CHAPTER IV

RESULTS AND DISCUSSION

The findings of the current study on “Quality of life of migrant construction workers in Coimbatore city” are discussed in this chapter under the following heads.

4.1. Occupation wise distribution of the migrant construction workers
4.2. Social, demographic and economic characteristics of the migrants
4.3. Household details of the migrants
4.4. Details on migration
4.5. Work details of the respondents
4.6. Awareness on social security measures
4.7. Quality of life index
4.8. Human Development Index

4.1 Occupation wise distribution of the migrant construction workers

Manpower is the most valuable asset in the construction industry (James etal, 2006). Occupational pursuits have played an important role throughout the human history motivating people to move from one place to another. The occupational structure of a society is the product of a number of intimately related factors. Obviously, quantities and qualities of jobs play a very important role regarding migration process for a particular place of distribution.

Construction is one of the few industries where people can work their way to the top from the bottom level (Fisher, 2007). The classification of construction labourers proposed by Vander Loop (1998) consisted of stable wage workers, casual wage labourers, disguised wage labourers, dependent labourers and self-employed labourers. As revealed by the Census of India and NSSO data, the trade related jobs and construction activities in urban

areas show tremendous growth in recent times. During the period 1993-94 to 1999-2000, the proportion of workers in the rural construction sector rose from 0.8 percent to 2.0 percent and the urban counterpart showed a rise from 2.9 percent to 5.4 percent. There is wide scope to believe that at present the construction sector provides rather an easy entry to the job market at the urban sector along with the jobs in petty trade. The issue of rather easy entry as perceived by many is a matter of contest along with the issue whether it is push from strained rural areas or pulls from the booming construction sector or both as the reasons? In the current study, the migrants are classified based on their occupation in which they are placed during the time of interview. Accordingly, the migrants are grouped under eight headings-viz- 'masons', 'load carriers', 'iron and steel workers', 'plumbers', 'electricians', 'carpenters', 'floor finishers' and 'painters'.

Migrants who are categorised as 'masons' cover workers of cement masons, block masons, brick masons, stone masons, concrete finishers and terrazzo workers. 'Load carriers' include workers of load carrying for construction activities, breaking up of stones and mixing mortar. 'Iron and steel workers' include structural iron and steel workers of concreting, roofers etc. 'Plumbers' are pipe layers, pipe fitters & steam fitters. 'Electricians' cover skilled workers who do electrical works in construction. 'Carpenters' include wood workers of carpentry related activities. 'Floor finishers' include mosaic and tile installers and finishers. Workers who do painting works come under 'painters'. The following table 4.1 gives the occupation wise distribution of the migrant construction workers.

TABLE 4.1

OCCUPATIONAL DISTRIBUTION OF THE MIGRANT CONSTRUCTION WORKERS

S.No	Occupation	Activities Included	Number (%)
1	Masons (M)	Cement masons, block masons, brick masons, stone masons, concrete finishers and terrazzo workers	132 (33)
2	Load Carriers (LC)	Workers of load carrying for construction activities, breaking up of stones, mixing mortar	101 (25.25)
3	Iron and Steel workers (IS)	Structural iron and steel workers of concreting, roofers.	64 (16)
4	Plumbers (PL)	Pipe layers, pipe fitters & steam fitters	16 (4)
5	Electricians (E)	Skilled workers who do electrical works in construction	13 (3.25)
6	Carpenters (C)	Wood workers of carpentry related activities	21 (5.25)
7	Floor finishers (FF)	Mosaic and tile installers and finishers	41 (10.25)
8	Painters (PA)	Workers who do painting and related works	12 (3)
		Total	**400 (100)**

Source : Primary data, 2010. Figures in brackets denotes percentages to column total

Construction is a very stressful environment to work in (Smallwood and Ehrlich, 1997; Akkers, 1999). Construction activity is gaining momentum due to the location of several large, medium and small enterprises and apartments. The current study analyses the different facets on migration based on the occupation wise classification of the migrants. Most of the construction workers interviewed have skills and some further training in their areas of specialisation which are predominantly masonry (33 percent), structural iron and steel work (16 percent), floor finish (10 percent), carpentry (5 percent), plumbing (4 percent), electrical wiring and painting (6 percent).

However, experience and reputation are the main requirements of employment within the informal construction system (Winnie etal., 2003). About 25 percent were found to be load carriers who neither possess skill nor training. They clean the building sites, and they serve the skilled men workers by carrying materials as head load and doing tasks directed by them.

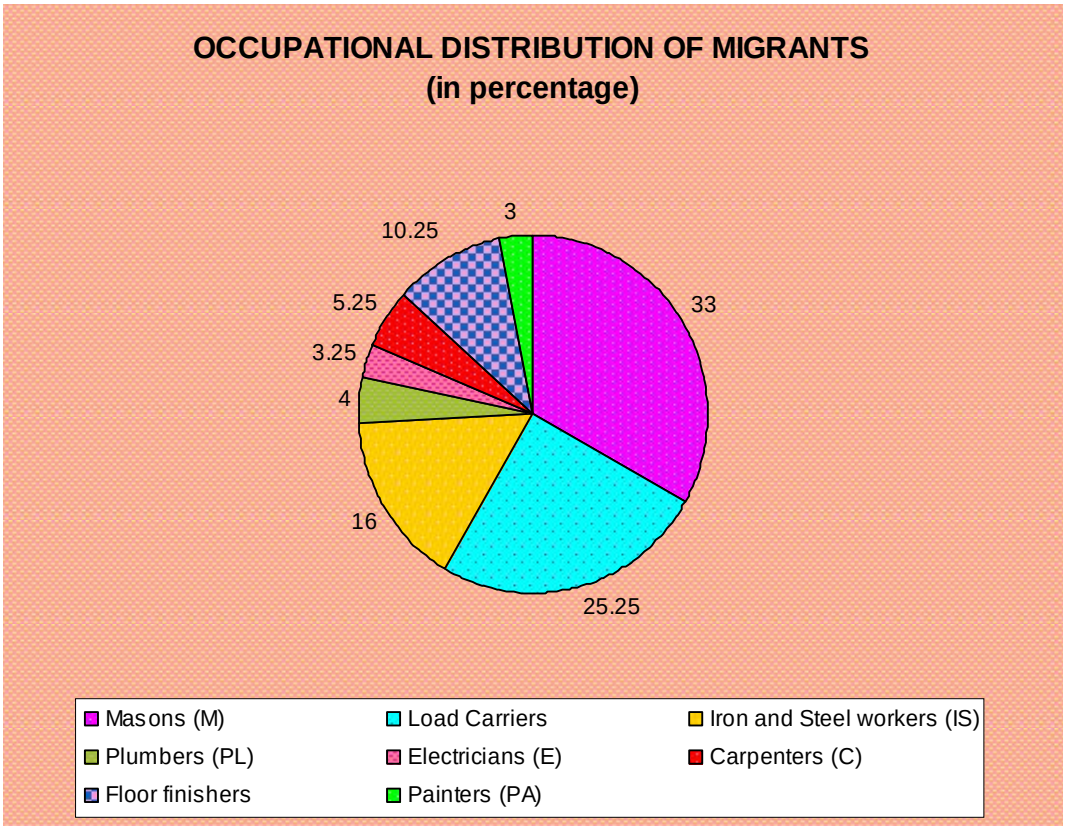

Fig 2

4.2. Social, demographic and economic characteristics of the migrants

4.2.1. Social characteristics of the migrants

Information about the characteristics of migrants is essential for any study on migration as profile of migrants helps to identify the factors behind migration, which also helps to understand the impacts of the migration process. This section presents the social and demographic profile of migrants based on the field survey conducted. It presents certain key characteristics of

the migrants regarding their religion, caste, sex, age, marital status, education levels and type of family which is presented in the following tables - 4.2 & 4.3.

TABLE 4.2

SOCIAL CHARACTERISTICS OF THE MIGRANT CONSTRUCTION WORKERS

Occupation / Characteristics		M	LC	IS	PL	E	C	FF	PA	ALL
Religion										
Hindu	N	119	95	57	14	11	21	37	12	366
	C	90.15	94.06	89.1	87.5	84.6	100	90	100	91.5
Christian	N	10	5	6	1	2	0	4	0	28
	C	7.57	4.95	9.38	6.25	15.4	0	9.8	0	7
Muslim	N	3	1	1	1	0	0	0	0	6
	C	2.27	0.99	1.56	6.25	0	0	0	0	1.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**
Caste										
BC	N	68	22	14	2	3	6	11	4	130
	C	51.52	21.78	21.9	12.5	23.1	28.6	27	33.3	32.5
MBC	N	42	54	18	7	6	9	20	6	162
	C	31.82	53.47	28.1	43.8	46.2	42.9	49	50	40.5
SC/ST	N	22	25	32	7	4	6	10	2	108
	C	16.67	24.75	50	43.8	30.8	28.6	24	16.7	27
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.
BC- Backward Caste, MBC-Most Backward Caste, SC/ST-Scheduled Caste / Scheduled Tribe

Religion

Religion and caste are the two important factors which not only explain the composition of the population but also have a bearing on the socio-economic structure. Religious values or norms dominate India (Maxweber,

1958). Data pertaining to religion of the respondents unravel the fact that an overwhelming majority (91.5 percent) of the respondents were Hindus followed by Christians (7 percent) and Muslims (1.5 percent).

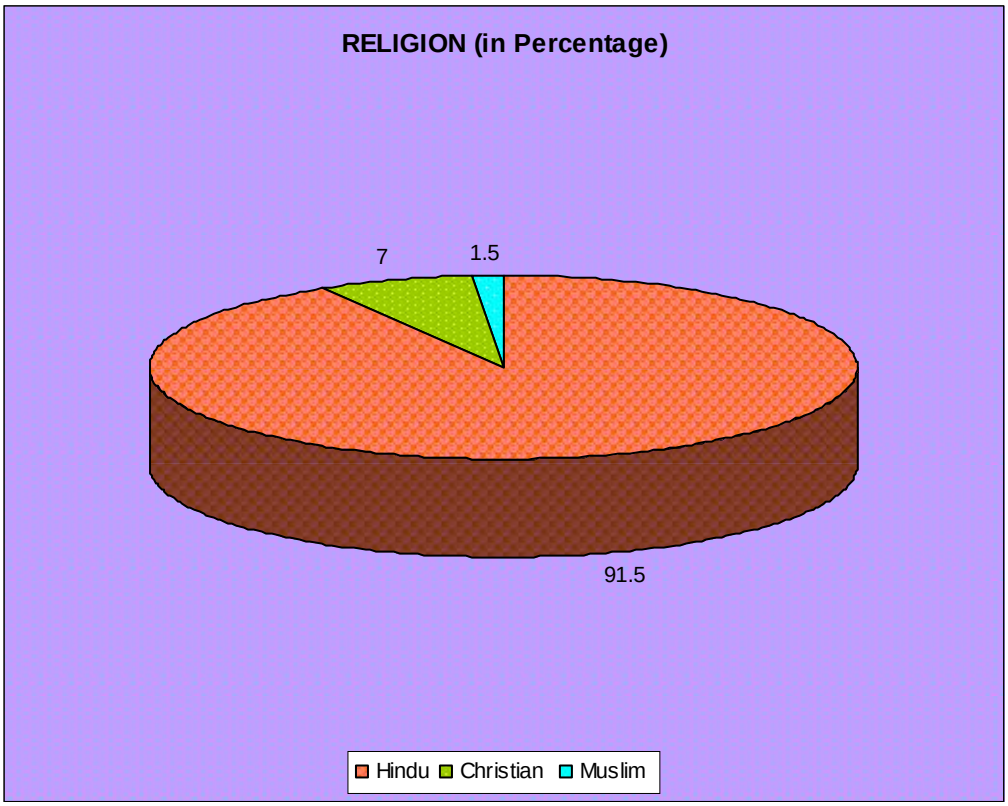

Fig 3

Caste

Caste has been the peculiar feature of Indian society determining the status of its members on the basis of birth as also prescribing the corresponding roles. Gist (1955), Mukherjee (1975), Kothari (1980), Oberai and Singh (1983), Yadav (1989) reported large scale migration among upper caste Hindus. In the current study, Caste wise analysis reveals that the largest single group (41 percent) is from most backward community. About 52 percent of the masons are from backward community, 32 percent from most backward community and 17 percent from SC/ST whereas in the studies of Kalyan Das (2007) and Mobile Creches, (2008) it was found that migrant construction workers were mostly from scheduled castes and tribes and backward caste. It is also observed from the table that in the case of 'load

carriers', a majority of 53.47 percent were from most backward community. SC/ST constituted 50 percent among the 'iron and steel workers'. About 40 to 50 percent of 'plumbers', 'electricians', 'carpenters', 'floor finishers' and 'painters' were from most backward community.

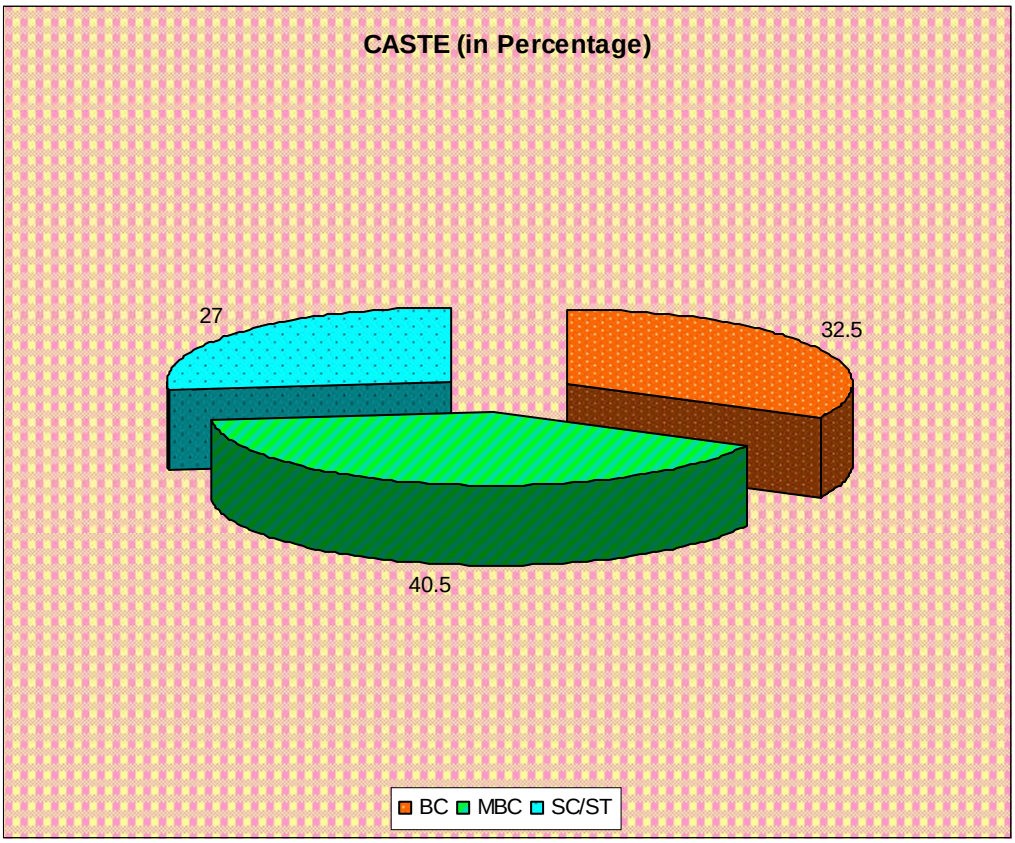

Fig 4

4.2.2. Demographic Characteristics of the migrants

Sex

Sex has been one of the important correlates of migration. India is a fascinating and diverse country with many languages, cultures, castes and religions. Like many other societies, here too, even now the sons are considered to be superior to daughters, and women are forced to be submissive to men at home and at the work spot (Kingdon, 2001; Bhagwat & Hemant, 2009; Annette etal, 2009). The study done by Suchitra & Rajasekar (2006) stated that the male power structure holds the mostly semi-literate and illiterate women employed in the construction sector slightly better than

bonded labourers and discriminates them in work allocation and wage distribution. Majority of men and women in the construction sector have the lopsided view that women lack skills to carry out certain tasks in the construction sector which has also been seen in the present study. This mindset has led to the discrimination of women in the sector and is preventing women from being trained and employed in skilled works in construction sector. (Shah, 1996 and Lingam, 1998). All the women construction workers in Tamil Nadu have the same job title ‘chithal’ whereas men have many job titles and promotional opportunities (Kaveri, 1995). In the current study, the details on the sex wise distribution of the migrants indicates that among the 400 migrant respondents, only 26 are females, with a negligible percentage of 6.5. All the other 374 are males, constituting 93.5 percent of the respondents.

Type of family

Family in India has been changing very fast in terms of its structure and functions due to multiplicity of factors. Joint family system, which used to characterize the rural society, is gradually replaced by nuclear families consisting of husband, wife and unmarried children. Archana Singh (2001) reported that about 60 percent of the migrants were from joint families and the remaining 40 percent were from nuclear families, showing the predominance of joint families in her study. Rajwinder virk (2004) found that 66 percent of the migrants were from nuclear families and the rest from joint families which also supports the findings of the current study. The following table gives the details regarding the demographic characteristics of the migrant construction workers.

