you ever ask for it?



When pregnant, when did you stop working?



Out of the working women who became mothers while working, a majority delivered children in Delhi itself. Only about 16 per cent went back home to their respective willages. These women were forced to give up working and thereby forgo their income. This loss of income was most pertinent at a time when there was inevitable expenditure on journey, delivery etc. Those who stayed at Delhi and continued to work delivered at home in their jhuggies, without any medical aid. A hospital or maternity home was out of the question for them (See Fig. 9).

It was further interesting to note that about 17 per cent resumed work immediately after delivery. Another 36 per cent did so four weeks after the delivery. Thus, not only did they continue to work till the last day of pregnancy, but many of them resumed work soon after delivery.

CRECHE : At the time of survey, out of 12 sites, only one site had a creche run by "Mobile Creches"* - a voluntary organisation. There was a creche at 2 other sites (Yatri Niwas, Munirka), but had closed down because

*Mobile Creches is a voluntary organisation operating in Delhi and Bombay and catering to the needs of children below 12 years at different construction sites.

Distribution of the Sample by Conditions of Maternity?

Where did you go for delivery purposes?

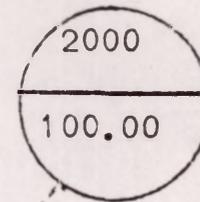
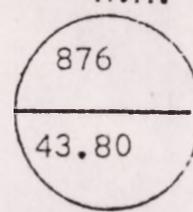
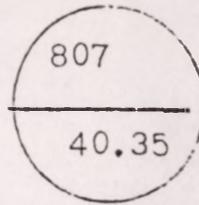
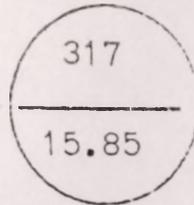
In native village

In city itself

N.A.

Total

Frequency
Percentage



Where in city?

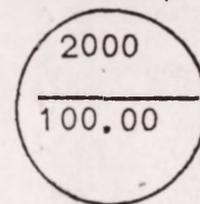
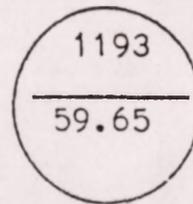
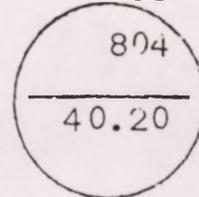
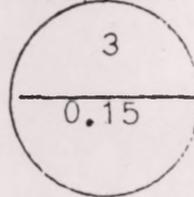
Hospital

Jhuggi

N.A.

Total

Frequency
Percentage



When did you resume work?

Immediately after delivery

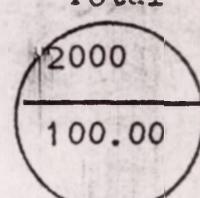
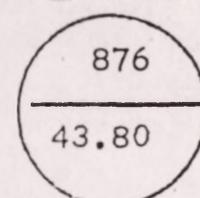
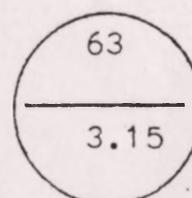
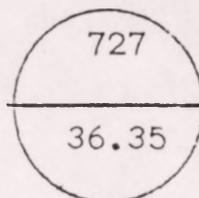
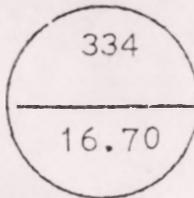
4 weeks after

Any Other

N.A.

Total

Frequency
Percentage



the work was in the last stage of completion.

The functioning creche was at the Asian Games Village Complex. At this particular site there were more than 1000 workers engaged in construction work; there were many tents of workers around the various buildings under construction such as hostel, mess etc. There was only one creche at the site of one of the buildings. Only those who were working on that building could benefit from the facility. According to our data 203 workers out of 330 interviewed were aware of the creche; other did not even know that the facility existed (See Fig. 10) .

There were some workers who had access to this facility at their earlier sites and had found it extremely beneficial. They wished to have a creche at every site where they worked. At "Yatri Niwas" and "Munirka Sites" the creche was closed down although work for few months was still left. The workers at these sites were also very happy with the earlier arrangement and wished that the facility had continued. The appreciation of the women workers showed that the concept of a creche was accepted by them. The rules say that wherever there are 20 or more women working, creche facility for the use of children under 6 years of age

Is there any facility to look after your children at the site?

	No	Creches by voluntary organisations	N.A.	Total
Frequency	1174	203	623	2000
Percentage	58.70	10.15	31.15	100.00

Do you leave your children there?

	Yes	Elder children can look after them	Do not think it is necessary	Any Other	N.A.
Frequency	176	12	10	5	1797
Percentage	8.80	0.60	2.50	0.20	89.85

Have you got your children inoculated?

	Yes	No	Do not know	N.A.	Total
Frequency	732	546	99	623	2000
Percentage	36.60	27.30	4.95	31.15	100.00

should be provided. There are elaborate rules about equipment, maintenance, hours, staff etc. (See Annexure III). The study indicated that this basic amenity is generally not provided. Thus, it was clear that even in this respect rules were largely not followed and women were left to look after themselves. Only 36 percent women reported that their children were innoculated. In the absence of any child care facilities, children were left on their own, totally exposed to construction hazards such as open tanks, bricks, stones, iron bars, mud etc. The infants had to be left on a piece of dirty cloth, toddlers crawled all around, preschoolers wandered at the site, the slightly older ones looked after the younger siblings and did part of the household work, and early adolescents started working at the sites. Table 5.4 indicates that the children of as many as 13% of the women workers were employed in construction.

CHILD CARE : With the erosion of the traditional support of the extended family and the absence of any alternative supportive system, mothers while working were constantly under pressure. They said they were perpetually tense and anxious about their children's security.

Table: 5.4

Distribution of Sample by their Children working
at Construction Site.