TABLE 4.3

DEMOGRAPHIC CHARACTERISTICS OF MIGRANT CONSTRUCTION WORKERS

Occupation / Characteristics		M	LC	IS	PL	E	C	FF	PA	ALL
Sex										
Male	N	132	75	64	16	13	21	41	12	374
	C	100	74.26	100	100	100	100	100	100	93.5
Female	N	0	26	0	0	0	0	0	0	26
	C	0	25.74	0	0	0	0	0	0	6.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**
Type of family										
Nuclear	N	94	58	64	13	8	16	41	7	301
	C	71.21	57.43	100	81.3	61.5	76.2	100	58.3	75.25
Joint	N	38	43	0	3	5	5	0	5	99
	C	28.79	42.57	0	18.8	38.5	23.8	0	41.7	24.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**
Age (in years)										
25-30	N	22	12	14	4	4	2	2	7	67
	C	16.67	11.88	21.9	25	30.8	9.52	4.9	58.3	16.75
31-35	N	29	28	23	8	2	12	35	2	139
	C	21.97	27.72	35.9	50	15.4	57.1	85	16.7	34.75
36-40	N	57	19	25	3	5	6	4	2	121
	C	43.18	18.81	39.1	18.8	38.5	28.6	9.8	16.7	30.25
41-45	N	21	42	2	0	1	1	0	1	68
	C	15.91	41.58	3.13	0	7.69	4.76	0	8.33	17
46-50	N	3	0	0	1	1	0	0	0	5
	C	2.273	0	0	6.25	7.69	0	0	0	1.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

(contd)

Occupation / Characteristics		M	LC	IS	PL	E	C	FF	PA	ALL
Education										
Illiterate	N	21	40	2	4	0	4	5	1	77
	C	15.91	39.6	3.13	25	0	19	12	8.33	19.25
Primary	N	46	12	4	2	0	8	9	1	82
	C	34.85	11.88	6.25	12.5	0	38.1	22	8.33	20.5
Middle	N	40	30	51	6	0	5	17	7	156
	C	30.3	29.7	79.7	37.5	0	23.8	41	58.3	39
High school	N	25	19	4	3	0	4	9	2	66
	C	18.94	18.81	6.25	18.8	0	19	22	16.7	16.5
Higher secondary	N	0	0	3	1	0	0	1	1	6
	C	0	0	4.69	6.25	0	0	2.4	8.33	1.5
Graduation	N	0	0	0	0	2	0	0	0	2
	C	0	0	0	0	15.4	0	0	0	0.5
Diploma	N	0	0	0	0	11	0	0	0	11
	C	0	0	0	0	84.6	0	0	0	2.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**
Marital status										
Unmarried	N	12	8	46	5	5	1	32	11	120
	C	9.09	7.92	71.9	31.3	38.5	4.76	78	91.7	30
Married	N	106	73	18	9	6	19	9	1	241
	C	80.3	72.28	28.1	56.3	46.2	90.5	22	8.33	60.25
Widow/widower	N	8	13	0	0	0	0	0	0	21
	C	6.06	12.87	0	0	0	0	0	0	5.25
Separated / Divorce	N	6	7	0	2	2	1	0	0	18
	C	4.54	6.93	0	12.5	15.4	4.76	0	0	4.5
ALL		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Connell et.al. (1976) Observed that ‘extended families are better able than nuclear to promote migration. The data from the study sample does not support this proposition. Majority of the respondents (75 percent) follow nuclear family system and only a least percentage of 25 were in joint families. Major proportion of joint family system was found among load carriers and electricians. A noteworthy feature is that joint family system was not seen among the iron and steel workers and floor finishers.

Age

Age is an important indicator in assessing the working capacity of an individual. The physical and mental capacity of people develop as they grow in years and after a certain age these qualities begin to decline. The ability to undertake a job and the performance of it will differ at different age groups. Hence a study on the distribution of the migrant construction workers according to the age group is essential. The earlier studies (Winnie etal, 2003; Adsul etal 2011) on age composition of the migrant construction workers stated that major chunk of migrants hail from the age group of 15-39 years. In a recent study by Madhu Nagla (2011), it was found that most of the construction labourers fall in the age category of 26-30 years. In the current study the analysis of age shows that the maximum number of migrants hails from the age group of 25-40 years (82 percent). This is reflection of the fact that construction jobs are tedious and after a certain age it is difficult to continue the job in this sector. (Kalyan Das, 2007). As can be seen from the table, occupational wise classification indicates that majority of masons (43.18 percent), iron and steel workers (39.1 percent) and electricians (38.5 percent) were found higher among the age group of 36-40. Load carriers were larger in number in the age group of 41-45. It was also observed from the table that among the floor finishers and carpenters, majority fell in the age group of 31-35. Major proportion of the painters (58.3 percent) was found in the younger age group of 25-30.

Education

An analysis on the educational attainment of the migrants would help to understand where and in what ways migration helps or hinders the optimum utilization of the human resources. Educational selectivity, according to Du Bois (1963) existed at both the ends of economic scale. In his opinion, both illiterate and more educated had greater propensity to migrate. Educational attainment can either be the cause or the consequence of migration. Rastogi (1985) concluded that "the proportion of the illiterate and educated males were larger among migrants than non-migrants in Lucknow City". Yadav (1989) highlighted that 16 percent of the migrants were illiterate or nominally educated and the rest of them were educated right from primary up to postgraduate level. Mehta (1990) observed that out migrants had higher literacy rate. He further reported that about 22.6 percent of the migrants were educated up to secondary level.

In the past, workers within the informal economy have largely been individuals with comparatively low levels of education (ILO,1972; Ng'ethe and Ndua, 1984). However, the trend in both informal employment and low-paying manual jobs has been changing since the beginning of the 1990's. A study conducted by McCormick (2001) reveals that educational levels of the workers have increased. In the current study, information relating to educational attainments of the respondents indicates that sixty percent had completed atleast middle school level followed by primary level of education (20.5 percent). About 21 percent had atleast high school level of education. The migrant labour who are not skilled and not having higher educational qualification could be easily absorbed in construction activities. Electricians alone had completed collegiate level of education (3 percent). It is to be noted that only 19 percent were illiterates in which majority of 51.95 percent were load carriers.

Marital status

Marital status has a noticeable effect on migration. Mehta (1990) found that more than 90 percent of the migrant respondents were married. As regard to marital status, the incidence of out migration was higher among

married in the studies of Selvaraj et al., (1968), Stone (1969), Speare & Liu (1973), Naim (1974), Murad (1980), Singh & Yadav (1981), Rastogi (1986), Yadav (1989), Mehta (1990), Choudary and Jain (2007), Sundari (2007) and Madhu Nagla, 2011. But in the studies of Rowland (1979), Kothari (1980), Oberai and Singh (1983), Nobert Lobo (2004) and Adsul etal (2011), the incidence of out migration was higher among unmarried than among married migrants.

Data relating to marital status of the members in the current study highlight that 70 percent of the respondents are married with only 30 percent followed by unmarried. The data further reveals that unmarried migrants are in large proportion among the painters (92 percent) and iron and steel workers (72 percent).

4.2.3. Economic characteristics of the migrants

Savings

The act of saving is influenced by several variables like the perception of saving of those who save, their assessment of its costs and benefits, their age, family size and structure, objectives or motivations for saving, environment etc. Different households perceive saving differently. For some, saving is money reserved for future needs, whereas for some others it is surplus of income over expenditure and for still others it is purchase of land, construction of buildings, consumer durables or other household goods. When saving is perceived as money reserved for future needs it implies a deliberate decision behind saving, rather than being a residue. This deliberate decision on the part of the households to save for meeting the future needs depend on many factors namely, the determinants of saving which includes the factors that affect both the ability and the willingness to save (CJ Unny, 2010). This section aims to examine the source of savings and the factors which decide the actual savings of the respondents.

TABLE 4.4

SOURCES OF SAVINGS

Occupation / Source		M	LC	IS	PL	E	C	FF	PA	Total
Post office	N	4	3	5	2	2	8	4	2	30
	C	9.52	5.56	16.67	40	33.3	80	28.57	16.67	17.35
Banks	N	8	0	0	1	0	1	1	2	13
	C	19.05	0	0	20	0	10	7.143	16.67	7.51
Chit funds	N	30	37	25	2	4	1	9	8	116
	C	71.43	68.5	83.33	40	66.7	10	64.29	66.66	67.05
Friends & relatives	N	0	14	0	0	0	0	0	0	14
	C	0	25.9	0	0	0	0	0	20	8.09
All		**42**	**54**	**30**	**5**	**6**	**10**	**14**	**12**	**173**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The above table shows that among the selected 400 respondents, only 173 had savings in different sources such as post office, banks, chit funds and friends and relatives. Among these, chit funds are the major source of savings (67 percent). Majority of the masons (71.43 percent), load carriers (68.5 percent) and iron and steel workers (83.33 percent), electricians (66.7 percent), floor finishers (64.29 percent) and painters (66.67 percent) prefer to save in chit funds. Next to chit funds 17 percent had saved in post office. Carpenters prefer to save in post office (80 percent). A negligible percentage (8 percent) has their savings in banks and load carriers alone have given their savings to friends and relatives. A noteworthy feature is that all the painters save.

TABLE 4.5

REASONS FOR SAVINGS

Occupation / Reasons		M	LC	IS	PL	E	C	FF	PA	Total
Education	N	0	7	5	1	0	5	2	12	32
	C	0	12.96	16.7	20	0	50	14.3	100	18.49
Marriage	N	5	0	0	0	0	0	0	0	5
	C	11.9	0	0	0	0	0	0	0	2.89
Health	N	9	17	0	0	0	0	0	0	26
	C	21.4	31.48	0	0	0	0	0	0	15.03
Future	N	7	12	25	3	6	5	6	0	64
	C	16.7	22.22	83.3	60	100	50	42.9	0	36.99
Emergency	N	3	2	0	1	0	0	1	0	7
	C	7.14	3.704	0	20	0	0	7.14	0	4.05
Construction Of house	N	18	16	0	0	0	0	5	0	39
	C	42.9	29.63	0	0	0	0	35.7	0	22.54
All		**42**	**54**	**30**	**5**	**6**	**10**	**14**	**12**	**173**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The details on reasons for savings of the migrant construction workers reveal that out of 173 respondents who have savings, 36.99 percent stated that they save to meet the future expenses. Next to it, construction of house and education had higher percentage of 22 and 18. Another 15 percent had saved for health expenses. Only 3 percent had savings for marriage in which all were masons. It is also observed that load carriers had higher savings mainly for health and construction of house. All the painters save for educational purposes.

TABLE 4.6

MONTHLY SAVINGS

(Number stated)

Occupation / Savings		M	LC	IS	PL	E	C	FF	PA	Total
< 500	N	11	40	27	5	4	9	11	12	119
	C	26.19	74.1	90	100	66.7	90	78.57	100	68.79
501-1000	N	23	10	2	0	1	1	3	0	40
	C	54.76	18.5	6.67	0	16.7	10	21.43	0	23.12
1001-1500	N	8	4	1	0	1	0	0	0	14
	C	19.05	7.41	3.33	0	16.7	0	0	0	8.09
All		**42**	**54**	**30**	**5**	**6**	**10**	**14**	**12**	**173**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

It can be inferred from the above table that 69 percent of the migrant construction workers save up to `500 per month. Nine percent save more than `1000 in a month. Plumbers, painters, carpenters, floor finishers and load carriers mostly could save less than `500 only. The masons are found to save in a larger amount exceeding `500 per month in the current sample

Debt

To study the extent of improvement of the economic status of migrants, their present indebtedness was examined.

It is observed from the below table that, except the electricians and painters, more than half of the selected sample respondents were found to be in debt. On an average the migrants had a debt of ` 17,356. The average debt was high among the plumbers (` 19,556) closely followed by iron and steel workers (` 19,070). Debt was the lowest among the carpenters (` 14,571).

TABLE 4.7

DEBT

Occupation / Debt		M	LC	IS	PL	E	C	FF	PA	Total
Yes	N	38	74	43	9	0	21	28	0	213
	C	28.79	73.27	67.19	56.25	0	100	68.29	0	53.25
No	N	94	27	21	7	13	0	13	12	187
	C	71.21	26.73	32.81	43.75	100	0	31.71	100	46.75
Average Debt (`)		17,553	17,757	19,070	19,556	0	14,571	15,000	0	17,356
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Of these indebted workers, 56 percent approached money lenders. Next to it, the borrowers were heavily depended on chit funds. About 4 percent had borrowed from friends and relatives. Less than 2 percent had borrowed from commercial banks. Majority of the workers in all the categories had borrowed from money lenders. This shows their continued dependence on the unorganised credit market that charges high rates of interest. The following table-4.8 shows the various sources from which the migrants borrowed for their needs.

TABLE 4.8

SOURCES OF DEBT

Occupation / Sources		M	LC	IS	PL	C	FF	All
Money lenders	N	23	42	29	4	7	15	120
	C	60.5	56.8	67.44	44.44	33.33	53.6	56.3
Chit funds	N	13	27	10	5	14	11	80
	C	34.2	36.5	23.26	55.56	66.67	39.3	37.6
Friends & relatives	N	1	3	4	0	0	1	9
	C	2.63	4.05	9.302	0	0	3.57	4.23
Banks	N	1	2	0	0	0	1	4
	C	2.63	2.7	0	0	0	3.57	1.88
All		**38**	**74**	**43**	**9**	**21**	**28**	**213**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The migrants were asked to state the reasons for their borrowing. The reasons stated by the migrants are shown in the following table 4.9. Loans are borrowed for meeting a variety of needs. Forty percent of the respondents had borrowed for health expenses followed by 23 percent for emergency, 17 percent for personal expenses, 8 percent for construction of house, 7 percent for education and about 4 percent for marriage expenses. The analysis further reveals that migrants, who have debt, have borrowed mainly for meeting health expenses in all the categories of workers. It seems expenditure on health related matters takes away a larger proportion of construction worker's income.

TABLE 4.9

REASONS FOR DEBT

Occupation / Reasons		M	LC	IS	PL	C	FF	All
Health	N	17	27	17	3	11	13	88
	C	44.7	36.5	39.53	33.33	52.38	46.4	41.3
Emergency	N	10	17	9	3	4	6	49
	C	26.3	23	20.93	33.33	19.05	21.4	23
Personal expenses	N	3	19	7	2	2	3	36
	C	7.89	25.7	16.28	22.22	9.52	10.7	16.9
Construction of house	N	6	5	4	0	1	1	17
	C	15.8	6.76	9.302	0	4.76	3.57	7.98
Education	N	2	4	1	1	2	5	15
	C	5.26	5.41	2.33	11.11	9.52	17.9	7.04
Marriage	N	0	2	5	0	1	0	8
	C	0	2.7	11.63	0	4.76	0	3.76
All		**38**	**74**	**43**	**9**	**21**	**28**	**213**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.3. Household Details of the migrants

4.3.1 Social, demographic and economic details

Migration, which has been in existence right from the beginning of human society, has been influenced by a wide variety of factors including the characteristics of migrants and the families to which they belong. This section analyses the household characteristics of the migrants.

TABLE 4.10

DEMOGRAPHIC CHARACTERISTICS OF THE HOUSEHOLD MEMBERS OF THE MIGRANTS

Occupation / Characteristics		M	LC	IS	PL	E	C	FF	PA	All
Sex										
Male	N	133	106	63	18	11	24	42	11	408
	C	40.43	43.62	38.89	40	36.7	43.6	40.4	35.48	40.8
Female	N	196	137	99	27	19	31	62	20	591
	C	59.57	56.38	61.11	60	63.3	56.4	59.6	64.52	59.2
All		**329**	**243**	**162**	**45**	**30**	**55**	**104**	**31**	**999**
Size of the family										
<5	N	120	96	58	14	12	19	34	11	364
	C	90.91	95.05	90.63	87.5	92.3	90.5	82.9	91.67	91
>=5	N	12	5	6	2	1	2	7	1	36
	C	9.09	4.95	9.38	12.5	7.69	9.52	17.1	8.33	9
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**
Age (in years)										
0-5	N	12	14	5	1	1	2	4	0	39
	C	3.65	5.76	3.09	2.22	3.33	3.64	3.85	0	3.9
6-14	N	55	29	29	8	5	6	14	4	150
	C	16.72	11.93	17.9	17.8	16.7	10.9	13.5	12.9	15
15-30	N	107	67	43	13	9	15	31	9	294
	C	32.52	27.57	26.54	28.9	30	27.3	29.8	29.03	29.4
31-59	N	130	111	67	20	12	29	43	17	429
	C	39.51	45.68	41.36	44.4	40	52.7	41.3	54.84	42.9
60+	N	25	22	18	3	3	3	12	1	87
	C	7.59	9.05	11.11	6.67	10	5.45	11.5	3.23	8.71
All		**329**	**243**	**162**	**45**	**30**	**55**	**104**	**31**	**999**

(contd)

Occupation / Characteristics		M	LC	IS	PL	E	C	FF	PA	All
Education										
Illiterate	N	72	58	41	11	6	15	29	10	242
	C	21.88	23.87	25.31	24.4	20	27.3	27.9	32.26	24.2
Primary (1-5)	N	104	81	53	11	12	15	30	8	314
	C	31.61	33.33	32.72	24.4	40	27.3	28.8	25.81	31.4
Middle school(6-8)	N	69	42	34	11	6	13	17	7	199
	C	20.97	17.28	20.99	24.4	20	23.6	16.3	22.58	19.9
High school (9-10)	N	36	24	18	6	2	7	13	1	107
	C	10.94	9.87	11.11	13.3	6.67	12.7	12.5	3.23	10.7
Higher secondary (11-12)	N	20	12	6	1	3	2	8	4	56
	C	6.07	4.94	3.70	2.22	10	3.64	7.69	12.9	5.61
Graduate	N	12	8	5	3	0	1	2	1	32
	C	3.64	3.29	3.08	6.67	0	1.82	1.92	3.23	3.2
Diploma	N	16	18	5	2	1	2	5	0	49
	C	4.86	7.40	3.08	4.44	3.33	3.64	4.81	0	4.9
All		**329**	**243**	**162**	**45**	**30**	**55**	**104**	**31**	**999**
Marital status										
Unmarried	N	53	42	21	7	3	10	18	8	162
	C	16.11	17.28	12.96	15.6	10	18.2	17.3	25.81	16.2
Married	N	167	137	87	23	19	31	54	16	534
	C	50.76	56.38	53.7	51.1	63.3	56.4	51.9	51.61	53.5
Widow/widower	N	12	7	9	3	1	3	4	2	41
	C	3.647	2.881	5.556	6.67	3.33	5.45	3.85	6.452	4.1
Separated/Divorce	N	6	3	3	0	0	1	4	0	17
	C	1.824	1.235	1.852	0	0	1.82	3.85	0	1.7
Others (<18yrs)	N	91	54	42	12	7	10	24	5	245
	C	27.66	22.22	25.93	26.7	23.3	18.2	23.1	16.13	24.5
All		**329**	**243**	**162**	**45**	**30**	**55**	**104**	**31**	**999**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The above table shows that there are 999 persons with 408 (41 %) males and 591 (59 %) females. Information gathered regarding the size of household of the respondent's highlights that the households are following small family norms, the size of the family being less than 5. This is the case in more than 91 percent of the migrant households. Occupation wise classification also reveals the same result.

An understanding of the age composition of the households enables one in knowing the dependency status and thereby clarifying the nature and extent of pressure for increasing the earnings. In the current study, data pertaining to the age composition of the members of the households of the migrants highlight that about 72 percent were in the active working age group of 15 to 59 years. Among the households, about 19 percent of them were seen in the younger age group of 0-14 years and 9 percent were among the older age group of above 60 years.

Educational attainments of the members in the households of respondents clearly indicate that majority of them (31.4 percent) have primary level of education followed by middle level of education (20 percent), high school (11 percent) and higher secondary level of education (6 percent). Only about 8 percent were seen among the graduates and diploma level of education. Another striking feature is that 24 percent of them were found to be illiterates.

Data pertaining to marital status of the households reveals that an overwhelming majority of the family members were married (54 percent) followed by unmarried (16 percent), widowed (4 percent) and separated /divorced (2 percent). Further 25 percent with less than 18 years of age were not married.

4.3.2. Occupation of parents

A look at the occupation of parents of the sample respondents revealed that majority of them were engaged in daily wage earnings and agricultural activities. Only a least percentage of fathers (14 percent) and mothers (3

percent) were found to be in construction activities. Some families were engaged in self-employed activities and fathers of few construction workers had salaried job. It was found that mothers in all the categories of workers were higher in number in performing the duties of house wife (65 percent). The following table 4.11 shows the occupation of parents of the construction workers placed in different occupations.

TABLE 4.11
OCCUPATION OF PARENTS

Occupation / Parents occupation		M		LC		IS		PL		E		C		FF		PA		All	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Agriculture	N	22	28	43	17	7	2	1	0	0	0	3	3	32	0	0	0	108	50
	C	16.67	21.21	42.57	16.83	10.94	3.13	6.25	0	0	0	14.29	14.29	78	0	0	0	27	12.5
Daily wage earning	N	57	29	38	15	17	5	5	4	2	0	14	0	9	0	6	0	148	53
	C	43.18	21.97	37.62	14.85	26.56	7.81	31.25	25	15.38	0	66.67	0	22	0	50	0	37	13.25
Construction work	N	26	0	0	0	25	12	0	0	0	0	3	0	0	0	0	0	54	12
	C	19.7	0	0	0	39.06	18.8	0	0	0	0	14.29	0	0	0	0	0	13.5	3
Self employed	N	19	16	19	4	12	4	10	0	2	0	1	0	0	0	6	0	69	24
	C	14.39	12.12	18.81	3.96	18.75	6.25	62.5	0	15.38	0	4.76	0	0	0	50	0	17.25	6
Salaried job	N	8	0	1	0	3	0	0	0	9	0	0	0	0	0	0	0	21	0
	C	6.06	0	0.99	0	4.68	0	0	0	69.23	0	0	0	0	0	0	0	5.25	0
House wife	N	0	59	0	65	0	41	0	12	0	13	0	18	0	41	0	12	0	261
	C	0	44.7	0	64.36	0	64.1	0	75	0	100	0	85.71	0	100	0	100	0	65.25
All		**132**	**132**	**101**	**101**	**64**	**64**	**16**	**16**	**13**	**13**	**21**	**21**	**41**	**41**	**12**	**12**	**400**	**400**

Source: Primary data, 2010. N-Number Stated, C- percentage to column total. Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters, F-Father, M-Mother

4.3.3. Assets owned

Another important parameter which indicates the standard of living is assets possessed by the respondent. Asset building is one of the main indicators of economic upliftment. Hence the information about the assets possessed along with the investment made by the sample workers at the time of survey is presented in the following tables 4.12 and 4.13.

It can be inferred from the table that nearly half of the migrants possessed TV (47.5 percent) and this percentage was highest among the plumbers (63 percent), masons (59 percent) and floor finishers (54 percent). Next to it, larger percentage could be seen in the possession of furniture (44.5 percent) followed by vehicles (38 percent). Nearly 1/4th of the households had radios and grinder. The other assets were owned by less than 1/5th of the households. A striking feature is that all the migrants possessed mobile phones as an important source for their communication. While about 28 percent owned house only 4 percent possessed land. Further, the value of the assets distribution reveals that, on an average, the assets owned by the migrant households was ` 31187. This was the highest among the plumbers with `59251 and lowest among the load carriers (` 14347).

TABLE 4.12

ASSETS POSSESSED AT THE TIME OF SURVEY (MULTIPLE RESPONSE)

Occupation / Assets		M	LC	IS	PL	E	C	FF	PA	ALL
Land	N	9	0	3	1	2	0	0	0	15
	C	6.81	0	4.688	6.25	15.38	0	0	0	3.75
House	N	58	9	20	9	5	5	3	3	112
	C	43.94	8.911	31.25	56.25	38.46	23.81	7.32	25	28
Fan	N	30	9	7	3	3	6	6	2	66
	C	22.73	8.911	10.94	18.75	23.08	28.57	14.6	16.67	16.5
Furniture	N	74	28	37	9	8	12	4	6	178
	C	56.06	27.72	57.81	56.25	61.54	57.14	9.76	50	44.5
Fridge	N	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0
Television	N	78	38	24	10	5	9	22	4	190
	C	59.09	37.62	37.5	62.5	38.46	42.86	53.7	33.33	47.5
Radio	N	45	30	19	5	1	10	20	3	133
	C	34.09	29.7	29.69	31.25	7.69	47.62	48.8	25	33.25
Grinder	N	55	35	13	3	3	8	0	1	118
	C	41.67	34.65	20.31	18.75	23.08	38.1	0	8.333	29.5
Mixie	N	28	22	19	2	4	0	12	4	91
	C	21.21	21.78	29.69	12.5	30.77	0	29.3	33.33	22.75
Jewels	N	30	19	14	2	4	5	9	3	86
	C	22.73	18.81	21.88	12.5	30.77	23.81	22	25	21.5
Almirah	N	40	25	11	5	3	6	10	4	104
	C	30.3	24.75	17.19	31.25	23.08	28.57	24.4	33.33	26
Cell phone	N	132	101	64	16	13	21	41	12	400
	C	100	100	100	100	100	100	100	100	100
Vehicles	N	52	35	30	7	4	10	14	1	153
	C	39.39	34.65	46.88	43.75	30.77	47.62	34.1	8.333	38.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total. Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

TABLE 4.13

VALUE OF ASSETS

Occupation / Amount (`)		M	LC	IS	PL	E	C	FF	PA	ALL
< 10,000	N	32	59	26	5	6	9	27	6	170
	C	24.24	58.42	40.63	31.25	46.15	42.86	65.9	50	42.5
10001-20000	N	26	21	11	1	1	4	5	3	72
	C	19.7	20.79	17.19	6.25	7.69	19.05	12.2	25	18
20001-30000	N	9	7	4	0	2	1	2	0	25
	C	6.81	6.93	6.25	0	15.38	4.76	4.88	0	6.25
30001-40000	N	4	6	2	0	0	2	4	0	18
	C	3.03	5.94	3.12	0	0	9.52	9.76	0	4.5
40001-50000	N	7	3	2	0	0	1	1	0	14
	C	5.30	2.97	3.12	0	0	4.76	2.44	0	3.5
50001-60000	N	14	2	1	1	0	1	1	1	21
	C	10.61	1.98	1.56	6.25	0	4.76	2.44	8.33	5.25
60001-70000	N	8	1	3	0	2	0	0	0	14
	C	6.06	0.99	4.69	0	15.38	0	0	0	3.5
70001-80000	N	14	0	3	1	0	0	0	0	18
	C	10.61	0	4.69	6.25	0	0	0	0	4.5
80001-90000	N	7	2	6	3	0	1	0	0	19
	C	5.30	1.98	9.37	18.75	0	4.76	0	0	4.75
90001-100000	N	1	0	2	1	0	1	0	2	7
	C	0.75	0	3.12	6.25	0	4.76	0	16.67	1.75
>100000	N	10	0	4	4	2	1	1	0	22
	C	7.57	0	6.25	25	15.38	4.76	2.44	0	5.5
Average value (`)		42,178	14,347	36,624	59,251	44,980	29,461	15,554	27,104	31,187
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.3.4. House Details

Construction workers are the backbone of any economy as they create the infrastructure necessary for industrial growth. In a globalising economy, it is they who are constructing the new economic zones, the IT cities, the call centres and mega malls that are creating new forms of wealth today. It is they who are laying the cables for a rapidly expanding country-wide telecommunications network. Yet these workers, who are creating the base of the new economy, themselves live in a time warp, trapped in low skilled, low paid, insecure working conditions, bound by feudal working relationships, often literally in bondage (Sujata Madhok, 2005). Hence an attempt has been made in this section to analyse their living conditions regarding the availability of basic amenities in terms of housing, lavatory facilities, drinking water etc.

TABLE 4.14

OWNING OF HOUSE

Occupation / Owning of house		M	LC	IS	PL	E	C	FF	PA	All
Yes	N	58	9	20	9	5	5	0	3	109
	C	43.94	8.91	31.25	56.25	38.46	23.81	0	25	27.25
No	N	74	92	44	7	8	16	41	9	291
	C	56.06	91.09	68.75	43.75	61.54	76.19	100	75	72.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Majority of construction workers are forced to migrate from their villages in search of work and become displaced. Years later, they still do not have access to ration cards and voters identity cards. They build houses for others but have no houses of their own (Nafisa Hussain, 2004 Report). It can be observed from the above table that only about 27 percent of the migrant workers had their own house, in which majority were masons (44 percent). This point to the settled nature of a substantial section of construction

workers. Remaining 73 percent lived either in rented house or accommodation provided in the construction site. This may be because of the fact that construction workers have to move from place to place seeking construction sites for their survival.

TABLE 4.15

ACCOMODATION OF THE WORKERS

Occupation / Accomodation		M	LC	IS	PL	E	C	FF	PA	ALL
Own house	N	43	5	10	5	3	5	0	2	73
	C	32.58	4.95	15.62	31.25	23.08	23.81	0	16.67	18.25
Rented house	N	89	59	40	11	10	16	24	10	259
	C	67.42	58.42	62.5	68.75	76.92	76.19	58.53	83.33	64.75
Construction Site	N	0	37	14	0	0	0	17	0	68
	C	0	36.63	21.87	0	0	0	41.46	0	17
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Among the most vulnerable and poor segments of the unorganised sector working class is the building and construction industry workers (Gross Negligence, 1995). Apart from the general absence of job security, as well as the irregularity and seasonal nature of the jobs, construction activity takes place everywhere there is human settlement (WEIGO, Working paper). It can be observed from the above table that more than half of the sample in all category of workers live in rented house which may be nearer to the construction site or easy access for their work. This dispels the notion that construction workers have no housing costs and live free on worksites (Nafisa Hussain, 2004 Report). Apart from those who live on rent, a least percentage of 18 had their own homes with majority of them being masons. It is common practice for contractors to provide housing on site for informal construction workers, particularly when they are migrants from the countryside or from

overseas (WEIGO, Working paper) which is also seen in the present study. About 17 percent of the migrant workers stay at the accommodation provided with in the construction site who are floor finishers (41 percent), load carriers (37 percent) and iron and steel workers (22 percent).

In an attempt to study the living space of the workers, it was identified that most of the workers were found to be living in deplorable conditions. In a Survey Report, fifteen percent reported housing as their major problem (Poornima & Sunila, 2004). In the present study as the following table-4.16 shows, excepting iron and steel workers, majority of the workers live in house size between 100-200 sq.ft. Nearly 28 percent of the migrant workers live in the space between 200-300 sq.ft and only about 10 percent of the workers enjoy the space of having more than 300 sq.ft. A startling fact that arises from the study is, the living space is not even 100 sq.ft for about 12 percent of the workers.

TABLE 4.16

LIVING SPACE

Occupation / Plinth Area (Sq.ft)		M	LC	IS	PL	E	C	FF	PA	ALL
<100	N	15	17	3	1	1	2	5	2	46
	C	11.36	16.83	4.68	6.25	7.69	9.52	12.19	16.67	11.5
100-200	N	60	69	22	7	5	10	22	8	203
	C	45.45	68.32	34.37	43.75	38.46	47.62	53.65	66.67	50.75
201-300	N	42	15	26	5	4	6	11	2	111
	C	31.82	14.85	40.62	31.25	30.77	28.57	26.82	16.67	27.75
>300	N	15	0	13	3	3	3	3	0	40
	C	11.36	0	20.31	18.75	23.08	14.29	7.317	0	10
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The economic status of the respondents is measured in terms of their housing condition and availability of basic amenities. Due to lack of continuity in employment and low wages, majority of the workers live below the poverty

line and their living conditions are appalling. Majority of the workers in cities/towns live in slums is denied of everything that is humane and just (National commission for women, 2004). The following table 4.17 gives the types of houses in which the migrants of the current study survive.

TABLE 4.17

TYPE OF HOUSE

Occupation Type Of house		M	LC	IS	PL	E	C	FF	PA	ALL
Wall										
Rubber Sheet/tent	N	0	32	0	0	0	0	16	0	48
	C	0	31.68	0	0	0	0	39.02	0	12
Mud	N	0	23	0	0	0	0	2	0	25
	C	0	22.77	0	0	0	0	4.88	0	6.25
Bricks	N	88	44	39	11	8	15	21	8	234
	C	66.67	43.56	60.94	68.75	61.54	71.43	51.22	66.67	58.5
Stones	N	44	2	25	5	5	6	2	4	93
	C	33.33	1.98	39.06	31.25	38.46	28.57	4.88	33.33	23.25
Floor										
Mud	N	49	37	18	6	6	9	26	5	156
	C	37.12	36.63	28.13	37.5	46.15	42.86	63.42	41.67	39
Cement	N	83	64	46	10	7	12	15	7	244
	C	62.88	63.37	71.88	62.5	53.85	57.14	36.59	58.33	61
Roof										
Leaf	N	0	16	0	0	0	0	0	0	16
	C	0	15.84	0	0	0	0	0	0	4
Rubber sheet/tent	N	0	32	0	0	0	0	16	0	48
	C	0	31.68	0	0	0	0	39.02	0	12
Asbestos	N	93	53	50	13	7	18	16	9	259
	C	70.45	52.48	78.13	81.25	53.85	85.71	39.02	75	64.75
Concrete	N	39	0	14	3	6	3	9	3	77
	C	29.55	0	21.88	18.75	46.15	14.29	21.95	25	19.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

In the present study, among the selected respondents, nearly 59 percent of them live in houses in which walls are made up of bricks and for 23 percent wall are made up of stones. Construction workers live with their families in temporary shelters built on the construction site. They live in tents built out of rubber and metal sheets which constitute about 12 percent in the current study occupied by load carriers (32 percent) and floor finishers (39 percent). A least percentage of 6 have their houses constructed with mud walls.

The floors are of cement type for 61 percent of the workers and for the remaining 39 percent were of mud type. For 65 percent of the migrants the roofs are made of asbestos sheet, for 19 percent roofs are concrete, 12 percent made up of rubber sheet and for a least 4 percent of load carriers have their roofs made up of leaf. A study by Mobile crèches stated that, on most sites, the accommodation provided comprised low, temporary shacks made of bricks with asbestos roofs. Living under asbestos become difficult in summer and winter (Mobile Creches, 2007-2008)

The living conditions are no way better than the working conditions. Construction work is migrant in nature. Employers/ contractors prefer to employ migrant workers so that they could be kept outside the purview of legal obligations. They are not even registered as per provisions of Inter State Migratory Act[1]. By engaging migratory workers, the contractors/employers will not have any kind of demands from workers even when they are denied of basic facilities such as toilets, drinking water etc (Sujata Madhok, 2005). Hence an attempt has been made about the availability of basic amenities for the workers in the following section.

[1] **The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979:** The Act regulates the employment of inter state migrant workmen and provides for their conditions of service.

TABLE 4.18

AVAILABILITY OF AMENITIES IN THE LIVING PLACE

Occupation / Amenities		M	LC	IS	PL	E	C	FF	PA	ALL
Source of lighting										
Electricity	N	105	35	41	13	10	18	14	12	248
	C	79.55	34.65	64.06	81.25	76.92	85.71	34.14	100	62
Kerosene	N	18	23	0	0	3	3	14	0	61
	C	13.64	22.77	0	0	23.08	14.29	34.14	0	15.25
Gas	N	9	13	23	3	0	0	4	0	52
	C	6.82	12.87	35.94	18.75	0	0	9.75	0	13
No Light	N	0	30	0	0	0	0	9	0	39
	C	0	29.7	0	0	0	0	21.95	0	9.75
Bathroom										
Within the house	N	16	0	29	1	2	1	4	4	57
	C	12.12	0	45.31	6.25	15.38	4.76	9.75	33.33	14.25
Within the Compound	N	65	48	25	11	9	12	14	5	189
	C	49.24	47.52	39.06	68.75	69.23	57.14	34.14	41.67	47.25
Away from the house	N	51	53	10	4	2	8	23	3	154
	C	38.64	52.48	15.62	25	15.38	38.1	56.09	25	38.5
Latrine										
Within the house	N	17	0	5	1	3	1	4	4	35
	C	12.88	0	7.81	6.25	23.08	4.76	9.75	33.33	8.75
Within the Compound	N	62	26	26	7	8	10	17	6	162
	C	46.97	25.74	40.62	43.75	61.54	47.6	41.46	50	40.5
Away from the house	N	53	75	33	8	2	10	20	2	203
	C	40.15	74.26	51.56	50	15.38	47.62	48.78	16.67	50.75

(contd)

Occupation / Amenities		M	LC	IS	PL	E	C	FF	PA	ALL
Type of latrine										
Water closet	N	36	0	17	3	5	5	14	4	84
	C	27.27	0	26.56	18.75	38.46	23.81	34.14	33.33	21
Independent	N	6	1	6	0	0	0	0	0	13
	C	4.54	0.99	9.37	0	0	0	0	0	3.25
Shared	N	61	53	36	10	5	10	19	3	197
	C	46.21	52.48	56.25	62.5	38.46	47.62	46.34	25	49.25
Public latrine	N	29	47	5	3	3	6	8	5	106
	C	21.97	46.53	7.81	18.75	23.08	28.57	19.52	41.67	26.5
Drainage										
Closed	N	50	38	23	4	5	8	24	9	161
	C	37.88	37.62	35.93	25	38.46	38.1	58.53	75	40.25
Open	N	82	63	41	12	8	13	17	3	239
	C	62.12	62.38	64.06	75	61.54	61.9	41.46	25	59.75
Drinking water										
Within the premise	N	42	25	19	6	6	7	15	3	123
	C	31.82	24.75	29.68	37.5	46.15	33.33	36.58	25	30.75
Near the premise	N	51	54	17	4	3	6	22	5	162
	C	38.64	53.47	26.56	25	23.08	28.57	53.65	41.67	40.5
Away from premise	N	39	22	28	6	4	8	4	4	115
	C	29.55	21.78	43.75	37.5	30.77	38.1	9.75	33.33	28.75
Type of fuel used										
Kerosene	N	92	59	36	9	4	11	27	6	244
	C	69.7	58.42	56.25	56.25	30.77	52.38	65.85	50	61
Gas	N	26	0	15	6	9	9	0	4	69
	C	19.7	0	23.43	37.5	69.23	42.86	0	33.33	17.25
Firewood	N	14	42	13	1	0	1	14	2	87
	C	10.61	41.58	20.31	6.25	0	4.76	34.14	16.67	21.75
All		132	101	64	16	13	21	41	12	400

Source : Primary data, 2010. N-Number Stated, C- percentage to column total. Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

A study stated that in Malaysia, where an estimated 82 percent of foreign workers live on the building sites where they are working, the poor quality of accommodation (kongsi) was reported as the second major grievance (after social security) of construction workers interviewed for the ILO in 1996. In India the on-site accommodation provided for workers is also rudimentary, comprising simple shacks with no running water or sanitation and poor ventilation (ILO, 2001).