N= 2000

Are your Children working at Construction Site.	Yes	No	Not Applicable
Frequency	269	1108	623
Percentage	13.45	55.40	31.15

We wanted to know, whether mothers could take some time off to feed their infants.

Here, too, they were at the mercy of the jamadar as he also acted as a supervisor at the site.

Women who were mothers nearly 36% were allowed time off more than thrice a day to feed their children, 15 per cent thrice and about 10 per cent twice a day (See Fig. 11)

The jamadar did not permit 3 per cent (60 women) to take any time off. Some (44 women) managed to sneak out, while others (16 women) could not do so.

This speaks volumes about the attitude of a jamadar towards women workers. The percentage of the women not allowed to take time off may be small, but it shows the indifference of the jamadar towards the need for a mother to feed her child.

Women who were allowed time to feed their children were not satisfied either. No sooner did the jamadar allowed the women to take time off, he would start shouting at them to resume work. Under such severe pressure, tension and anxiety, women found it difficult to relax and feed the child.

Are you allowed to feed your child at the site? Yes

	No	Grown up children	N.A.	Total
Frequency	60	180	623	2000
Percentage	3.00	9.00	31.15	100.00

If yes, how many times a day?

	Once	Twice	Thrice	More than thrice	N.A.	Total
Frequency	2	162	300	717	803	2000
Percentage	0.10	8.10	15.00	35.85	40.15	100.00

If no, can you manage to feed them?

	Yes	No	N.A.	Total
Frequency	44	16	1940	2000
Percentage	2.20	0.80	97.00	100.00

LIVING CONDITIONS :

HOUSING FACILITY : A contractor has to provide residential facilities to the workers.

There are elaborate specifications laid down by CPWD about housing facilities (See Annexure III). Although 96 per cent contractor had provided this facility, but not one was according to the specifications.

The condition of the worker's camps was appalling. Workers lived in dark hovels, mud jhuggies or canvas tents. The size of the so called house was so small that one could not enter without bending. Once entered, it was impossible to stand fully erect. There was a total absence of ventilation and the space in the jhuggi was not even adequate for a couple, leave alone a family of four. The workers lived in the barest of shelter. Total lack of drainage, sewage, light and ventilation made the place a fruitful breeding ground for all kind of diseases.

At all the sites the camps were organised on the basis of the native place of the workers. For example, workers from Rajasthan clustered in one camp with their jamadar, those from U.P. in another and so on. Workers from different states, although working at the same site, did not interact

TABLE 2.2.1A
Distribution of the Sample by Distance Between Home and the Site

N=2,000

How far do you live	Very near the site	Some what near the site	Away from the site
Frequency	1604	324	72
Percentage	80.20	16.20	3.60

(B)

Frequency Distribution of Women by Nature of Housing

Type of Residence	Jhuggi	Temporary Tents	Pucca House
Frequency	1751	249	00
Percentage	87.55	12.45	00

with each other. But there were no hard feelings or resentment amongst them. Such concentrations reminded one of slave camps, with jamadar working as the slave driver.

Most of the workers, nearly 80 per cent, were living near the construction site. Some 4 per cent were living away from the site. Everybody walked to work. Even the workers who lived very far did not commute, by any vehicle (See Table 5.5)

DRINKING WATER : Some 62 per cent of workers reported that some drinking water facility was available in the camps. All those who answered positively had handpumps near the camps, but the quality of water differed not only from site to site, but also from camp to camp within the same site. Those who did not have this facility faced serious problems. They had to walk a considerable distance to get water sometimes from a filthy flowing 'Nullah'. For example, workers at the Asia Hotel site were forced to get water from the 'Nullah' which was at the back of their jhuggies. At the Asian Games Village Complex the workers of one camp had to get water from the site itself. The chowkidar did not allow them to draw water and therefore, they were forced to go there at night without the knowledge of the chowkidar. They were treated as water thieves and when caught their earthen pots were broken.

: 45 A :

TABLE - 5.6

Distribution of Women by Amenities at Home

S.No.	Items	Yes:		No		Total	
		Freque- ncy	Per- centage	Freque- ncy	Per- centage	Freque- ncy	Per- centage
1.	Drinking Water	1250	62.50	750	37.50	2000	100.00
2.	Toilet	00	00	2000	100.00	2000	100.00
3.	Wasning and bathing facility	00	00	2000	100.00	2000	100.00

TOILET : None of them had any toilet facility, either provided collectively or individually. All of them without any exception reported that they sought the nearest bush (in a city not over-endowed with bushes) to ease themselves.

WASHING AND BATHING FACILITY : None of the sites provided separate washing and bathing facilities for men and women, although the rules demand it (See Annexure III A) On each site there was one tap or a handpump for one camp. Women could bathe only very early in the morning for the taps were located in the open. Most of them chose to do without bathing. In one of the camps, located at the Asian Games village the workers stated that they bathed only in their village; or may be once in six months (See Table 5.6)

RATION CARDS : About 95 per cent of workers did not have a ration card. Of these, nearly 20 per cent reported that they had tried to obtain a card, but could not succeed; 3 per cent said that they did not know what a ration card was. A sizeable 73 per cent said that they were making attempts to get a card. As can be seen in Table 5.7. a very small number about 7 per cent, used the fair price shop for getting their rations and a large majority, nearly 93 per cent, went to any nearby shop for their provisions.

TABLE : 5.7

Distribution of Sample By Availability of Ration Card

N= 200

Do you have a Ration Card	Yes	No	
Frequency	92	1908	
Percentage	4.60	95.40	
If, No. Are You trying to get a Ration Card	Do Not Know What it is	Do Not Know Where to get	Trying to get but am not able to get it
Frequency	58	1458	392
Percentage	2.90	72.90	19.60
Where do you get Ration from	Fair Price Shop	Any near by Shop	Cooperative Stores
Frequency	67	1929	4
Percentage	3.35	96.45	0.20

The workers were quite disillusioned and disheartened as nobody helped them to get ration cards. Many workers reported that they were unable to fill the ration forms as they were illiterate. A few of them had taken the form to the contractor and had also asked for help from the rationing officers which was, however, denied them.