In the current study, only about 62 percent of the migrant workers were living in electrified houses and the remaining 38 percent were using other sources of light in which load carriers (65.35 percent) and floor finishers 65.85 percent) occupy larger share who stay in construction sites. Most of the time, the construction companies do not provide any electricity or sanitation facility to the stayed workers with in the site. (Mobile Creches study, 2007-2008). While 62 percent have electricity in their houses, about 15 percent use kerosene and 13 percent use gas light as the source of lighting. An alarming fact is that about 9 percent live in darkness without any light.

The details regarding the availability of bathroom facility indicate that 47.25 percent of the respondents had bathroom with in the compound. About 39 percent reported that it was away from the house premise and only 14 percent had bathrooms within their houses. It is also observed that majority of the workers (51 percent) had latrine facility away from their houses followed by 41 percent having it within their compound and only 8 percent were having it with in their houses. Among the respondents, a majority of 74 percent of load carriers had latrines away from their houses. A preponderant majority of the respondents in all categories of workers stated that they used the toilet on sharing basis (49 percent) followed by free public latrine (27 percent) and water closet (21 percent). An alarming fact is that only 3 percent of the workers used independent toilets.

It can also be observed from the table that among all the categories of workers excepting for floor finishers and painters, most of the respondents lived in open drainage areas which cause many skin diseases and infections. Only 40 percent of them lived in areas of closed drainage. Interactions with

the sample workers regarding the drinking water facility revealed that, while 41 percent of the workers had drinking water facility near the premise 31 percent stated that they had it in their premises and about 28 percent of them reported that they had it away from the premises. On the whole only one-third of the sample respondents enjoyed the facilities of drinking water, electricity and toilets. The data regarding the type of fuel used for cooking reveals that excepting electricians more than half of the respondents in all the category of workers were using kerosene for cooking purposes. While 22 percent of them used firewood as a fuel, 17 had stated that they used gas stove for their cooking where load carriers and floor finishers did not have gas stove facility though most of them stayed in construction sites.

4.3.5. Household income of the workers

Total household income refers to the income from all sources. It also includes the income contributed by all members in the family. Table 4.19 shows the household income of the migrant construction workers. It can be inferred from the table that the average family income of the migrants was ` 8728/-. Further occupational classification indicates that excepting load carriers and painter, all others family income exceeded ` 6000/-. Majority of the workers were found in the income range ` 8001-10000/-.

TABLE 4.19

MONTHLY HOUSEHOLD INCOME

Occupation / Amount (`)		M	LC	IS	PL	E	C	FF	PA	ALL
<4000	N	0	28	0	0	0	0	0	0	28
	C	0.00	27.72	0.00	0.00	0.00	0.00	0.00	0.00	7.00
4001-6000	N	0	61	0	1	0	0	0	0	62
	C	0.00	60.40	0.00	6.25	0.00	0.00	0.00	0.00	15.50
6001-8000	N	3	9	15	5	0	3	4	6	45
	C	2.27	8.91	23.44	31.25	0.00	14.29	9.76	50.00	11.25
8001-10000	N	53	2	33	9	4	11	26	3	141
	C	40.15	1.98	51.56	56.25	30.77	52.38	63.41	25.00	35.25
10001-12000	N	67	1	16	0	7	7	9	3	110
	C	50.76	0.99	25.00	0.00	53.85	33.33	21.95	25.00	27.50
>12000	N	9	0	0	1	2	0	2	0	14
	C	6.82	0.00	0.00	6.25	15.38	0.00	4.88	0.00	3.50
Average Income (`)		10,365	4,904	9,136	8,380	10,613	9,488	9,542	8,539	8,728
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The following table 4.20 gives the distribution of migrant workers based on per capita income. It can be inferred from the above table that the average monthly per capita income of the respondents was ` 2575 and it is seen high among electricians (` 3479) and masons (` 3160). Among all the categories of workers, per capita monthly income of 36.5 percent of the respondents fell in the range ` 2001-3000.

TABLE 4.20

PER CAPITA MONTHLY INCOME

Occupation / Amount (`)		M	LC	IS	PL	E	C	FF	PA	ALL
<1000	N	0	15	0	0	0	0	0	0	15
	C	0.00	14.85	0.00	0.00	0.00	0.00	0.00	0.00	3.75
1001-2000	N	11	74	12	5	1	2	5	4	114
	C	8.33	73.27	18.75	31.25	7.69	9.52	12.20	33.33	28.50
2001-3000	N	54	12	28	10	4	13	20	5	146
	C	40.91	11.88	43.75	62.50	30.77	61.90	48.78	41.67	36.50
3001-4000	N	49	0	19	1	5	6	12	3	95
	C	37.12	0.00	29.69	6.25	38.46	28.57	29.27	25.00	23.75
>4000	N	18	0	5	0	3	0	4	0	30
	C	13.64	0.00	7.81	0.00	23.08	0.00	9.76	0.00	7.50
Average per capita income (`)		3,160	1,489	2,756	2,269	3,479	2,731	2,861	2,492	2,575
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

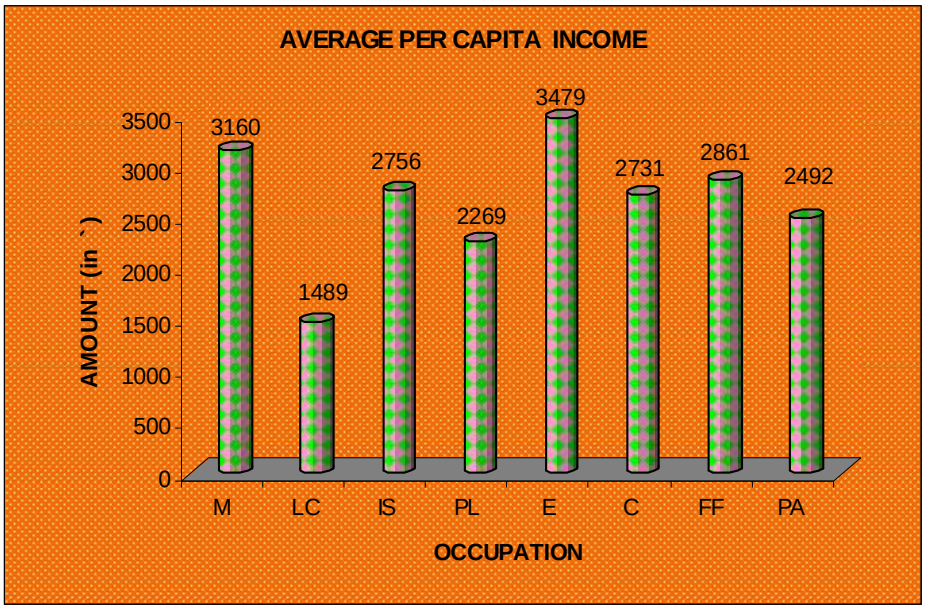

Fig 5

4.3.6. Monthly Household Expenditure of the Workers

The following table 4.21 gives the distribution of the respondents based on the total monthly expenditure which includes food and non- food expenditure of the selected sample households.

TABLE 4.21

MONTHLY HOUSEHOLD EXPENDITURE

Occupation / Monthly expenditure (`)		M	LC	IS	PL	E	C	FF	PA	ALL
<3000	N	4	2	1	0	0	0	0	0	7
	C	3.03	1.98	1.56	0	0	0	0	0	1.75
3001-4000	N	39	57	31	1	1	5	19	2	155
	C	29.55	56.44	48.44	6.25	7.69	23.81	46.34	16.67	38.75
4001-5000	N	84	40	31	9	10	14	20	6	214
	C	63.64	39.6	48.44	56.25	76.92	66.67	48.78	50	53.5
>5000	N	5	2	1	6	2	2	2	4	24
	C	3.79	1.98	1.56	37.5	15.38	9.524	4.88	33.33	6
Average monthly expenditure (`)		4,173	3,879	4,045	4,813	4,549	4,477	4,169	4,565	4,143
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The average monthly expenditure of the respondents was higher for plumbers (` 4813) closely followed by painters (` 4565) and electricians (` 4549). It can also be observed from the above table that load carriers spend comparatively lesser amount (`3879) towards their monthly household expenditure because of their low earning capacity. Further, about 54 percent of the respondents' spending fell in the range of ` 4001-5000, in which majority were masons. Next to it, 39 percent of the respondents' monthly expenditure was in the range of ` 3001-4000. Only a lesser percent of 6 had their expenses exceeding ` 5000. On the whole, it can be inferred that the

respondents' average amount of spending towards their monthly expenditure was ` 4143.

Monthly Per capita Expenditure

Per capita expenditure is used as a measure of the standard of living of the people in an economy. In the study sample the average monthly per capita expenditure of the families of the workers are shown in the following table 4.22

TABLE 4.22

MONTHLY PERCAPITA EXPENDITURE

Occupation / Per capita expenditure (`)		M	LC	IS	PL	E	C	FF	PA	ALL
< 1000	N	34	27	24	2	1	4	14	2	108
	C	25.76	26.73	37.5	12.5	7.69	19.05	34.15	16.67	27
1001-1500	N	66	62	26	11	7	11	16	8	207
	C	50	61.39	40.63	68.75	53.85	52.38	39.02	66.67	51.75
1501-2000	N	22	10	9	2	3	6	9	2	63
	C	16.67	9.90	14.06	12.5	23.08	28.57	21.95	16.67	15.75
2001-2500	N	10	2	5	1	2	0	2	0	22
	C	7.58	1.98	7.81	6.25	15.38	0	4.88	0	5.5
Average per capita expenditure(`)		1,274	1,190	1,220	1,332	1,482	1,289	1,259	1,306	1,254
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

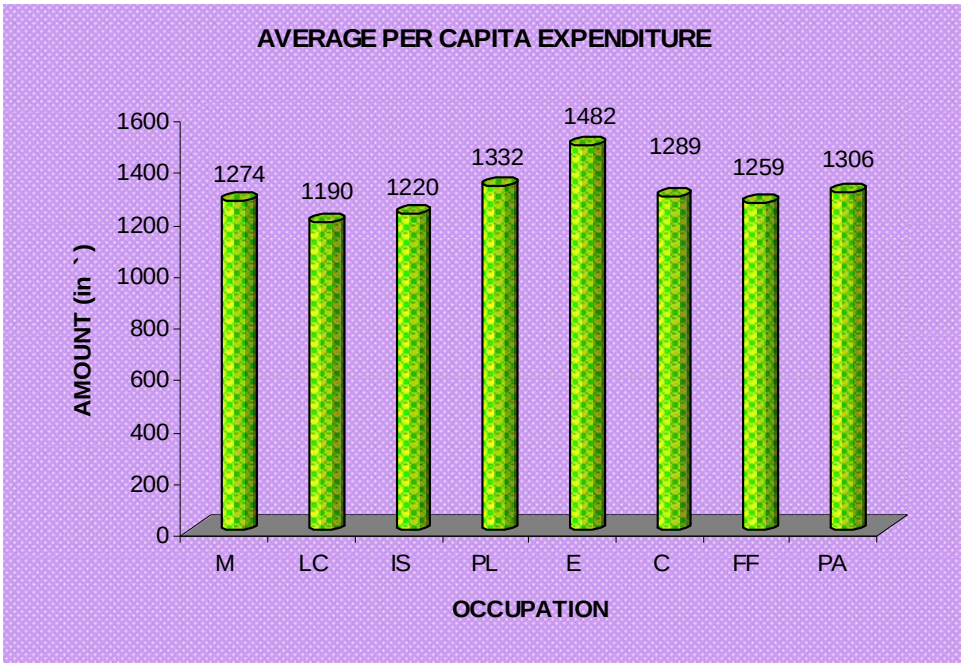

Fig 6

As mentioned in a survey report (Sujata Madhok, 2005), majority of the construction workers stated that their biggest problem was managing the household expenditure. It can be inferred from the above table that the average monthly per capita expenditure of the respondents was ` 1254 and it is high among electricians (` 1482), plumbers (` 1332) and painters (` 1306). Among all the categories of workers, majority of 51.75 percent have their expenditure in the range ` 1001-1500.

4.3.7. Inequalities in income, assets and expenditure

An attempt is made in this section to study the extent of inequalities in the distribution of income, assets and expenditure. To measure the inequality, Gini coefficient of inequality (G) as developed by Angus Dealton (1997) was used.

$$G = \frac{N+1}{N-1} - \frac{2}{N\,(N+1)\,u} \sum_{i=1}^{n} P_i X_i$$

u_i is the mean income of the population, P_i is the income rank P of person i, with income X such that $X_i \geq X_{i+1,}$ and the richest person receives the rank of 1 and the poorest the rank of N. The calculated inequality coefficients for income, assets and monthly expenditure are given in the following table 4.23

TABLE 4.23

GINI COEFFICIENT OF INEQUALITY IN INCOME, ASSETS AND MONTHLY EXPENDITURE OF THE RESPONDENTS

Occupation / G_i	M	LC	IS	PL	E	C	FF	PA	ALL
Income	0.93	0.87	0.81	0.56	0.47	0.58	0.69	0.35	0.91
Asset	0.49	0.56	0.6	0.5	0.77	0.65	0.62	0.74	0.59
Expenditure	0.14	0.15	0.11	0.19	0.06	0.06	0.14	0.07	0.24

Source: Estimates based on field survey, 2010
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.
G_i – Gini Co-efficient of inequality developed by Angus Dealton

The above table, reveals different dimensions existing in the income distribution of the sample households. It can be inferred that high inequality exists in the income distribution of masons of the current study, with income inequality coefficient being 0.93. Next to masons, load carriers had the highest inequality in income distribution, the value being 0.87, closely followed by the iron and steel workers. Among the selected migrant construction workers, the inequality in income distribution was less among the painters with the value of 0.35. The findings show the existence of inequality in the income distribution among the migrant construction workers

The Gini coefficient of inequality shows that there is not much inequality in the expenditure pattern in all categories of the migrant workers, the inequality coefficient ranging from 0.06 to 0.19. On the whole, it is observed that inequality in the household expenditure is less.

The calculated Gini coefficient of inequality on the assets distribution among the households reveals that higher inequality is seen among

electricians (0.77) and painters (0.74). On the whole, taking all the workers together, there exists higher level of inequality in the income distribution, the Gini coefficient being 0.91.

4.4. Details on migration

In the post global scenario, Indian economy has grown satisfactorily and so the construction sector. It is aptly remarked that India is in an era of construction. Construction sector has grown much faster immediately after the Government has adopted the strategy of liberalization, privatization and globalization. This has in large created an excess demand of manpower that has led to large scale inter-state and intra-state migration of workforce (National Workshop on Construction Workers, 2010). Rural migrant workers account for a large proportion of the work force in manufacturing and construction. The 2000 Census data indicate that 80 per cent in the construction sector were filled by rural migrant workers. (Research Office Project Team, State Council, 2006: p.7). This section analyses the pattern of migration in terms of 'migration stream', 'distance from the place of origin', 'type of migration', 'period of migration', 'members migrated' and 'reasons for migration'.

4.4.1. Migration Stream

The data on migration are classified into four different types with the help of administrative boundaries of a district and state.

Intra district migrants: Those persons who are enumerated at a place different but born with in the district.

Inter district migrants: Those persons who are enumerated in a district but born in another district of the same state.

Inter state migrants: Those persons who are enumerated in a state but born in another state.

International migrants: Those persons who are enumerated in India but born in another country.

The following table 4.24 gives the type of migration of the sample units of the current study.

TABLE 4.24

MIGRATION STREAM

Occupation / Particulars		M	LC	IS	PL	E	C	FF	PA	All
Intra district	N	1	8	2	0	1	1	0	0	13
	C	0.76	7.92	3.13	0	7.69	4.76	0	0	3.25
Inter district	N	119	77	57	14	12	9	8	12	308
	C	90.2	76.2	89.1	87.5	92.3	42.9	19.51	100	77
Inter state	N	12	16	5	2	0	11	33	0	79
	C	9.09	15.8	7.81	12.5	0	52.4	80.49	0	19.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

It is clear from the above table that inter district migration dominates with 77 percent of the migrants coming to Coimbatore city from other districts of Tamil Nadu. A significant 20 percent of the migrants had come from other states. Intra district migration constitutes about 3 percent. Further, occupation wise analysis also reflects the same pattern.

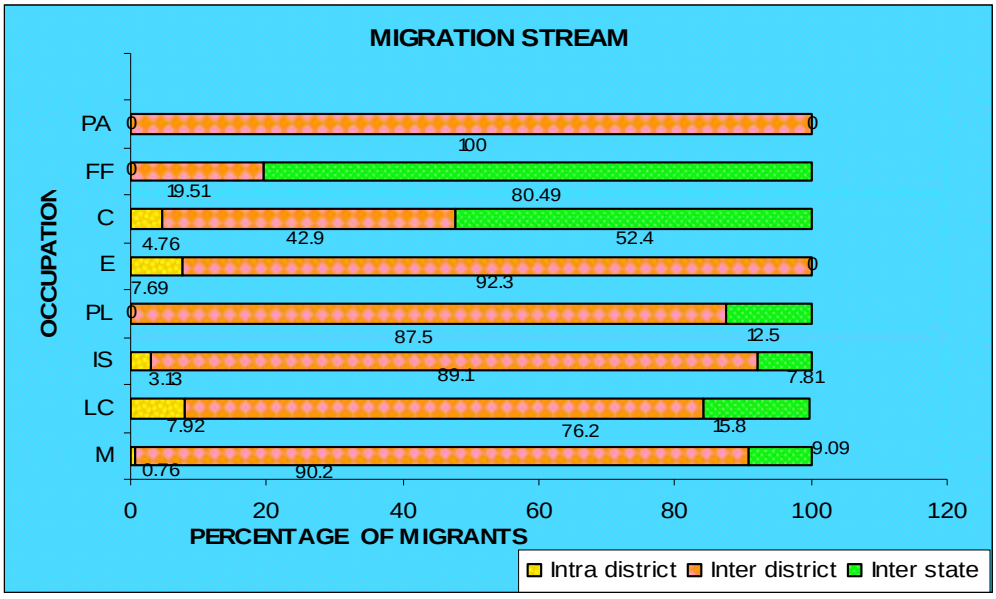

Fig 7

The following table 4.25 gives the details on inter district migration. Among the migrants who have come from other parts of Tamil Nadu, a majority of 17 percent had come from Krishnagiri and another 12 percent from Salem. About 10 percent of the migrants were from both Dindugal and Madurai. Masons were found to be higher (90 percent) among these four districts.

TABLE 4.25
INTER DISTRICT MIGRATION

Occupation / Districts	M	LC	IS	PL	E	C	FF	PA	All (%)
Ariyalur	14	0	2	0	0	0	0	0	16 (5.19)
Dharmapuri	16	8	1	0	0		0	0	25 (8.12)
Dindugal	12	3	4	0	6	2	0	5	32 (10.39)
Erode	0	2	0	2	0	1	0	0	5 (1.62)
Kanniyakumari	0	15	0	0	0	0	0	0	15 (4.87)
Karur	0	4	1	5	0	1	2	0	13 (4.22)
Krishnagiri	34	11	7	0	0	0	0	0	52 (16.88)
Madurai	27	2	0	0	0	1	0	0	30 (9.74)
Namakkal	1	6	5	0	1	0	0	2	15 (4.87)
Pudhukottai	4	5	0	1	0	0	0	0	10 (3.25)
Ramanathapuram	1	0	0	0	0	0	0	0	1 (0.33)
Salem	5	7	22	3	0	0	0	0	37 (12.01)
Sivagangai	1	0	0	0	0	0	3	0	4 (1.29)
Sivakasi	0	0	0	1	0	0	0	1	2 (0.65)
Thanjavur	0	0	2	0	1	3	1	2	9 (2.92)
Theni	0	4	8	0	0	0	0	0	12 (3.89)
Thiruvannamalai	0	0	2	0	0	1	0	0	3 (0.97)
Thoothukudi	1	0	0	0	1	0	0	0	2 (0.65)
Thiruchirapalli	2	0	3	1	3	0	2	1	12 (3.89)
Tirunelveli	0	2	0	0	0	0	0	0	2 (0.65)
Virudhunagar	1	8	0	1	0	0	0	1	11 (3.57)
All	**119**	**77**	**57**	**14**	**12**	**9**	**8**	**12**	**308**

Source : Primary data, 2010. Figures in brackets indicate percentage of column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Among the inter state migrants of 79, who had come from states other than Tamil Nadu, 29 percent had come from Rajasthan who are floor finishers, 18 percent from Kerala, 14 percent from Andhra Pradesh and 13 percent from Karnataka. Among the 33 floor finishers, 70 percent are from Rajasthan, 24 percent from Karnataka and another 6 percent from Uttar pradesh. A discerning trend is seen in the sense that people not only from South India but also from North India are migrating to Coimbatore, a city in the southern part of India. The details are presented in table 4.26.

TABLE 4.26

INTER-STATE MIGRATION

Occupation / State	M	LC	IS	PL	E	C	FF	PA	ALL (%)
Andhra Pradesh	5	3	1	0	0	2	0	0	11 (13.92)
Bihar	2	6	1	0	0	0	0	0	9 (11.39)
Gujarat	0	3	0	0	0	0	0	0	3 (3.79)
Kerala	2	0	1	2	0	9	0	0	14 (17.72)
Karnataka	0	0	2	0	0	0	8	0	10 (12.66)
Orissa	3	0	0	0	0	0	0	0	3 (3.79)
Rajasthan	0	0	0	0	0	0	23	0	23 (29.11)
Uttar Pradesh	0	4	0	0	0	0	2	0	6 (7.59)
All	**12**	**16**	**5**	**2**	**0**	**11**	**33**	**0**	**79 (100)**

Source : Primary data, 2010. Figures in brackets indicate percentage of column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.4.2. Distance from the place of origin

Since the time of Ravenstein, distance is regarded to be the greatest controlling factor of volume of out migration. Bogue and Thomson (1949), Stewart (1960), Ollson (1965), Cleason (1968) and many others in their empirical study found distance to be an important factor of spatial reallocation of migrants. There are three different ways through which distance effect migration. Firstly, with the distance the cost of migration increases, secondly, as distance increases the possibility of more accessible alternative

opportunities also increases, thirdly, as distance increases so the information field becomes blurred, and potential migrants are less sure of their return. However with increasing distance the volume of migration decreases. Hence an analysis is carried out to find out how distance is related with migration which was given in the below table 4.27

TABLE 4.27

DISTANCE BETWEEN ORIGIN AND THE PLACE OF DESTINATION

Occupation / Distance (kms)		M	LC	IS	PL	E	C	FF	PA	ALL
<100	N	2	8	2	2	1	4	0	0	19
	C	1.52	7.92	3.125	12.5	7.69	19	0	0	4.75
101-500	N	120	62	60	14	12	15	15	12	310
	C	90.9	61.39	93.75	87.5	92.31	71.4	36.59	100	77.5
501-1000	N	0	15	0	0	0	0	0	0	15
	C	0	14.85	0	0	0	0	0	0	3.75
1001-1500	N	6	3	1	0	0	2	0	0	12
	C	4.55	2.97	1.56	0	0	9.52	0	0	3
1501-2000	N	2	3	0	0	0	0	1	0	6
	C	1.52	2.97	0	0	0	0	2.43	0	1.5
2001-2500	N	0	4	0	0	0	0	24	0	28
	C	0	3.96	0	0	0	0	58.54	0	7
2501-3000	N	2	6	1	0	0	0	1	0	10
	C	1.52	5.94	1.56	0	0	0	2.44	0	2.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The data given in table 4.27 reveals that shorter the distance the greater is the preference for migration. About 78 percent of the total out migrants migrated to Coimbatore city travelled within 101-500 kms from their places of origin. Nearly 5 percent of the migrants migrated within 100 kms.

Less than 10 percent of the migrants had come from places, which are more than 2001 kms away from Coimbatore city. Remaining 7 percent had come from places which are at a distance of 501-2000 kms. Short distance migration is preferred among the study group. Hence Ravenstein's (1889) law of migration is validated.

4.4.3. Types of migration

There are considerable conceptual difficulties in defining a migrant, with the mobility of workers taking very different forms. In the current study migration is classified as (i) 'temporary' in which the migrants will return to their place of origin after some time, (ii) 'seasonal' in which the migration is 'seasonal' in character, the periods in which the migrants could not find a job in their place of origin, they will migrate, (iii) 'circular migration' in which the migrants after migrating will return to their place of origin and then again migrate to another place and (iv) permanent migration in which the migrants will settle in the place of destination and will not have the tendency to go back to their place of origin. Table 4.28 gives the type of migration, which the migrants of the current study have followed.

As the table reveals, for a majority of 40 percent of the migrants, it is purely permanent. Next to it, for 30 percent of the migrants, migration is temporary and for 23 it is circular and for 8 percent it is seasonal. Hence about 60 percent of the migrants are always on the mobility side. Further occupational classification also reveals that, excepting floor finishers, major proportion were seen in permanent type of migration for their better lives.

TABLE 4.28

TYPES OF MIGRATION

Occupation / Type of migration		M	LC	IS	PL	E	C	FF	PA	ALL
Temporary	N	35	32	21	4	3	7	15	1	118
	C	26.52	31.68	32.81	25	23.08	33.3	36.59	8.33	29.5
Seasonal	N	11	7	4	1	0	1	7	0	31
	C	8.33	6.93	6.25	6.25	0	4.76	17.07	0	7.75
Circular	N	34	23	14	5	3	5	6	3	93
	C	25.76	22.77	21.88	31.25	23.08	23.8	14.63	25	23.25
Permanent	N	52	39	25	6	7	8	13	8	158
	C	39.39	38.61	39.06	37.5	53.85	38.1	31.71	66.67	39.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.4.4. Period of migration

As table 4.29 reveals, in the current study, the migrants started moving away from their places of origin from 2002 onwards. About 53 percent of the migration took place during the period 2007-2009, 35 percent of migration during 2004-2006 and the remaining 12 during the period 2002-2003.

TABLE 4.29

YEAR OF MIGRATION

Occupation / Year		M	LC	IS	PL	E	C	FF	PA	All
2002	N	9	5	7	1	0	0	4	1	27
	C	6.82	4.95	10.94	6.25	0	0	9.75	8.33	6.75
2003	N	8	5	1	2	2	0	2	1	21
	C	6.06	4.95	1.563	12.5	15.38	0	4.88	8.33	5.25
2004	N	11	10	5	1	1	2	2	2	34
	C	8.33	9.901	7.813	6.25	7.69	9.52	4.88	16.67	8.5
2005	N	15	14	12	3	3	3	5	3	58
	C	11.4	13.86	18.75	18.75	23.08	14.3	12.2	25	14.5
2006	N	12	12	7	1	2	4	7	2	47
	C	9.09	11.88	10.94	6.25	15.38	19.1	17.07	16.67	11.75
2007	N	47	21	15	3	5	7	7	1	106
	C	35.6	20.79	23.44	18.75	38.46	33.3	17.07	8.33	26.5
2008	N	23	29	10	3	0	4	10	2	81
	C	17.4	28.71	15.63	18.75	0	19.1	24.39	16.67	20.25
2009	N	7	5	7	2	0	1	4	0	26
	C	5.3	4.95	10.94	12.5	0	4.76	9.756	0	6.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.4.5. Members migrated with the migrants

Of the total migrants in the study nearly 88 percent have migrated with their family members, which include their spouse, children, parents and other family members. Only a least percentage of 12 have migrated alone in which floor finishers are greater in number.

TABLE 4.30

MEMBERS MIGRATED WITH THE MIGRANTS

Occupation / Members		M	LC	IS	PL	E	C	FF	PA	ALL
Self	N	4	5	17	0	1	0	22	0	49
	C	3.03	4.95	26.56	0	7.69	0	53.66	0	12.25
Self & Spouse	N	33	29	9	6	4	9	6	3	99
	C	25	28.71	14.06	37.5	30.77	42.9	14.63	25	24.75
Self, Spouse with Children	N	61	44	25	7	6	6	5	5	159
	C	46.21	43.56	39.06	43.75	46.15	28.6	12.2	41.67	39.75
Self & Parents	N	30	17	13	3	2	6	8	4	83
	C	22.73	16.83	20.31	18.75	15.38	28.6	19.51	33.33	20.75
Self & Children	N	4	6	0	0	0	0	0	0	10
	C	3.03	5.941	0	0	0	0	0	0	2.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.4.6. Reasons for migration

Historically, migration has been in existence from time immemorial and its incidence and causes have varied depending upon the various dimensions of situations that has been prevailing at a particular place at a given point of time. The factors influencing the decision to migrate are varied and complex, from one country to another or from one region to another with in a country depending upon the socio, economic, demographic and cultural factors of the origin on the one hand and upon the conceptualization of migration process and the scale of investigation on the other. Hence, in the current study, the migrants were asked to state the reason which made them to migrate which is given in table 4.31.

TABLE 4.31

REASONS FOR MIGRATION

Occupation / Reasons		M	LC	IS	PL	E	C	FF	PA	ALL
Low income	N	29	21	21	4	2	5	3	3	88
	C	21.97	20.79	32.81	25	15.38	23.8	7.317	25	22
Lack of job	N	66	39	31	6	9	6	27	7	191
	C	50	38.61	48.44	37.5	69.23	28.6	65.85	58.33	47.75
Poverty	N	12	8	5	2	1	1	7	0	36
	C	9.091	7.921	7.813	12.5	7.692	4.76	17.07	0	9
To be independent	N	3	1	0	0	0	0	1	0	5
	C	2.273	0.99	0	0	0	0	2.439	0	1.25
Family problem	N	4	9	1	1	0	2	0	0	17
	C	3.03	8.911	1.563	6.25	0	9.52	0	0	4.25
Marriage	N	4	5	2	1	1	6	0	0	19
	C	3.03	4.95	3.125	6.25	7.692	28.6	0	0	4.75
Indebtedness	N	14	18	4	2	0	1	3	2	44
	C	10.61	17.82	6.25	12.5	0	4.76	7.317	16.67	11
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

It is clear from the table that majority of workers (48 percent) have migrated because of ‘lack of job’ in their place of origin. 22 percent of them reported ‘low income’ as the reason for their movement, where as 11 percent stated ‘indebtedness’. ‘Poverty’ has been the reason for about 9 percent of workers. While 5 percent of workers mentioned ‘marriage’ as the reason, another 4 percent stated ‘family problem’ for their movement. Only a least percentage reported the reasons as ‘to be independent’ (1 percent). Occupational classification also reveals that lack of job has been the major reason for the migration. The above facts are depicted in the following diagram.

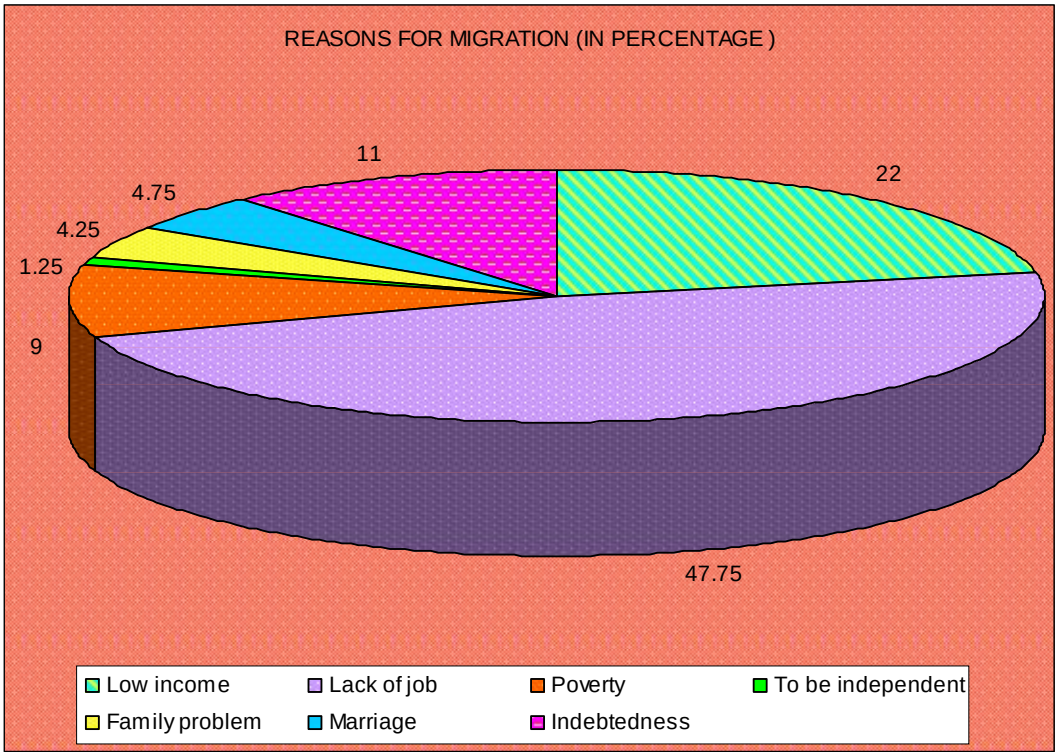

Fig 8

4.4.7. Problems of Migration

Migrants migrate impelled by pull and push factors. How far migration has enhanced their standard of living is an issue, which warrants thorough investigation. The migrants were asked to assign ranks on the various problems they face both at the work place and the environment in which they live. Some of the problems faced by migrants and their families have been identified and are outlined here. For the most severe problem faced by the migrant, rank '1' was assigned. The assigned ranks were then converted into scores using Garrets ranking scale method. The obtained average scores for each of the factors are given in the following table 4.32.

TABLE 4.32

AVERAGE SCORES ASSIGNED ON PROBLEMS OF MIGRATION

Occupation / Problems	M	LC	IS	PL	E	C	FF	PA	All
Language	87.45	87.00	87.25	87.00	87.31	87.29	95.15	88.67	88.10
Children's education	88.34	89.49	89.03	89.69	89.08	89.00	87.39	87.58	88.73
Health	90.47	89.91	90.28	89.94	90.00	90.52	89.66	90.25	90.18
Away from relatives	92.84	91.04	92.31	91.25	91.92	92.67	93.88	93.08	92.31
Finding shelter	96.21	95.44	95.98	95.81	95.92	96.05	94.29	96.08	95.75
Getting ration card	95.81	94.30	95.38	94.00	94.46	95.71	90.24	95.58	94.66
Availing health provisions	89.85	90.77	89.94	90.44	90.31	89.62	90.17	90.17	90.17
Job promotion	89.13	89.03	89.16	89.06	89.15	89.05	90.02	89.25	89.20
Poor living condition	94.28	96.31	95.09	96.13	95.62	94.95	96.02	93.75	95.24
High cost of living	96.80	97.72	96.83	97.69	97.23	96.52	95.88	96.58	96.97

Source : Calculations based on field survey, 2010

Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Among the four hundred sample respondents surveyed, the highest average score (96.97) is given for 'High cost of living' in the destination area. Next to this, 'finding shelter' (score has 95.75) has taken the second place. 'Poor living condition' was another major problem stated by the respondents with an average score of 95.24. These three are the severe problems faced by the migrants in their surviving place. Occupation wise analysis has also revealed more or less the same pattern. On the whole, high cost of living and poor living condition has been stated as the major problem faced by the migrants.

4.5. Work Details of the respondents

4.5.1. Entry to the construction sector

An attempt was made to find out the source, which facilitated the respondents to enter into the construction works. The following table 4.33 gives the sources through which the respondents joined in the construction work.

TABLE 4.33

SOURCE OF ENTRY TO THE CONSTRUCTION WORK

Occupation / Particulars		M	LC	IS	PL	E	C	FF	PA	All
Family business	N	26	0	25	0	0	3	0	0	54
	C	19.7	0	39.06	0	0	14.29	0	0	13.5
Labour contractors	N	59	24	13	16	7	8	41	10	178
	C	44.7	23.76	20.31	100	53.85	38.1	100	83.33	44.5
Friends & relatives	N	15	12	6	0	0	3	0	0	36
	C	11.4	11.88	9.375	0	0	14.29	0	0	9
Apprentice	N	0	18	13	0	2	0	0	0	33
	C	0	17.82	20.31	0	15.38	0	0	0	8.25
Personal search	N	32	22	7	0	4	7	0	2	74
	C	24.2	21.78	10.94	0	30.77	33.33	0	16.67	18.5
No other option	N	0	25	0	0	0	0	0	0	25
	C	0	24.75	0	0	0	0	0	0	6.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

There is wide scope to believe that the construction sector provides rather an easy entry to the job market in the urban sector along with the jobs in petty trade which require neither literacy nor training. The issue of rather easy entry as perceived by many is a matter of contest along with the issue whether it is push from strained rural areas or pulls from the booming construction sector or both as the reasons? (Kalyan Das, 2007). In the current

study, interactions with the workers revealed that the entry to the construction sector was mainly through labour contractors. This percentage (44.5 percent) was the highest in all categories of workers except for load carriers and iron and steel workers. Infact plumbers and floor finishers were hired through contractors only. The labour contractors and the skilled workers compose the passage for securing a job for the unskilled entrants. Next to labour contractors, it was also because of the personal search (18 percent), migrants were occupied in construction work. Another 13 percent entered in to the construction activity as their family members are in it and nearly 9 percent were because of both friends and relatives and through apprenticeship. A noteworthy feature is that only in the case of load carriers 25 percent entered into the construction work as they could not find any other work.

4.5.2. Years of experience in construction activity

In assessing the years of experience, it is noted that although work with in the construction sector is considered tedious and tiresome, majority of 94 percent of construction workers were working in this sector for more than three years. The following table 4.34 shows that a significant 35 percentage were working in this sector for over five years. This shows that construction workers are not a transient population. In spite of the difficulties they continue to work in the industry.