It was surprising that the contractors were reluctant to help the worker's obtain ration cards, as the process is very simple. The contractor has to certify that the particular person would work with him for a specified period. On this basis a worker is entitled for a ration card for those many months. The only explanation for the contractor's attitudes could be that a ration card seems to be linked with security of service and no contractor wants his workers to enjoy it.

TRADE UNIONISM : It has been established by earlier studies that the trade unions for the construction workers are weak and worker's involvement in the union activities is low. Because of weak organisational structure the trade unions have failed in even making their existence known to the majority of the workers.

~~TABLE - 2 (A)~~
Workers Perceived Situation Regarding Unionism and Processing of Demands.

Do you have any Union	Yes	No
Frequency	00	2000
Percentage	00	100.00

(B)

Who forward your demand to the Contractor/ Employer	Jamadar	Individually	Any Other
Frequency	1956	3	41
Percentage	97.80	0.15	2.05

None of the women from our sample was a member of any union, suggesting clearly that the workers were almost wholly unorganised and, therefore, at the mercy of the Jāmadar. In fact the Jāmadar was reported to be the main channel through which they forwarded their demands or grievances to the employers/contractors. (See Table 5.8)

Thus, the 'Jāmadar' not only brought workers to the construction site from their villages, provided them with work on commission basis, and controlled their employment in various ways, but he also regulated their working life and conditions.

AWARENESS AND ORGANISATION :

At the time of our survey there was a massive demonstration in front of the Prime Minister's house for increase in the minimum wage*. We wanted to know whether women workers were aware of the demonstration. Most of the women were not. Only at one site a few women had participated in the demonstration. They were all sore because they had not only spent money to travel to and from PM's house, but also

*The Hindustan Times Report "A few days ago some of them were "teargassed" for turning violent while demonstrating in front of the PM'S house. The police did not realise the futility of the action. For building workers can never think of crying. For them life is "tears till the end."-(11 July 1981)

had to face a lathi charge and tear gas for nothing. Amazingly, at the same site, one group of workers (from U.P.) including women, had actively participated in the demonstration, whereas other workers (from Rajasthan) were not even aware of it. This probably suggested that workers were not only unorganised on a state or national level, they were unorganised even at the same site. Understandably so, as each group of workers operated the way their jamadar wanted. The extent of subjugtion forced workers to perceive their whole world only through the eyes of the jamadar, and to feel touch, taste, smell and sense through the sensory organs of their exploiter. This is a shameful commentary on 35 years of pretension that since Independence we have striven to liberate our people from their bonds.

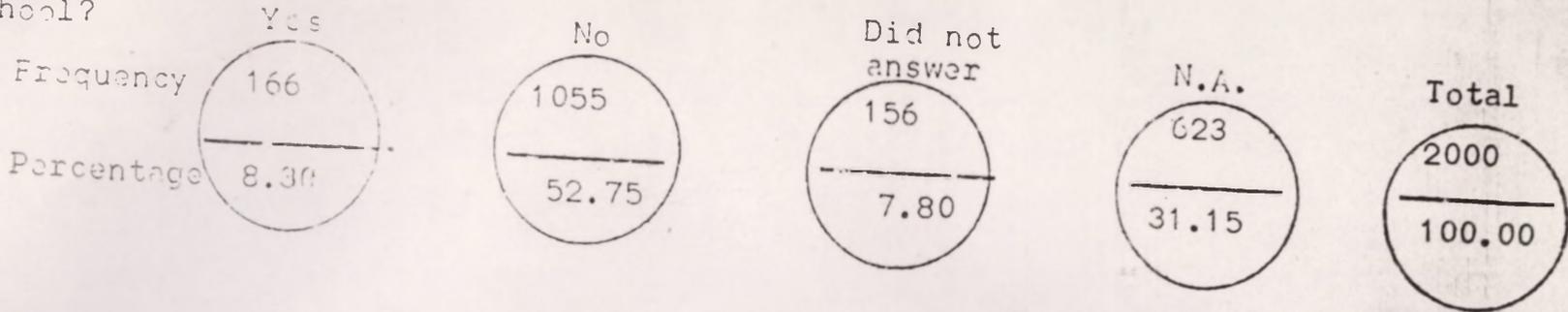
VI: ASPIRATIONS

We wanted to study the aspirations of the women regarding themselves and their children. What did they want their children to do; whether they sent their children to school, whether they wanted to change work, whether they planned to live in Delhi permanently etc. An attempt was made to get an idea of their attitudes, hopes and plans for the future.

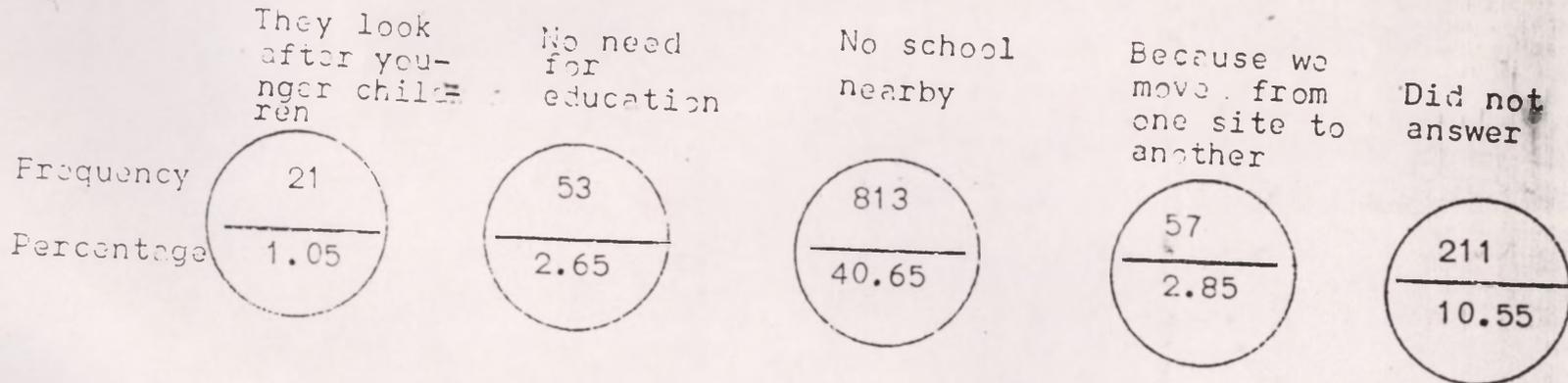
Aspirations for Children : As we have reported earlier, to about 31 per cent of the women the questions on children were not applicable as either they were unmarried, or did not have children. About 8 per cent had grown up children. Nearly 8 per cent of women sent their children to school. A sizeable 53 per cent were unable to send their children to school because of various reasons. The major reason was the absence of a school near their living and working place. Almost 41 per cent could not send their children because of this reason; 3 per cent of women attached no importance to school because they said the children had to look after the younger children, whereas 3 per cent could not put their children in school because of constant mobility. (See Fig. 12)

Distribution of the Sample by their
Children Going to School

Do your children
go to school?



If no, why not?



Aspiration for Schooling :

It was noteworthy that the women wanted to send their children to school, but could not do so because of absence of a school near-by. The desire to educate their children appeared very strong indeed.

Out of 68.85 per cent of the sample (excluding 31.15 per cent to whom the question was not applicable) almost 48 per cent wanted schooling facilities for their children (see Table 6.0). About 9 per cent wanted some employment for their children; nearly 5 per cent wanted their children to have all the facilities such as schooling, a better house, better food, medical aid and a good job. Very few exclusively mentioned proper housing, nutrition and medical aid (0.35 per cent, 0.95 and 0.50 per cent respectively).

The results suggested that more than anything else, women wanted their children to be educated. During data collection the field officers were frequently asked by women and children "School kholne aye ho", "Kab khulega", etc. (have you come to open a school", "when will it be opened"). They would ask us to teach their children, so great was the enthusiasm of the children themselves,

Distribution of the Samples by Facilities Desired for Children.
N= 2000

What facilities should be provided for your children	School	Housing Facility	Nutrition	Medical aid	Employment	All the sample facility	Any other	N.A.
Frequency	954	7	19	10	181	109	97	623
Percentage	47.70	0.35	0.95	0.50	9.05	5.45	4.85	31.15

Table: 6.1

Distribution of the Sample by Work Aspirations for Children

What would you like your child to work as	Unskilled Construction Worker	Semi-skilled Construction Worker	Factory Worker	Skilled Construction Worker	Office Worker	Farmer	Any Other	Did Not Answer	N.A.
Frequency	43	81	302	103	527	15	183	123	623
Percentage	2.15	4.05	15.10	5.15	26.35	0.75	9.15	6.15	31.15

that on some sites often children would start counting numbers or reciting poems. These children were the ones who had attended 'Mobile Creches' on previous sites. The women themselves wanted to learn to read and write.

Work Aspirations for Children:

Interestingly, when women were asked what they wanted their children to work as, a sizeable number, about 26 per cent, wanted their children to become office workers. Some 15 per cent wanted their children to work in a factory, 5 per cent wanted their children to become skilled construction workers. Only a few, about 2 per cent, desired that their children become unskilled workers. Quite interestingly, only 1 per cent of the mothers wanted their children to go back and work as farmers (see Table: 6.1).

The responses did indicate some kind of desire in the minds of the construction women workers for the betterment of their children. This was significant as it indicated aspiration mobility among them. Such changes at the 'thought' level could become a facilitating factor for organisation of construction workers and in their socio-economic development.

Table: 6.2

Distribution of the Sample by Work Aspirations.

What would you do after finishing the present work.	Take up same work	Take up better work	Work in factory	Go back to village	Do not know	Any other	Total
Frequency	1398	176	2	366	41	17	2000
Percentage	69.90	8.80	0.10	18.30	2.05	0.85	100

Aspirations for Self :

When asked what they would do when the present construction work was over, nearly 70 per cent of them thought that they would take up the same work and 9 per cent wanted better work at another construction site. Nearly 18 per cent said that ^{they} would go back to their villages. The rest did not know what they would do after they finished working on that site. (see Table:6.2)

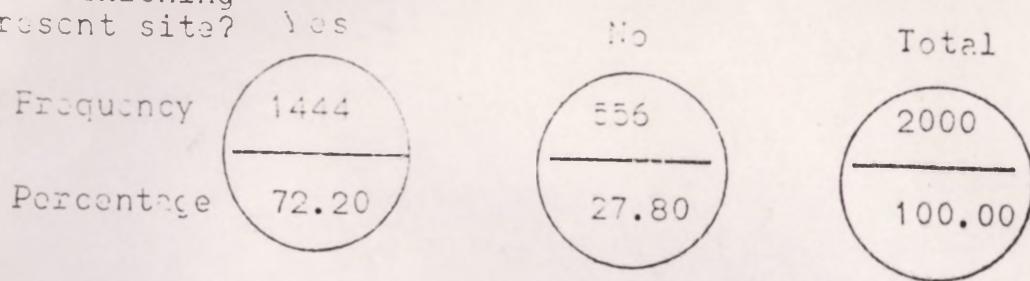
Desire for Continuing Work:

However, some 72 per cent of them were planning to stay in Delhi and the rest thought that they would go back to their villages (see Fig. 13). Of those who wanted to live in Delhi, about 40 per cent wanted to live permanently. Nearly 30 per cent thought that they would continue to live in Delhi till they got some work here, suggesting they also wanted to live in Delhi on a continuing basis. Actually, most of them wanted to live in Delhi permanently, but only if they could get an allotment of a house or some land. The desire to continue to live in Delhi was probably motivated by the need for work and income. It might also indicate that they were getting conditioned to working at construction site.