TABLE 4.34

YEARS OF EXPERIENCE IN CONSTRUCTION ACTIVITITY

Occupation / Years of experience		M	LC	IS	PL	E	C	FF	PA	All
Less than 3 yrs	N	7	5	7	2	0	1	4	0	26
	C	5.3	4.95	10.94	12.5	0	4.762	9.756	0	6.5
3-5 yrs	N	81	62	32	7	7	15	24	5	233
	C	61.4	61.4	50	43.75	53.85	71.4	58.5	41.67	58.3
5-7 yrs	N	26	24	17	4	4	5	7	5	92
	C	19.7	23.8	26.56	25	30.77	23.8	17.1	41.67	23
7-9 yrs	N	18	10	8	3	2	0	6	2	49
	C	13.6	9.9	12.5	18.75	15.38	0	14.6	16.67	12.3
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

It is clear from the above table that, it is not that the entry and to retain job in construction sector is easy. To remain in this field for long in a constrained situation require tremendous efforts and time to acquire the skill. However it is reflected from the above table that there was no recent entry and skilled workers in all the categories of workers are in the activity for more than 3 years.

4.5.3. Reasons for joining the construction sector

Analysing the various reasons that made the workers to enter into the construction sector revealed that, the entry is generally through helping hand to the workers who are the labour contractors who engage the workers from the rural areas by themselves or through some skilled workers whenever the construction activities demand more manual and unskilled work. When there is initiation of a construction project, the builders generally approach labour contractors for the required quantity of labour which is also seen in the

present study. There are some who directly approach the labour contractors for job whom they know.

TABLE 4.35

REASONS FOR JOINING CONSTRUCTION ACTIVITY

Occupation / Reasons		M	LC	IS	PL	E	C	FF	PA	All
Friends & relatives	N	15	12	6	0	0	3	0	0	36
	C	11.36	11.88	9.38	0	0	14.29	0	0	9
No skill Required	N	18	56	7	1	0	0	1	3	86
	C	13.64	55.45	10.9	6.25	0	0	2.44	25	21.5
Easy entry	N	18	18	29	7	7	17	11	9	116
	C	13.64	17.82	45.3	43.8	53.85	80.95	26.8	75	29
Employers engage them	N	81	15	22	8	6	1	29	0	162
	C	61.36	14.85	34.4	50	46.15	4.762	70.7	0	40.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters

It is observed from the table that majority of 41 percent of the workers directly approached the employers for job who engaged them in construction activity. About 29 percent of the workers stated that easy entry was another reason for their movement in this sector. In fact about 80 percent of the construction operations-excavations, earthmoving, moving of construction materials, mixing and pouring of concrete are done by unskilled workers (Kalyan Das, 2007). So the low cost unskilled labourers are equally in demand. Hence this may also be considered as the pull to the construction sector which had a percentage of 22. It is also noted that about nine percent had reported that friends and relatives motivated them to work in this sector. However all these reasons together reflect the state of affairs of rural livelihood sector in the economy and justify the argument of push factor.

4.5.4. Hirers of the current job

The private builders initiate the construction boom to a large extent. It is difficult for the individual workers to enter in such activities. Since construction work is composed of varieties of work ranging from masonry, to jobs of plumbers, carpenters, fabricators, electricians and many others, most of the jobs are sub-contracted. The workers are employed in construction sector usually through the agency of labour contractor who is known as the maistry. This contractor is the link between the principal employer and the worker but he basically represents the contractor's interest.

There are four methods of recruitment of labour

1 Direct recruitment of workers by contractors.
2 Recruitment of workers from rural areas by labour contractors.
3 Recruitment of workers from city slums by labour contractor.
4 Recruitment of workers from the market place by principal employer or maistries.

The following table 4.36 gives the sources through which the respondents enter into in the current work place. It is inferred that the workers were largely (47 percent) hired by the contractors followed by sub-contractors (24 percent). In the sample, owners hired only 18 percent of the workers and the remaining 12 percent were self-employed. Majority of the skilled workers like masons, floor finishers and painters were hired by labour contractors. A noteworthy feature is that about 55 percent of the load carriers entered through sub-contractors. Self-employed were higher among iron and steel workers, and carpenters.

TABLE 4.36

PERSON HIRED FOR THE CURRENT JOB

Occupation / Hirer		M	LC	IS	PL	E	C	FF	PA	All
Owner	N	41	16	5	0	8	0	0	0	70
	C	31.06	15.84	7.81	0	61.54	0	0	0	17.5
Contractor	N	66	29	23	16	2	0	41	12	189
	C	50	28.71	35.9	100	15.38	0	100	100	47.25
Sub-contractor	N	25	56	12	0	1	0	0	0	94
	C	18.94	55.45	18.8	0	7.69	0	0	0	23.5
Self-employed	N	0	0	24	0	2	21	0	0	47
	C	0	0	37.5	0	15.38	100	0	0	11.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Builders generally approach the labour contractors whom they know or have contact, supply the labour required in this process. These labour contractors and job contractors form the main passage of entry of workers in the construction sector. Hence it is clear from the following table 4.37 that excepting carpenters about 71 percent of the other workers were working under contractors and excepting iron and steel workers and floor finishers, 29 percent were doing independent works among all categories of workers.

TABLE 4.37

DISTRIBUTION OF THE RESPONDENTS BASED ON THE SOURCE OF WORK

Occupation / Work		M	LC	IS	PL	E	C	FF	PA	All
Independently	N	41	16	29	0	10	21	0	0	117
	C	31.06	15.8	45.3	0	76.9	100	0	0	29.25
Contractor	N	91	85	35	16	3	0	41	12	283
	C	68.94	84.2	54.7	100	23.1	0	100	100	70.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.5.5. Skill status of the respondents

It is crucial to understand to what extent workers skill and competencies help them to retain their jobs in the labour market. It is not that the entry and to retain job in the construction sector is easy. To remain in this field for long in a constrained situation require tremendous efforts. Hence an attempt was made to analyse the skill status of the respondents.

TABLE 4.38

SKILL STATUS

Occupation / Skill status		M	LC	IS	PL	E	C	FF	PA	All
Skilled	N	113	0	56	14	13	18	30	5	249
	C	85.6	0	87.5	87.5	100	85.71	73.17	41.67	62.25
Semi-skilled	N	19	0	8	2	0	3	11	7	50
	C	14.4	0	12.5	12.5	0	14.29	26.83	58.33	12.5
Unskilled	N	0	101	0	0	0	0	0	0	101
	C	0	100	0	0	0	0	0	0	25.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

It is observed from the table that more than half of the sample respondents were skilled (62 percent), 25 percent stated that they had no skills, while 13 percent reported that they were semi-skilled. Electricians were completely skilled. Majority of the skilled tradesmen were masons, iron and steel workers, plumbers, carpenters and floor finishers. Excepting load carriers the migrants in other construction activities have acquired skill. Capital intensive construction methods as it is seen in many big cities are yet to make mark in the construction market. Labour based work is still in demand in the construction sector as some operations such as excavation, earth moving, moving of construction materials, mixing and pouring of cements are done by labour based construction methods. Such unskilled workers constitute about 25 percent in the present study. Though these unskilled workers constitute higher percent of the labour force in the construction sector, their bargaining power is minimal in this country as there is abundance of labour (Kalyan Das, 2007).

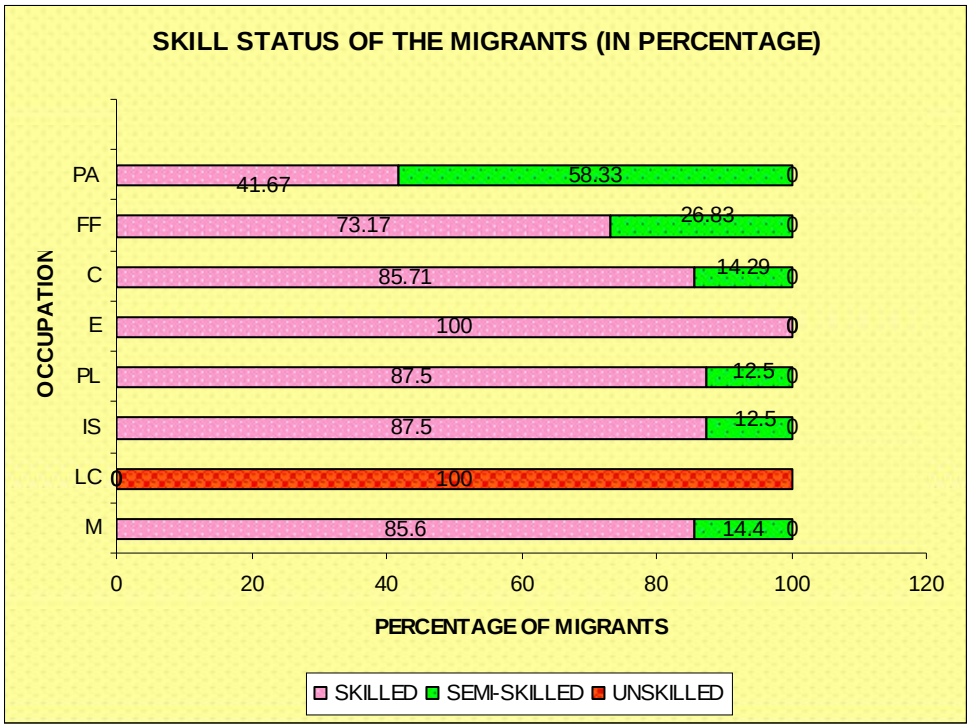

Fig 9

The survey also found that among the skilled workers most gained their skills through informal apprenticeship, largely trained by people belonging to their own ethnic group. Thirty two percent of those interviewed preferred on-the job training in which majority of them were masons, carpenters and painters. About 14 percent preferred attachments because of family business and a lower percentage had acquired skill through formal training who were plumbers and electricians in the sample. The details are shown in table 4.39.

TABLE 4.39

ACQUISITION OF SKILL

Occupation / Skill through		M	LC	IS	PL	E	C	FF	PA	All
Family business	N	26	0	25	0	0	3	0	0	54
	C	19.7	0	39.1	0	0	14.3	0	0	13.5
On-job training	N	84	0	18	1	0	12	8	5	128
	C	63.64	0	28.1	6.25	0	57.1	19.5	41.67	32
Informal Apprenticeship	N	22	101	21	7	0	6	33	7	197
	C	16.67	100	32.8	43.75	0	28.6	80.5	58.33	49.25
Formal training	N	0	0	0	8	13	0	0	0	21
	C	0	0	0	50	100	0	0	0	5.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.5.6. Hours of work

The number of hours that an individual has to work reflects the economic necessities under which he/she have to shoulder the responsibilities of their families. This also brings out the quantum of work they have to provide in the worksite in a day. The following table 4.40 gives the details regarding the number of hours the respondents work in a day at the workplace.

TABLE 4.40

HOURS OF WORK

Occupation / Hours of work / day		M	LC	IS	PL	E	C	FF	PA	ALL
5	N	0	0	7	2	0	0	0	0	9
	C	0	0	10.94	12.5	0	0	0	0	2.25
6	N	11	9	34	8	5	4	1	4	76
	C	8.33	8.91	53.13	50	38.46	19.05	2.44	33.33	19
7	N	29	17	8	6	6	7	3	5	81
	C	22	16.8	12.5	37.5	46.15	33.33	7.32	41.67	20.25
8	N	89	53	15	0	2	10	25	3	197
	C	67.4	52.5	23.44	0	15.38	47.62	61	25	49.25
9	N	3	22	0	0	0	0	12	0	37
	C	2.27	21.8	0	0	0	0	29.3	0	9.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The data highlights that a huge majority of the workers (49 percent) work for 8 hours a day which supports the findings of earlier studies (Winnie & Isabella, 2003; Kalyan Das, 2007; Mobile crèches study, 2007-08). Generally the workers work for 8 hours a day. In a study (Kalyan Das, 2007) on construction workers, the workers stated that they get rest of one hour between their works which is an accepted norm. Another study (Mobile crèches 2007-08) points out that only 1 percent of the workers enjoyed one weekly off with pay, indicating exploitative conditions. In a survey report (Sujata Madhok, 2005) the workers stated that there was no fixed working hours. They are made to work even on holidays such as Sundays, festival days and national holidays. Neither overtime wages nor additional wages on holidays are paid. In the present study, only 9 percent of the workers reported that they worked for nearly 9 hours a day in which majority was 'floor finishers'. Nearly 40 percent of the workers stated that they worked for 6-7

hours and this also included worker on work rate basis who worked for more than the stipulated time. In a survey report (SEWA Report, 2003) it was found that the workers have responded by saying that a major problem with their work is that their working number of hours per day are never fixed and sometimes they even work for 10-12 hours in a day and no extra wages for overtime work are paid.

The work being seasonal and subject to availability of construction materials such as cement, sand, steel etc as well as weather conditions, it lacks continuity of employment (Sujata Madhok, 2005). The following table 4.41 shows the details on whether the workers are employed through out the year.

TABLE 4.41

GETTING WORK IN ALL SEASONS

Occupation / Work		M	LC	IS	PL	E	C	FF	PA	ALL
Yes	N	0	0	0	9	8	11	19	0	47
	C	0	0	0	56.25	61.54	52.38	46.3	0	11.75
NO	N	132	101	64	7	5	10	22	12	353
	C	100	100	100	43.75	38.46	47.62	53.7	100	88.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Interaction with the workers revealed that the nature of work participation is somewhat seasonal in nature. Just about 12 percent of the total number of workers stated that they worked throughout the year. This was stated by plumbers, electricians, carpenters and floor finishers. During monsoon many builders generally do not want to start the construction work. It is not that construction works totally come to halt in the city. Generally during the monsoon the builders avoid the ground works or the work of the exterior. It

was found from the sample that altogether 88 percent of the workers did not have construction job during the off season.

Since under employment is the norm, the question about how workers cope during periods of unemployment was relevant. As workers are engaged through middlemen, there is no security of job. Workmen are employed whenever there is work on casual and temporary basis and no employment orders are issued. A report on the Survey of Women Construction Workers (Poornima, 2004) stated that unemployment in the construction sector was a constant problem and is increasing because of mechanization. Table 4.42 shows the different type of occupation that the workers undertake during the period when they are not in construction works.

TABLE 4.42

ACTIVITIES WHEN NOT IN CONSTRUCTION WORK

Occupation / Activities		M	LC	IS	PL	E	C	FF	PA	ALL
Casual labour / coolies	N	9	51	43	16	9	20	16	7	171
	C	6.82	50.5	67.19	100	69.23	95.24	39	58.33	42.75
Agricultural labour	N	35	30	2	0	0	0	0	0	67
	C	26.5	29.7	3.125	0	0	0	0	0	16.75
Self employment	N	70	11	15	0	3	1	16	5	121
	C	53	10.89	23.44	0	23.08	4.76	39	41.67	30.25
Wait for a call	N	18	9	4	0	1	0	9	0	41
	C	13.6	8.911	6.25	0	7.692	0	22	0	10.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

It can be observed from the above table that majority of the workers went for casual works or daily wage earnings (43 percent) when they were not employed in their regular work. Next to it, most of the workers were engaged in self employed occupation (30 percent) followed by agricultural works (17

percent). Apart from somewhat seasonal nature of the job, there were some who waited for a call (10 percent) from the worksite.

As stated in a study, seasonality of jobs is more specific to the region in the country. The region is under spell of monsoon for about five months. This not only impedes the construction work but also livelihood of the workers. Workers who are totally dependent in this sector become desperate to earn a livelihood during this period (Kalyan Das, 2007). Tables 4.43 and 4.44 capture the approximate number of days that the respondents could get work in a week and in a month in the construction sector.

TABLE 4.43

NUMBER OF DAYS WORKED IN A WEEK

Occupation / Number of days		M	LC	IS	PL	E	C	FF	PA	ALL
4	N	16	6	2	3	0	0	0	0	27
	C	12.1	5.941	3.125	18.75	0	0	0	0	6.75
5	N	83	53	34	11	8	15	18	7	229
	C	62.9	52.48	53.13	68.75	61.54	71.43	43.9	58.33	57.25
6	N	33	42	28	2	5	6	23	5	144
	C	25	41.58	43.75	12.5	38.46	28.57	56.1	41.67	36
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

TABLE 4.44

NUMBER OF DAYS WORKED PER MONTH

Occupation / Number of days		M	LC	IS	PL	E	C	FF	PA	ALL
21	N	11	10	0	1	0	0	0	0	22
	C	8.33	9.901	0	6.25	0	0	0	0	5.5
22	N	58	40	25	6	5	6	7	4	151
	C	43.9	39.6	39.06	37.5	38.46	28.57	17.1	33.33	37.75
23	N	38	29	19	3	1	4	9	2	105
	C	28.8	28.71	29.69	18.75	7.692	19.05	22	16.67	26.25
24	N	20	13	17	6	7	5	13	4	85
	C	15.2	12.87	26.56	37.5	53.85	23.81	31.7	33.33	21.25
25	N	5	9	3	0	0	6	12	2	37
	C	3.79	8.911	4.688	0	0	28.57	29.3	16.67	9.25
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

In the context of work status, it can be observed from the above tables that, most of the workers were not employed through out the month. As mentioned in a survey report (Poornima, 2004), the workers found it difficult to work for all seven days in a week as they were exhausted in such strenuous activities and there was no system of paid holidays. In the current study, it was found that about 57 percent of the workers could get work for 5 days in a week and a majority of 64 percent managed to work for 22-23 days in a month. Another 21 percent stated that they would work for 24 days in a month. Only 9 percent worked for more than 24 days. Further, interactions with the workers revealed that they do not get work in the winter months and in the monsoons as this work also depends heavily on the seasons.

4.5.7. Wages

Level of income is the most important measure of economic welfare. Hence an analysis on income becomes the key stone of any comprehensive study (Wilbur R. Thompson, 1965). The following table 4.45 shows the details regarding the monthly wages the migrants are paid for their work

TABLE 4.45

MONTHLY WAGES OF THE RESPONDENTS

Occupation / Amount (in `)		M	LC	IS	PL	E	C	FF	PA	ALL
< 5000	N	0	101	0	0	0	0	0	0	101
	C	0	100	0	0	0	0	0	0	25.25
5001-7000	N	0	0	11	8	0	2	2	3	26
	C	0	0	17.19	50	0	9.524	4.88	25	6.5
7001-9000	N	31	0	33	8	4	11	23	7	117
	C	23.5	0	51.56	50	30.77	52.38	56.1	58.33	29.25
9001-11000	N	99	0	20	0	7	8	16	2	152
	C	75	0	31.25	0	53.85	38.1	39	16.67	38
> 11000	N	2	0	0	0	2	0	0	0	4
	C	1.52	0	0	0	15.38	0	0	0	1
Average income (`)		9,657	3,902	8,332	7,168	10,075	8,674	8,644	7,770	7,694
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

On an average, the monthly income of the migrant workers was found to be ` 7,694. Among all the categories of workers, electricians were earning higher income (` 10,075), followed by masons (` 9,657), carpenters (` 8,674), floor finishers (` 8,644), iron and steel workers (` 8,332), painters (7,770) and load carriers (` 3,902). A notable feature that can be seen from the above table is that monthly wages of load carriers was lower than ` 5,000. While about 36 percent of the workers' income was between ` 5001-9000, another

38 percent of the workers' income fell in the range of ` 9001- 11000. Only about 4 percent of the workers were found to earn income exceeding ` 11000. On the whole, excepting load carriers, majority of the remaining workers were earning wages greater than ` 7,000 per month.