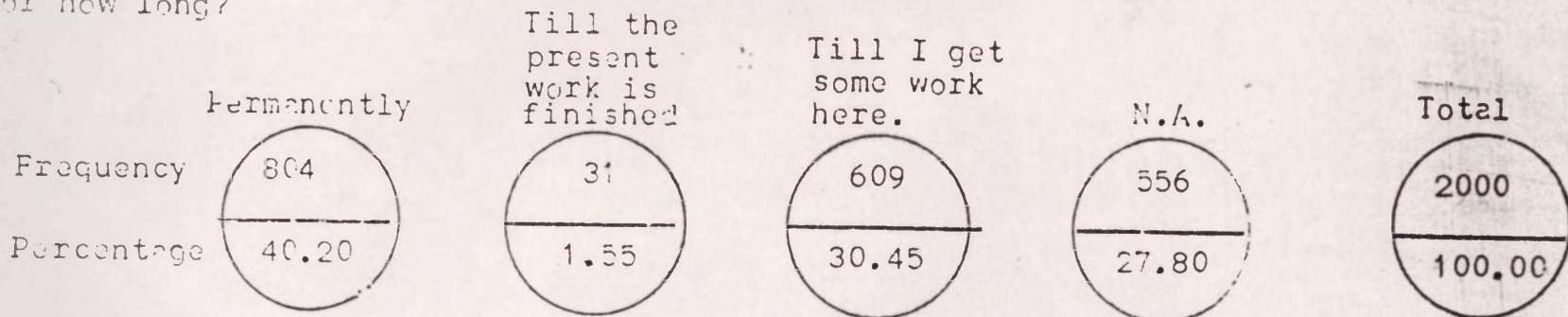
Figure 13

Aspirations for Self

Do you want to live in Delhi after finishing work at present site?



If yes, for how long?



Aspirations of Young Women:

In the course of informal discussions with the women construction workers, we could find differences between the attitudes of young women who were either unmarried or newly married, and middle aged who had more than 2 children old enough to attend schools.

The younger women were very happy with their work and did not desire to go back to their villages. Most were satisfied with whatever they got. Most of these women had no responsibility as either they were unmarried or newly married. These women also had a feeling of liberation as they were not in a joint family environment. After work they could sit freely, gossip and help each other. They had a sense of freedom as there were no elders in the family. Some of these young women had always lived in Delhi and had only occasionally visited their native place. These women showed no desire to leave Delhi and to go back to their villages. They, however, wanted to learn to read and write.

Concerns of Mothers and Older Women:

Middle aged women who had children old enough to attend school wanted to send their children to school.

They desired to get all the basic facilities, although they were not aware of the laws. They had a number of responsibilities as the family size were large. They found it extremely difficult to cope within their meagre income. These women wanted to go back to their village and live with their relatives. They constantly grumbled about the attitude of the contractor. "He is not bothered whether we live or die, he does not help us when we are sick or our children are ill. Even if someone is seriously injured while working and cannot work his wage is cut".

Hazards for Children:

The women did not get maternity leave and were forced to work till the last day of pregnancy and to resume work almost immediately after the delivery. In the absence of creche facilities the infants were left either under the care of the older children or were taken to the work site, where they were kept in the midst of mud, stones, and iron bars. The jamadar obliged the mothers by allowing them to take time off to feed their infants. The young children of migrants suffered acute physical neglect due to the mother's work schedule and in the absence of elders to care for them. The migrant way of life entails great physical hardships as the family group moves

from one site to another. It causes emotional dislocation for the children, who find it impossible to build friendships or associations.

A study done on construction worker's children reported that the migrant children living in a transient and chaotic world are abnormally susceptible to a breakdown of psychological defenses against environmental strains (Akhtar, 1980)

Denial of such basic facilities as medical aid, maternity leave and creches, weakened the present as well as the future generation. The migrant workers had already lost their village roots. They had no firm ground in the city. The children and their mothers suffered the most in these uncertain, crude, unjust and cruel conditions.

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WOMEN CONSTRUCTION WORKERS : WITH PARTICULAR
REFERENCE TO LEGAL SECURITY AND SOCIAL JUSTICE

A CASE STUDY OF DELHI

I. IDENTIFICATION

- 1.1 Location
- 1.2 Nature of construction
1. Govt.
 2. Semi Govt.
 3. Private
- 1.3 Size of working force
1. Less than 100 workers
 2. 100-500 "
 3. 501-1000 "
 4. More than 1000 "

III. MIGRATION AND TIES WITH NATIVE PLACE

3.1 Native Place

- | | |
|-------------|------------------------|
| 1. Village | 1. Rajasthan |
| 2. Tehsil | 2. U.P. |
| 3. District | 3. Bihar |
| | 4. Delhi |
| | 5. M.P. |
| | 6. Punjab |
| | 7. Maryana |
| | 8. Any other (specify) |

3.2 Who in your family decided to come to Delhi

1. Myself
2. My husband
3. My father
4. Any other (specify)

3.3 Whom did you migrate with

1. Alone
2. With husband
3. Family members
4. Sub contractor
5. Any other (specify)

3.4 what was the cause of migration

1. Under employment
2. Unemployment
3. Family differences
4. Any other (specify)

3.5 Were you working in your native place

1. Yes
2. No

3.6 What was the main occupation of your family in your native place

1. Self employed farmers
2. Employed farm workers
3. Bonded labourers
4. Any other(specify)

- 3.7 What was your monthly income in village
1. Less than Rs.50
 2. Rs.51-100
 3. Rs.101-150
 4. Rs.151-200
 5. More than Rs.200
 6. Uncertain
 7. Don't know
- 3.8 How often do you visit your native place
1. Never
 2. Yearly (as a routine)
 3. During harvesting
 4. Any other (specify)
- 3.9 Do you return seasonally to your native place
1. Yes
 2. No
- 3.10 If yes, how many times
1. Once
 2. Twice
 3. Thrice
 4. More than thrice

EMPLOYMENT AND ECONOMIC STATUS

1.1 Were you given a job in construction work before you came to Delhi

1. Yes
2. No

1.2 Source through whom you got the work

1. Employment Exchange
2. Private agency
3. Jamadar
4. Relatives
5. Any other (specify)

1.3 What is the nature of your employment

1. Permanent
2. Temporary

1.4 What is the nature of your job

1. Carrying bricks, sand, cement
2. Digging earth
3. Carrying water for mixing
4. Stone breaker
5. All the above work
6. Any other (specify)

1.5 Are you satisfied with your work

1. Yes
2. No

- 4.6 Do you desire to work in a different category (skilled e.g. painter, supervisor, etc. semi-skilled eg. water sprayer and glaziers)
1. Yes
 2. No
- 4.7 If yes, why
1. More income/less strenuous
 2. Higher status
 3. Any other (specify)
- 4.8 If no, why
1. There is no such change
 2. Higher status/income than husband is not desirable
 3. Not confident
 4. Any other (specify)
- 4.9 Would you like to be trained for semi-skilled/skilled job
1. Yes
 2. No
- 4.10 What kind of other construction work would you like to do
1. Don't know
 2. Any other (specify)
- 4.11 Would you like to do something other than construction work
- 4.12 How are you put into work
1. At random
 2. In pairs (Husband+wife)
 3. In groups
 4. Any other (specify)

- 4.13 How much do you earn everyday
1. Less than 8.25
 2. Rs.8.25
 3. Rs.8.50
 4. Rs.9.25
- 4.14 How much your husband/head of household earn everyday
- 4.15 What is the mode of payment
1. Daily
 2. Weekly
 3. Fortnightly
 4. Monthly
 5. Any other (specify)
- 4.16 To whom is your wage given
1. To me
 2. My husband
 3. Any other (specify)
- 4.17 Who gives you the pay
1. Contractor
 2. Jamadar
 3. Mistri
 4. Any other (specify)
- 4.18 Is there any commission given to Jamadar
1. Yes
 2. No
- 4.19 If yes, how much
1. 0.75 paise
 2. Rs.1
 3. More than Rs. 1

- 4.20 If your income sufficient to fulfill your requirements
1. It is just sufficient for basic needs
 2. I can save money
- 4.21 If (2) is applicable, how much money do you save in a month
1. Less than Rs.50
 2. Rs.50-100
 3. More than Rs.100
 4. Don't know
- 4.22 Are you in debt?
1. Yes
 2. No
- 4.23 From whom do you borrow
1. Money lender
 2. Jamadar
 3. Relatives
 4. Banks
 5. Any other (specify)
- 4.24 Rate of interest
1. 1 per cent
 2. 2 per cent
 3. 3 per cent
 4. More than 3 per cent
 5. Nothing
 6. Don't know
- 4.25 Total amount of money you owe
1. Less than Rs.100
 2. Rs.101-501
 3. Rs.501-1000
 4. Above Rs.100
 5. Don't know

V. WORKING CONDITIONS

- 5.1 What are your working hours
1. 8 hours
 2. 9 hours
- 5.2 How long is your rest interval
1. 1 hour
 2. 2 hours
- 5.3 Are there any rest rooms on the site
1. Yes
 2. No
- 5.4 If yes, number of workers occupying one rest room
- 5.5 What type of facilities are provided in the rest room
1. Nothing
 2. Cot
 3. Ventilation
 4. Drinking water
 5. Any other (specify)
- 5.6 Do you do overtime work
1. Yes
 2. No
- 5.7 Are you paid for the overtime work
1. Not paid
 2. Irregularly paid
 3. Regularly paid
 4. Any other (specify)

- 5.8 Are the male workers paid for their overtime work
1. Not paid
 2. Irregularly paid
 3. Regularly paid
 4. Any other (specify)
- 5.9 If paid, rate at which the amount is paid
1. Rs. one per hour
 2. Any other
- 5.10 Do you get any paid holidays
1. Yes
 2. No
- 5.11 Which holidays are paid
1. Sunday
 2. National Days
 3. Festivals
 4. Any other (specify)
- 5.12 Are you entitled to casual leave
1. Yes
 2. No
- 5.13 If yes, how many days per month
- 5.14 Are you aware that you are entitled to maternity leave
1. Yes
 2. No
- 5.15 Have you ever got maternity leave
1. Not applicable
 2. Yes
 3. No
- 5.16 If yes, for how many days
1. 8 weeks
 2. Less than 8 weeks
 3. Any other (specify)
- 5.17 If not, Did you even ask for it
1. Yes
 2. No

- 5.18 When pregnant when do you stop working
1. I worked till the last day
 2. 8 - 9 months
 3. 6 - 7 months
 4. 4 -5 months
 5. Was not working
 6. Don't remember
- 5.19 Where do you go for delivery purpose
1. At home
 2. In city
- 5.20 If in city, where
1. Hospital
 2. Jhuggi
- 5.21 When did you resume working
1. Immediately after the delivery
 2. 4 weeks after
 3. Any other (specify)
- 5.22 Do you get any medical aid
1. Yes
 2. Only at the site
 3. Never
- 5.23 Who provides the facility
1. Contractor
 2. Voluntary organisation
- 5.24 If provided what is the nature of aid
1. Doctor visits the site
 2. Medical bills are reimbursed
 3. Free medicines are provided
 4. Referral Services
 5. Any other (specify)