The construction jobs are intermittent and the employers and contractors play the dominant role in wage fixation. The builders make agreements with the labour contractors on the contracts and payments and the workers have no knowledge about the terms and conditions. Generally the contractors terms are only with the head of the workers and the rest gets according to their desire. Still there are some accepted rates in the market and workers are paid accordingly with some variations (Kalyan Das, 2007). The table 4.46 gives details on the persons who made decisions on the wages for the construction workers of the current study.

TABLE 4.46

DECISION ON WAGES

Occupation / Decision by		M	LC	IS	PL	E	C	FF	PA	ALL
Owner	N	41	16	29	0	10	21	0	0	117
	C	31.1	15.84	45.31	0	76.92	100	0	0	29.25
Contractor	N	66	29	23	16	2	0	41	12	189
	C	50	28.71	35.94	100	15.38	0	100	100	47.25
Sub-contractor	N	25	56	12	0	1	0	0	0	94
	C	18.9	55.45	18.75	0	7.69	0	0	0	23.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

In the context of the crucial issue of wages, the current study clearly points out that for about 47 percent of the total workers, wages are being decided by contractors, followed by owners (29 percent) and subcontractors (24 percent). In large scale constructions, generally the workers receive the

wages from the labour contractors which is also reflected in the present study. Altogether 283 sample respondents reported that they receive their wages either through contractors or sub-contractors and in few cases they are not sure that the wages they receive are actually meant for them. These workers believe that contractors appropriate a share of their wages. Further all the workers stated that they receive only cash payment as wages.

The detail on the frequency of receiving wages is given in the following table 4.47.

TABLE 4.47

FREQUENCY OF PAYMENT OF WAGES

Occupation / Frequency		M	LC	IS	PL	E	C	FF	PA	ALL
Daily	N	6	2	13	4	4	9	0	0	38
	C	4.55	1.98	20.31	25	30.77	42.86	0	0	9.5
Weekly	N	121	99	50	12	9	12	41	12	356
	C	91.7	98.02	78.13	75	69.23	57.14	100	100	89
Monthly	N	5	0	1	0	0	0	0	0	6
	C	3.79	0	1.563	0	0	0	0	0	1.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Majority of the workers in all categories stated that they had their payment weekly (89 percent) and 10 percent were getting daily wages. It is also observed that some got their due at the end of the month (1 percent).

4.5.8. Distance from the work place

Unlike in other industries, the workers in this industry move on from one worksite to another. As and when work is completed at one site, they move to another site to take up another construction activity. In this process the employer changes and the workplace also changes. The details on the distance between the worksite and the house, at the time of survey are furnished in table 4.48.

TABLE 4.48

DISTANCE OF THE WORK SITE FROM THE HOUSE

Occupation / Distance		M	LC	IS	PL	E	C	FF	PA	ALL
With in the site	N	0	37	14	0	0	0	17	0	68
	C	0	36.63	21.88	0	0	0	41.5	0	17
Less than 5 km	N	42	19	24	8	6	10	12	7	128
	C	31.8	18.81	37.5	50	46.15	47.62	29.3	58.33	32
5-10 km	N	41	18	15	5	6	10	3	4	102
	C	31.1	17.82	23.44	31.25	46.15	47.62	7.32	33.33	25.5
10-15 km	N	39	24	11	3	1	1	7	1	87
	C	29.5	23.76	17.19	18.75	7.69	4.76	17.1	8.33	21.75
Exceeding 15 km	N	10	3	0	0	0	0	2	0	15
	C	7.58	2.97	0	0	0	0	4.88	0	3.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

From the table it can be inferred that among the total respondents, majority of the construction workers in the sample were travelling a distance with in 5 kms (32 percent) to their worksites. Another 26 percent lived within a distance of between 5 and 10 kms from their sites. A total of 17 percent stayed within the construction sites. They were load carriers, iron and steel workers and floor finishers. Around 26 percent of them were located at a distance of more than10 kms to their workplace in which majority of them were masons (37 percent).

When the workers were asked to specify how they get to work, majority of 36 percent stated that they used public modes of transport, where as 16 percent used bicycles, 9 percent travelled by mopeds and 8 percent stated that they used to go by walk. This is shown in table 4.49. While 17 percent stayed at the worksite, 14 percent of the workers stated that their journey to

work was supported by arranged vehicles at the work place for a shorter distance.

TABLE 4.49

MODE OF TRANSPORT

Occupation / Transport		M	LC	IS	PL	E	C	FF	PA	ALL
Within the site	N	0	37	14	0	0	0	17	0	68
	C	0	36.63	21.88	0	0	0	41.5	0	17
By walk	N	20	2	3	2	1	2	3	0	33
	C	15.2	1.98	4.69	12.5	7.69	9.52	7.32	0	8.25
Bicycle	N	26	8	13	2	3	5	5	3	65
	C	19.7	7.92	20.31	12.5	23.08	23.81	12.2	25	16.25
Bus	N	60	22	25	7	5	13	6	5	143
	C	45.5	21.78	39.06	43.75	38.46	61.9	14.6	41.67	35.75
Moped /bike	N	14	2	6	5	4	1	0	4	36
	C	10.6	1.98	9.38	31.25	30.77	4.76	0	33.33	9
Arranged vehicle	N	12	30	3	0	0	0	10	0	55
	C	9.09	29.7	4.69	0	0	0	24.4	0	13.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

4.5.9. Working Condition

Regarding the working condition the respondents were asked to give their views on a 5 point rating scale as ‘very good’, ‘good’, ‘average’, ‘poor’, and ‘very poor’. The following table 4.50 shows their opinion towards the work environment.

TABLE 4.50

WORKING CONDITION

Occupation / Working condition		M	LC	IS	PL	E	C	FF	PA	ALL
Very good	N	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0
Good	N	36	13	20	5	9	5	10	8	106
	C	27.3	12.87	31.25	31.25	69.23	23.81	24.4	66.67	26.5
Average	N	58	41	29	7	4	13	18	4	174
	C	43.9	40.59	45.31	43.75	30.77	61.9	43.9	33.33	43.5
Poor	N	27	31	15	4	0	3	10	0	90
	C	20.5	30.69	23.44	25	0	14.29	24.4	0	22.5
Very poor	N	11	16	0	0	0	0	3	0	30
	C	8.33	15.84	0	0	0	0	7.32	0	7.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

In assessing the working condition, a startling fact that arises from the study is no single individual has stated ‘very good’ on their working environment. Only about 27 percent opined of ‘good’ working conditions. While 44 percent reported it to be average, for 30 percent of the workers the working conditions were either ‘poor’ (22 percent) or ‘very poor’ (8 percent).

Average scores assigned on working condition

Using 5 point rating scale, assigning value of two for ‘very good’; one for ‘good’; zero for ‘average’; minus one for ‘poor’ and minus two for ‘very poor’, the average scores on working conditions were calculated and are given in the following table 4.51

TABLE 4.51

AVERAGE SCORES ASSIGNED ON WORKING CONDITION

Occupation	Average Score
M	-0.098
LC	-0.495
IS	0.078
PL	0.0625
E	0.692
C	0.095
FF	-0.146
PA	0.666
ALL	-0.11

Source : calculation based on survey data, 2010.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

From the calculated scores, it can be inferred that to a certain extent only the painters and the electricians considered their working condition to be lying between 'average' and 'poor'. For the iron and steel workers, plumbers and carpenters the working condition was average. For the masons, load carriers and floor finishers it was poor. On the whole taking all the respondents together, it was inferred that the respondents felt the working condition to be poor.

4.5.10. Accidents at Work Place

The construction industry is notorious for its reputation as dirty, difficult and dangerous- the three Ds. According to the ILO (2001), it accounts for around 7 percent of the world's employment, but 30-40 percent of the world's fatal injuries. A notable fact is that about 1,00,000 workers are killed on construction sites, in which, every year-one person was killed every five minutes because of bad, and illegal, working conditions. All are entirely predictable and all are entirely preventable (Fiona Murie, 2007). Hence an

attempt has been made in this section regarding the accidents met by the respondents in the construction site which is shown in the following table 4.52.

TABLE 4.52

ACCIDENTS MET BY RESPONDENTS AT THE WORKSITE

Occupation / Accident		M	LC	IS	PL	E	C	FF	PA	ALL
Yes	N	40	43	20	1	3	2	6	3	118
	C	30.30	42.6	31.3	6.25	23.08	9.52	14.63	25	29.5
No	N	92	58	44	15	10	19	35	9	282
	C	69.69	57.4	68.8	93.8	76.92	90.5	85.37	75	70.5
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Construction is a hazardous occupation. For almost all key risks chemicals, dusts, manual handling, physical hazards and psychological hazards- exposures are routine and excessive. In many works, rural-urban migrants are faced with exploitative employment practices, hardship and hazards. (Fiona Murie, 2007). The current study has highlighted that accidents at worksites do not come into the rare category and are infact quite common. While table 4.52 gives the details on the number of workers met with accidents, table 4.53 gives the statistics on the cause of accidents.

TABLE- 4.53

CAUSE FOR ACCIDENTS

Occupation / Cause of accident		M	LC	IS	PL	E	C	FF	PA	ALL
Fall from heights	N	27	17	3	0	0	0	0	2	49
	C	67.5	39.5	15	0	0	0	0	66.67	41.53
Pricking/poking by sharp objects	N	0	8	16	1	3	2	6	0	36
	C	0	18.6	80	100	100	100	100	0	30.51
Slipping from a ladder	N	12	15	1	0	0	0	0	1	29
	C	30	34.9	5	0	0	0	0	33.33	24.58
Falling objects on workers	N	1	3	0	0	0	0	0	0	4
	C	2.5	6.98	0	0	0	0	0	0	3.39
All		**40**	**43**	**20**	**1**	**3**	**2**	**6**	**3**	**118**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Among the total respondents surveyed , about 30 percent of the migrant workers had reported accidents at worksites and most of the accidents were due to workers falling off (42 percent) from tall buildings while at work which is similar to the findings of earlier studies [SEWA (2006), Infochange India, (2009)]. The latest injury statistics shows that 40 percent of all worker deaths in construction are caused by a fall from height. Next to it, 31 percent met accident because of pricking/poking by sharp objects or metals followed by slipping from a ladder (25 percent) and falling objects on workers (3 percent).

Accidents happen all the times and that's the rule of the industry (Chen, 2010). Serious incidents occur far too frequently, with more than 1000 workers a month hurting themselves. Construction sector involves work that are highly unsafe like working in excess height, welding, cutting, centering, taking heavy materials to high places without the use of any kind of technology. Globally, 17 percent of all work-related fatalities are in the

construction sector (ILO, 2001). Death and injury from accidents in the Indian construction sector is widespread. India has the world's highest accident rate among construction workers. In a survey ILO (2009) found that 165 out of every 1000 workers are injured in the construction sector. Thus work related to the construction industry is one of the most hazardous, with serious risks involved, especially in physical terms and accidents. The following table 4.54 provides the details regarding the number of days that the construction workers were not able to work because of accidents they met at the workplace.

TABLE 4.54

NUMBER OF DAYS NOT IN WORK BECAUSE OF ACCIDENT

Occupation / Days not in work		M	LC	IS	PL	E	C	FF	PA	ALL
Less than 15	N	21	11	6	0	0	1	2	0	41
	C	52.5	25.58	30	0	0	50	33.33	0	34.75
15- 30	N	12	25	11	1	2	0	4	1	56
	C	30	58.14	55	100	66.67	0	66.67	33.33	47.46
31- 60	N	5	4	1	0	0	1	0	1	12
	C	12.5	9.30	5	0	0	50	0	33.33	10.17
61 – 90	N	2	1	2	0	0	0	0	1	6
	C	5	2.33	10	0	0	0	0	33.33	5.09
91 – 120	N	0	2	0	0	1	0	0	0	3
	C	0	4.65	0	0	33.33	0	0	0	2.54
All		**40**	**43**	**20**	**1**	**3**	**2**	**6**	**3**	**118**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The above table 4.54 shows that about 47 percent of the workers had been out of work for a month because of the accident they met at the worksite. Similarly 35 percent stated that they suffered for 15 days. Altogether the remaining 18 percent of the workers reported that they were sick for a long period of 2-4 months because of serious injuries they faced at

the workplace. As stated in the National Workshop for Construction Workers at MGLI, (2010), the present study also observed that in many cases the workers in order to complete the projects in a hurry have to work in night with dim light that very often lead to accidents.

Most informal workers do not have access to medical facilities and there is nobody to vet their fitness for work (Winnie & Isabella, 2003). Hence an attempt has been made to identify the persons who bear the expenses at the time of accident and the details are given in the following table 4.55

TABLE 4.55

PERSONS BEARING THE EXPENDITURE

Occupation / Person		M	LC	IS	PL	E	C	FF	PA	ALL
Builder	N	23	20	9	0	3	1	1	1	58
	C	57.5	46.51	45	0	100	50	16.67	33.33	49.15
Builder & Contractor	N	11	18	6	0	0	0	4	0	39
	C	27.5	41.86	30	0	0	0	66.67	0	33.05
Contractor	N	1	5	4	1	0	0	1	1	13
	C	2.5	11.63	20	100	0	0	16.67	33.33	11.02
Workers	N	5	0	1	0	0	1	0	1	8
	C	12.5	0	5	0	0	50	0	33.33	6.78
All		**40**	**43**	**20**	**1**	**3**	**2**	**6**	**3**	**118**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The above table shows that, excepting few workers (7 percent) all the other workers reported that in case of accidents the builders and contractors bear the medical expenses of the workers which also supports the findings of an earlier study done by Kalyan das, (2007). The rest of the workers stated that they themselves had to bear the expenses.

4.6. Awareness on Social Security Measures

Of late, the issue of provision of social security to the growing segment of unorganised sector workers gained enhanced significance in the development discourse in India. Various efforts of the Government of India, in recent years, such as designing of new social security schemes, recasting of earlier schemes, introduction of innovative methods towards effective identification and enrolment of beneficiaries, contemplation of comprehensive legislations to ensure social protection for unorganised sector workers and so on testify a paradigm shift in the social security front (Remesh, 2009).

A fact to be noted is that none of the chosen migrant construction workers were members of any union. Hence an attempt was made in this section on the awareness of the respondents on the social security measures available for them. The responses given by the study sample units on their awareness about social security measures are presented in the table 4.55.

The following table shows that among the total respondents surveyed; only about 33 percent were aware of the existence of trade union and only 5 percent possessed knowledge about the union benefits they could avail and masons were higher among them. Next to it, the study has brought out that only 28 percentages of the workers were aware of compensation benefits available to them. Further it can also be observed that altogether about 20 percent were aware of insurance (1 percent) and accident (19 percent) schemes meant for them. None of the workers was aware of other social security measures such as children's education facilities, welfare activities, pension benefits and crisis support. A startling fact that arises from the study is no worker was utilising such social security measures meant for them and this could be attributed to lack of information, awareness and education about their conditions of work.

TABLE 4.56

AWARENESS ON SOCIAL SECURITY MEASURES (MULTIPLE RESPONSE)

Occupation / Social security measures		M	LC	IS	PL	E	C	FF	PA	ALL
Existence of trade unions	N	67	36	14	3	2	7	0	2	131
	C	50.76	35.64	21.88	18.8	15.38	33.3	0	16.67	32.75
Union benefits	N	14	0	4	0	2	0	0	1	21
	C	10.61	0	6.25	0	15.38	0	0	8.33	5.25
Insurance	N	3	0	0	0	0	0	0	0	3
	C	2.273	0	0	0	0	0	0	0	0.75
Accidents	N	41	17	9	3	4	0	0	3	77
	C	31.06	16.83	14.06	18.8	30.77	0	0	25	19.25
Compensation	N	53	31	6	4	7	9	0	3	113
	C	40.15	30.69	9.38	25	53.85	42.9	0	25	28.25
Child education	N	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0
Welfare activities	N	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0
Pension	N	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The workers reported that, the work is accident-prone and no proper safety measures were provided at the workplace and safety measures were not taken seriously by the contractors/employers. Majority of the workforce being illiterate, they were not able to make proper claims in respect of wages, accidents and other related disputes. Accidents were just brushed aside and when it became unavoidable paltry sum was paid on ad-hoc basis as compensation. Accident victims were denied of leave with wages and proper medical care (Sujata Madhok, 2005).

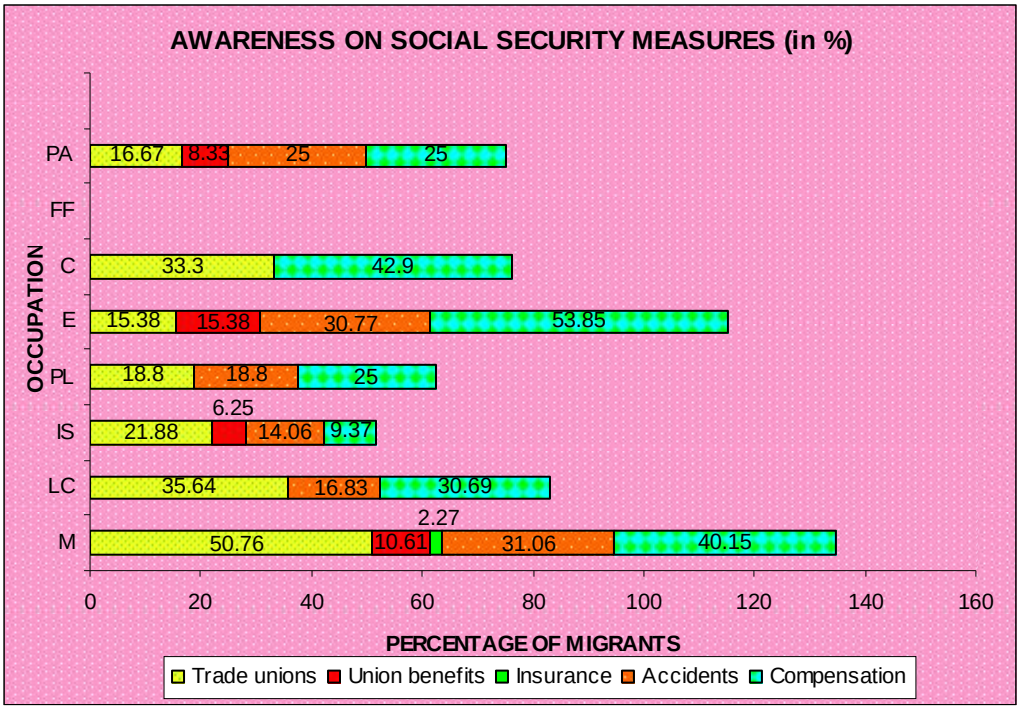

Fig 10

Access to government services

Unlike in other industries, the workers in this industry move on from one work site to another as and when work is completed at one site, they move to another site to take up another construction activity (Sujata Madhok, 2005). Their floating status deprived them of all services (Mobile Creches, 2007-2008). The following table 4.57 underlines the poor access to government facilities, mostly due to the frequency of mobility and lack of information.