- 5.25 While working, have you ever got physically hurt on the site
1. Yes
 2. No
- 5.26 If yes, did you get any compensation for it
1. Yes
 2. No
- 5.27 Do the family of the worker get any compensation at the time of disability during working hours
1. Yes
 2. No
- 5.28 If yes, what is the mode of payment
1. Some medical treatment
 2. Paid leave till cured
 3. Any other (specify)
- 5.29 Is there any first aid facility available at the site
1. Yes
 2. No
- 5.30 Do you get enough potable drinking water at the site
1. Yes
 2. No
- 5.31 Is there a separate W.C. for women at the construction site
1. Yes
 2. No
- 5.32 Do you have any Canteen facility
1. Yes
 2. No
- 5.33 If yes, Are you satisfied with the services in the canteen
1. Yes
 2. No

- 5.34 Is there any facility to look after your children at the site, if yes, what is it.
1. Creche by voluntary Organisation
 2. Creche provided by the contractor/principal employer
 3. Creche by any Govt. or semi Govt. Organisation
- 5.35 If yes, do you leave your child in there
1. Yes, I leave my child there
 2. Elder children can look after them.
 3. I don't think its necessary
 4. Any other (specify)
- 5.36 Are you allowed to go and feed your child
1. Yes
 2. No
- 5.37 If yes, how many times in a day, do you go to feed your child
1. Once
 2. Twice
 3. Thrice
 4. More than thrice
- 5.38 If no, can you manage to feed your child
1. Yes
 2. No
- 5.39 Have you got your child innoculated
1. Yes
 2. No

- 5.40 What other facilities would you like to have for your children
1. School
 2. Housing
 3. Nutrition
 4. Medical aid
 5. Employment
 6. All the above
 7. Any other
- 5.41 Do you have any children working in construction industry
1. Yes
 2. No
- 5.42 Do you have any union
1. Yes
 2. No
- 5.43 Are you a member of the union
1. Yes
 2. No
- 5.44 Who forward your demand to the contractor/employer
1. Union leader
 2. Jamadar
 3. Individually
 4. Any elderly man
 5. Any other (Specify)

VI. LIVING CONDITION

- 6.1 How far do you live from the work site
1. Very near the site
 2. Some what near the site
 3. Away from the site
 4. Far from the site
- 6.2 How do you travel to and fro from work
1. Walking
 2. Bus
 3. Truck
 4. On cycle with husband
- 6.3 What type of residence you have
1. Jhuggi
 2. Temporary tents
 3. Pucca house
- 6.4 Who has given you this place
1. Contractor gave the place
 2. We have ourselves improvised
- 6.5 Do you have drinking water facility
1. Yes
 2. No
- 6.6 Where do you go to ease yourself
1. Provision in house
 2. Common facility provided by the contractor
 3. We just go out on the ground
- 6.7 Do you possess a Ration Card
1. Yes
 2. No
- 6.8 If you don't have, why not
1. I don't know what it is
 2. I don't know where to get it
 3. I am trying to get but am not able to get it
- 6.9 Where do you get ration from
1. Fair Price shop
 2. Any near-by shop
 3. Cooperative stores

VII ASPIRATION

- 7.0 Do you have any knowledge about legal provision
1. Yes
 2. No
- 7.1 If you have school going children, do they go to school
1. Yes
 2. No
- 7.2 If no, why not
1. They look after younger children
 2. There is no need for education
 3. There is no school nearby
 4. Because we move, it is impossible to put them in school
- 7.3 What would you like your children to become
1. Unskilled construction work
 2. Semi-skilled
 3. Factory worker
 4. Skilled Construction Worker
 5. Office Worker
 6. Farmer
 7. Any other (specify)
- 7.4 What would you do after completing work at this construction site
1. Take up same work at another construction site in Delhi
 2. Take up better work at another construction site in Delhi.
 3. Work in Factory
 4. Go back to village and work
 5. Don't know
 6. Any other (specify)

- 7.6 Are you planning to stay in Delhi
1. Yes
 2. No
 3. Don't know
- 7.7 If yes, whether
1. Permanently
 2. Only till the present work finishes
 3. Till I get some work here

VIII MOBILITY AMONG LABOURERS

- 8.1 Do you stay and work at one work site till the whole work is completed
1. Yes
 2. No
- 8.2 If no, with what frequency do you change jobs
1. Uncertain
 2. Once
 3. Twice
 4. More than twice
- 8.3 Is it by the same contractor you seek work
1. Yes
 2. No

INTERVIEW SCHEDULE FOR 'JAMADAR'

1. How do you recruit the workers
 1. I go to the village and bring group of people
 2. I visit worksites and contact the workers
 3. I ask other workers to bring their friends/relatives
 4. Any other (specify)

2. What is your criteria for selecting women workers
 1. I see their previous experience
 2. I see, if they have any special abilities
 3. I take only those whom I know
 4. I take those who look physically fit and strong
 5. I have no specific criteria

3. Why do you select women workers
 1. They are hard working
 2. They are submissive
 3. Because their husbands also work on the same site
 4. Any other (specify)

4. Do you have to face any problems because of women workers

5. Are there any advantages of women workers

ANNEXURE - III A

Summary of Contract Labour Central Rules 1971 pertaining to Welfare and Health of Contract Labour

(1) The facilities required to be provided under sections 18 and 19 of the Act, namely sufficient supply of wholesome drinking water a sufficient number of latrines and urinals, washing facilities and first-aid facilities shall be provided by the contractor in the case of the existing establishments within seven days of the commencement of these rules and in the case of new establishments within seven days of the commencement of the employment of contract labour therein.

(2) If any of the facility mentioned in sub-rule (1) is not provided by the contractor within the period prescribed the same shall be provided by the principal employer within seven days of the expiry of the period laid down in the said sub.rule.

I. Rest Rooms

Where contract labour is expected to halt at night and in which the employment of contract labour is likely to continue for 3 months or more, rest rooms or other "suitable" accommodations are obligatory. Separate rooms shall be provided for women employees.

Rest Rooms or other suitable accommodation should have :-

1. Protection from sun, wind, rain
2. Smooth hard impervious floor surface
3. Ventilation
4. Natural or artificial light
5. Size : 1.1 Sq. metre per person
6. There should be separate rooms for women

II. Canteens

Wherever Contract labour is likely to continue for 6 months, and where contract labour numbering 100 or more are employed an adequate canteen shall be provided.

The canteen should have at least a dining hall, kitchen, storeroom, pantry and washing places separately for workers and for utensils.

Standards for space, lighting, cleanliness, furniture, cost of meals etc. is laid down clearly.

III. Latrine & Urinals

No. of Latrines

One latrine for 25 males

One latrine for 25 females

This ratio applies to the first hundred workers. If there are more than hundred, then latrines are to be provided in the ratio 1:50 for every additional hundred.

Maintenance

- (a) They should be well lighted and clean
 - (b) They should be accessible at all times
 - (c) Water shall be provided either by tap or otherwise to be conveniently available..
- (b) Latrines not connected to sewage lines should comply with requirements of public health authorities.

IV. Washing Facilities:

These are to be provided at every worksite and shall be conveniently accessible and adequately screened for the use of male and female workers.

V. First Aid Facilities:

1. A first aid box is to be provided on the basis of at least 1 box : 150 workers.
2. The box is to be in the charge of a responsible person who should be readily available. Where Labour force exceeds 150 persons, a man is expected to be trained in First Aid treatment.
3. The act lays down in detail what the First Aid Box should contain (All items pertain to injuries).

VI. Creche:

In every establishment where twenty or more women are ordinarily employed as contract labour, there shall be provided two rooms of reasonable dimensions for the use of their children under the age of six years.

(1) One of such rooms shall be used as a play room for the children and the other as bed room for the children.

(2) the contractor shall supply adequate number of toys and games in the play room and sufficient number of cots and bedding in the sleeping room.

(3) the standard of construction and maintenance of the creches shall be such as may be specified in this behalf by the Chief Labour Commissioner (Central).

ANNEXURE - IIIB

CLAUSES REGARDING WORKING AND LIVING CONDITIONS AS GIVEN IN CONDITIONS OF CONTRACT OF C.P.W.D.

CLAUSE 19F: Leave and pay during leave shall be regulated as follows:

1. LEAVE

Maternity benefit rules for female workers employed by contractors.

(a) in case of delivery, maternity leave not exceeding 8 weeks, 4 weeks up to and including the day of delivery and 4 weeks following that day.

(b) In the case of miscarriage - up to 3 weeks from the date of miscarriage.

2. PAY

(a) In case of delivery - leave pay during maternity leave will be at the rate of the woman's average earnings, calculated on the total wages earned on the days when full time work was done during a period of 3 months immediately preceding the date on which she gives notice that she expects to be confined or at the rate of rupee one only a day whichever is greater.

(b) In case of miscarriage - leave pay at the rate of average daily earnings calculated on the total wages earned on the days when full time work was done during a period of 3 months immediately preceding the date of such miscarriage.

(c) Conditions for the grant of maternity leave - No maternity leave benefit shall be admissible to a woman unless she has been employed for a total period not less than 6 months immediately preceding the date on which she proceeds on leave.

CLAUSE 19 H

The contractor(s) shall at his/their own cost provide his/their labour with a sufficient number of huts (hereinafter referred to as the camp) of the following specifications on a suitable plot of land to be approved by the Engineer-in-Charge.

1.(a) The minimum height of each hut should be 7" and floor area 30 sq.ft. for each member of the worker's family.

(b) Suitable cooking place of 6'x5' adjacent to the hut.

(c) Temporary latrines and urinals, four per each one hundred of the total strength. Separate latrines and urinals should be provided for women.

(d) One unit of washing and bathing place for every 25 persons residing in the camp.

2.(a) All the huts shall have walls of sun-dried or burnt bricks laid in mud mortar or other suitable local materials as may be approved by the Engineer-in-Charge. The floor may be katcha but plastered with mud gobri and shall be at least above the surrounding ground. The roof shall be laid with thatched or any other materials as may be approved by the Engineer-in-Charge and the contractor shall ensure that throughout the period of their occupation the roofs remain water-tight.

(b) The contractor(s) shall provide each hut with proper ventilation.

3. WATER SUPPLY

The contractor(s) shall provide adequate supply of water for the use of labourers. The provisions shall not be less than 10 gallons of pure and wholesome water per head per day for drinking purposes and 3 gallons of clean water per head per day for bathing and washing purposes.

4. DISPOSAL OF EXCRETA

The contractor(s) shall make necessary arrangements for the disposal of excreta from the latrines by trenching or incineration. If trenching or incineration is not allowed, the contractor(s) shall make arrangements for the removal of the excreta through the Municipal Committee authority. The contractor shall provide one sweeper for every 8 seats in case of dry systems.

5. DRAINAGE

The contractor(s) shall provide sufficient arrangements for draining away sullage water so as to keep the camp neat and tidy.

6. The contractor(s) shall make necessary arrangements for keeping the camp area sufficiently lighted to avoid accidents to the workers.

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7. SANITATION

The contractor(s) shall make arrangements for conservancy and sanitation in the labour camps according to the rules of the Local Public Health and medical Authorities.