TABLE 4.57

ACCESS TO SERVICES

Occupation / Services		M	LC	IS	PL	E	C	FF	PA	ALL
Public Distribution System (PDS)										
Yes	N	17	0	8	3	4	5	0	4	41
	C	12.88	0	12.5	18.75	30.77	23.81	0	33.33	10.25
No	N	115	101	56	13	9	16	41	8	359
	C	87.12	100	87.5	81.25	69.23	76.19	100	66.67	89.75
Government Schools										
Yes	N	27	17	16	5	8	11	0	5	89
	C	20.45	16.83	25	31.25	61.54	52.38	0	41.67	22.25
No	N	105	84	48	11	5	10	41	7	311
	C	79.55	83.17	75	68.75	38.46	47.62	100	58.33	77.75
All		**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**	**400**

Source : Primary data, 2010. N-Number Stated, C- percentage to column total.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

Since the migrant workers do not have access to ration cards and voters identity cards, they lose out on all the benefits available through various government schemes. They are forced to live in insecure, inhuman conditions without availing any benefits available to them. This is reflected in the current study also. Only about 10 percent of the migrant workers were availing PDS benefit. Load carriers and floor finishers did not have access to this facility. Among the respondents, 22 percent of the migrant workers were sending their children to government schools. The reason behind this is because of poor economic background and their nature of work, which is migrant.

4.7. Quality of Life Index (QLI)

The term quality of life is often discussed in broad terms as satisfaction of needs, feelings of well-being, good or bad working conditions, and other indicators such as their educational level, occupation, income levels, nutritional status, and living conditions and so on. Such a conceptualisation of quality of life encompasses all the material aspects of human life, and may extend beyond, to cover the physical and psychological dimensions. Quality of life covers diverse and innumerable human need. Human needs at the elementary level may include essentials of survival like drinking water, perpetuation needs, shelter and warmth. (Beck P & Mishra B.K. 2010). Quality of life index (QLI) represents the well-being of an average person. QLI reflects the current situation, and does not attempt any predictions of the future. As such, it does not take into account dynamic factors such as growth, and only represents their visible results. QLI also does not consider factors of debatable relevance, in particular factors which are only deemed relevant to the quality of life by certain ideologies, and does not use self-reported data. Finally, QLI does not take into account unquantifiable elements which can subjectively affect the quality of life, such as culture or climate (http://nationranking.wordpress.Com / 2011/03/06/2011-qli/).

In the current work, an attempt is made to measure the QLI of the selected migrant construction workers using eight indicators. The eight indicators used are grouped under five headings as shown below.

I. Social status	-	i) Literacy level of the head of the household
II. Income status	-	ii) Occupation of the female members in the household
	-	iii) Annual per capita income of the household
III. Nutritional status	-	iv) Calorie intake per person per day
	-	v) The proportion of food expenditure to total expenditure
IV. Clothing	-	vi) Percapita annual expenditure on clothing

V. Housing - vii) Type of house and
- viii) Number of rooms per person

The QLI is constructed with the set of the above eight quantitative and qualitative indicators.

As indicated in 'social status', literacy level of the head of the household is selected as the contribution of education to reduce the absolute poverty as recognized since long (Ribich, 1968). The higher the level of education of the population, the lower would be the proportion of poor people in the total population. This is because education imparts knowledge and skills to the recipients of education which in turn is associated with participation in better employment and higher wages. The provision of good quality education is the most important equalizer for the economy. As the Eleventh plan states, "Education is the most critical input for empowering people with skills and knowledge and for giving them access to productive employment in the future".

Income status, which is determined by the occupational structure, throws light on the QLI status of any area. Percapita income is one of the determining factors of QLI. There is a direct relationship between percapita income and QLI.

For India in 2005, the World Bank determined that ` 15 equivalents to $ 1 based on the purchasing power parity. Based on the classification of the National Commission for Enterprises in the Unorganized sector (NCEUS, 2007), the sample households are grouped under 6 categories based on their percapita annual income as shown in the following table 4.58.

TABLE 4.58

CLASSIFICATION OF HOUSEHOLDS

S.No	Classification	Annual percapita income(`)
1	Extremely poor	≤ 4050
2	Poor	4051-5400
3	Marginally poor	5401-6750
4	Vulnerable	6751-10800
5	Middle income	10801-21600
6	High income	> 21600

Source: NCEUS, 2007

In India, poverty is measured by the yardstick of minimum requirement of calories intake, propounded by the Planning Commission. It has been worked out in the Seventh Five Year Plan Draft that for a person to be above the poverty line there should be a minimum intake of 2400 calories per day per person in rural areas and 2100 calories per day per person in urban areas. In India, income is used as a proxy for minimum nutritional requirements.

The consumption pattern of the households also reveals the economic conditions as is proportion of their expenditure towards food.

Clothing satisfies the basic need next to food. Clothing requirements of children, men and women necessitate different norms for clothing. In the estimates prepared by Guru Swamy (2006), the clothing requirements have been calculated at ` 207 per person per annum or ` 17 per month

Housing is the third basic requirement of mankind next to food and clothing. Shelter is very much related to improving the quality of life. Non availability of shelter affects the quality of life.

In the light of the importance of the indicators, the poverty index must acquire in built flexibility with the development strategies. To make the QLI

yardstick eight indicators are measured in terms of their relative position on the composite index.

To construct the quality of life index table; the actual values of the eight indicator variables are converted into a seven point scale of 0 to 6. The minimum score that an indicator could get is ‘zero, and the maximum is ‘six’. Range and points for each subdivision are fixed arbitrarily. The chief criterion is to include the full range of data in the survey. In some cases the points represent the data proportionately. In others the interval between the adjacent two points may not be proportionate to any other two points in that division.

The Government of India, in collaboration with the UNDP spelt out in the Urban Poverty Removal Strategy that poverty has a social dimension-viz-poor quality of housing and the living environment viz lack of access to basic services like clean water, education etc. With all these issues, the Quality of Life Index (QOL) has been computed for the study based on the methodology followed by Pramod Kumar (2001). Table 4.59 gives the quality of life index table constructed with the nine indicators for the sample households.

INDICATORS OF QUALITY OF LIFE

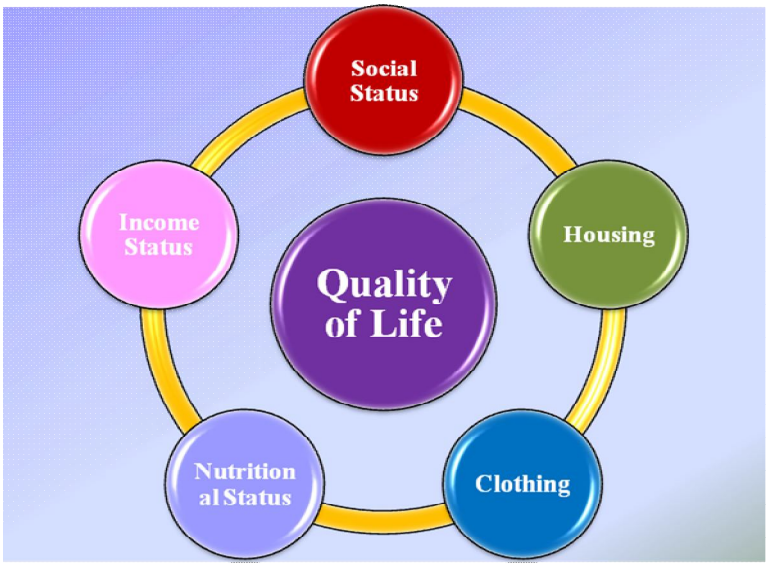

Fig 11

TABLE – 4.59

QUALITY OF LIFE INDEX TABLE

Scale / Indicator	0	1	2	3	4	5	6
Education	Illiterate	Primary (class I to V)	Middle (class VI to VIII)	High School (class IX to X)	Higher secondary (class XI to XII)	Under graduate, Diploma	Post graduate & others
Occupation of the female	House wife	Casual labourers	Servant	Agricultural/ non-agricultural labourers (regular workers in unorganized sector)	Self-employed	Employed in organized sectors of public/private	Government service
Annual percapita income (`)	4050	4051-5000	5001-5400	5401-6750	6751-10800	10801-21600	Above 21600
Calorie intake (gm)	≤ 1500	1501-1799	1800-2099	2100-2399	2400-2699	2700-2999	>3000
Percentage expenditure on food	80 and above	75-79	70-74	65-73	60-64	45-59	<45
Annual expenditure on clothing (`)	≤ 119	120-179	180-239	240-299	300-359	360-639	640 and above
Type of house							
Roof	Rubber sheet	Leaf	Leaf	Asbestos	Tiles	Tiles	Concrete
Wall	Leaf	Leaf	mud	Leaf	Leaf	Brick	Brick
Floor	Mud	Mud	Mud	Cement	Cement	Cement	Cement
Number of rooms per person	0	.25	.5	1	1.25	1.5	>1.5

Source: constructed.

The average quality of life index calculated for the migrant construction workers based on the above quality of life index table is given in the following table 4.60

TABLE 4.60

AVERAGE QUALITY OF LIFE INDEX

Group	M	LC	IS	PL	E	C	FF	PA
AQLI	3.34	2.37	2.91	2.78	3.11	2.69	2.86	3.03

Source: Estimates based on field survey 2010.
Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The average quality of life index lies between 0 and 6; if it is closer to 6; it implies higher quality of life and closer to '0' implies poor quality of life. The estimated average quality of life index values reveal that among the selected migrant construction workers, masons, electricians and painters are comparatively better off with an average QLI in the range 3 to 3.5. The others are in a less privileged group with average QLI in the range 2 to 3. The QLI was the lowest for load carriers.

Regression Analysis

To find out how quality of life index could be a better proxy for percapita income, the relationship between the average quality of life index of each household and the percapita income is estimated using linear and non linear models.

The linear model is of the form

$y_i = a + bx_i + u_i$ and the non-linear model is of the form.

$y_i = e^{a + bx_i + u_i}$ where

y_i = annual percapita income of the i^{th} household

x_i = quality of life index of the i^{th} household

u_i = disturbance term

The models are estimated by applying the ordinary least squares method. In estimating the models SPSS 16 version was used.

The estimated percapita income models are shown in the following table 4.61

TABLE 4.61

ESTIMATED PERCAPITA INCOME MODELS

Parameter	Model 1 Linear	Model II Non Linear
A	-5470.366* (-1.711)	9.043* (82.282)
$\hat{b}$	12560.818* (11.533)	0.420* (11.209)
R^2	0.25*	0.24*
F*	133.009*	125.636*
N	400	400

Source: Estimated using field survey, 2010.
* Statistically significant at 1% level, Figures in brackets denote the 't' values. N- Number stated

The estimated models reveal that there is a statistically significant relationship between the annual percapita income and the quality of life index. The results are in conformity with the theory having the expected sign. By increasing the quality of life index, the percapita income increases. The estimated parameters are also statistically significant. The quality of life index, on an average explains about 25 percent of the total variations in the annual percapita income. Hence quality of life index was used to measure the relative poverty status of the individual households.

Classification of Poverty Levels

Using the linear estimated percapita income model, the households are classified under various income levels. At quality of life index value X the

poverty line income is PL =$\alpha_0 + \alpha_1 x$. Where α_0 is the poverty line income and $\alpha_1 = 0$ irrespective of changes in the QLI. At the breakeven point $X = \left(\frac{\alpha_0 - a_0}{a_1} \right)$

when the linear model is used. The following table 4.62 gives the estimated breakeven quality of life index values at various classifications of income levels.

TABLE 4.62

BREAK EVEN QLI VALUES

Classification	Poverty line (`)	Break even values (linear model)
Extremely poor	≤ 4,050	<0.758
Poor	4051 – 5,400	0.758 – 0.865
Marginally poor	5,401 – 6,750	0.865 – 0.973
Vulnerable	6,751 – 10,800	0.973 – 1.295
Middle income	10,801 - 21,600	1.295 – 2.155
High income	> 21,600	>2.155

Source: Estimates based on field survey, 2010.

From the above estimated break even quality of life index values, the number of households which would fall under different categories are obtained and are given in the following table 4.63.

TABLE 4.63

CLASSIFICATION OF HOUSEHOLDS BASED ON BREAK EVEN QUALITY OF LIFE INDEX (linear model)

Classification / Occupations	Extremely Poor	Poor	Marginally Poor	Vulnerable	Middle Income	High Income
Masons	0	0	0	0	0	132 (100)
Load carriers	0	0	0	11 (10.89)	23 (22.77)	67 (66.34)
Iron and steel workers	0	0	0	0	19 (29.69)	45 (70.31)
Plumbers	0	0	0	0	5 (31.25)	11 (68.75)
Electricians	0	0	0	0	0	13 (100)
Carpenters	0	0	0	0	4 (19.05)	17 (80.95)
Floor finishers	0	0	0	5 (12.19)	9 (21.95)	27 (65.85)
Painters	0	0	0	0	0	12 (100)
All	**0**	**0**	**0**	**16**	**60**	**324**

Source: Estimates based on field survey 2010. Figures in brackets denote percentage to column total.

From the table it is inferred that none of the migrant construction worker belongs to the poor category. Among the four hundred respondents of the current study 4 percent belong to vulnerable group, 15 percent belong to the middle income group and the remaining 81 percent in high income group. Among the chosen category of migrant construction workers, about 11 percent of the ‘load carriers’ and 12 percent of the ‘floor finishers’ fall in the vulnerable group. Among the 15 percent of the middle income group category, load carriers and iron and steel workers are higher in number. Majority of the respondents lie in the high income group families.

4.8. Human Development Index

The Human Development Index (HDI) is a summary measure of human development. United Nations Development Programme (UNDP)

quantify the human development on the basis of two approaches (a) conglomerative approach and (b) deprivational approach. Conglomerative approach has an achievement base and deprivational approach has a deprivational base. Conglomerative perspective focuses on the advances made by all groups in each community from the rich to the poor. The deprivational perspective is in which the development is judged by the way the poor and deprive face in each community. Interest in the process of development concerns both perspectives. At a very basic level, the lines and successes of everyone should count, and it would be a mistake to make the understanding of the process of development completely insensitive to the gains and losses of those who happen to face better than others. It would go against the right of each citizen to be counted, and also clash with the comprehensive concerns of universalist ethics. Yet a part-a big part- of the general interest in the progress of a nation concentrates specifically on the state of the disadvantaged (Human Development Report, 1990).

Conglomerative approach

The current study uses conglomerative approach. Based on the methodology of the UNDP, Human Development Index (HDI) is constructed. Human development index shows the overall development. It measures the average achievement of a region in basic human capabilities. The human development index indicates whether people lead a long and healthy life, are educated and knowledgeable and enjoy a decent standard of living. Human development index examines the average condition of all people in a country. According to the UNDP methodology, three indicators are used to construct the human development index. They are health, educational status and standard of living. For health, life expectancy at birth is taken as an indicator. For educational status, adult literacy and school enrolment ratio are the proxy variables. For standard of living real percapita income is the indicator.

The formula used for the construction of an index is given as

$$\text{Dimension index} = \frac{\text{Actual value} - \text{Minimum value}}{\text{Maximum value} - \text{Minimum value}}$$

The following table 4.64 gives the maximum and minimum values for calculating the human development index.

TABLE 4.64

MAXIMUM AND MINIMUM VALUES FOR CALCULATING HUMAN DEVELOPMENT INDEX

Indicator	Maximum value	Minimum value
Life expectancy at birth (years)	85	25
Adult literacy rate (%)	100	0
Gross enrolment ratio (%)	100	0
Percapita income (`)	40,000	100

Source: Human Development Report 2007/2008, p 356.

To construct the HDI for the migrant construction workers, the actual values have to be converted into an index form. Based on the maximum and minimum values given in table 4.64, the required index values for each migrant household are calculated as follows.

Life expectancy index measures the relative achievement of a family in life expectancy at birth.

Education index measures a family's relative achievement in both adult literacy and combined primary, secondary and literary gross enrolment. First, an index for adult literacy and one for combined gross enrolment are calculated. Then these two indices are combined to create the education index, with two-thirds weight given to adult literacy and one third weight to the combined gross enrolment.

$$\text{Adult literacy index} = \frac{\text{Actual value} - 0}{100 - 0}$$

$$\text{Gross enrolment index} = \frac{\text{Actual value} - 0}{100 - 0}$$

$$\text{Education index} = \frac{2}{3}(\text{adult literacy index}) + \frac{1}{3}(\text{gross enrolment index})$$

The income index is calculated using the adjusted percapita income. In the HDI, income serves as a surrogate for all the dimensions of human development not reflected in a long and healthy life and in knowledge. Income is adjusted because achieving a respectable level of human development does not require unlimited income. Accordingly the logarithms of income is used.

$$\text{Income Index} = \frac{\log(\text{actual value}) - \log(100)}{\log(40{,}000) - \log(100)}$$

Once the dimension indices have been calculated, determining the human development index is straight forward. It is a simple average of the three dimension indices.

$$\text{Human Development Index} = \frac{1}{3}(\text{life expectancy}) + \frac{1}{3}(\text{education index}) + \frac{1}{3}(\text{Income index})$$

All the migrant construction workers included in the human development index are classified into one of three clusters of achievement in human development; high human development (with a human development index of 0.80 or above), medium human development (with a human development index of 0.50 to 0.799) and low human development (with a human development index of less than 0.50).

The classification of households based on life expectancy, education index and income index are given in the following table 4.65

TABLE 4.65

CLASSIFICATION OF HOUSEHOLDS BASED ON LIFE EXPECTANCY, EDUCATION AND INCOME INDEX

Occupation / Index	M	LC	IS	PL	E	C	FF	PA
Life expectancy index								
0.80 & above	-	-	-	-	-	-	-	-
0.50 to 0.799	-	-	-	-	-	-	-	-
<0.50	132	101	64	16	13	21	41	12
Average	0.17							
Education index								
0.80 & above	-	-	-	-	-	-	-	-
0.50 to 0.799	-	-	-	-	-	-	-	-
<0.50	132	101	64	16	13	21	41	12
Average	0.005							
Income index								
0.80 & above	-	-	-	-	-	-	-	-
0.50 to 0.799	120	11	48	11	12	19	35	8
<0.50	12	90	16	5	1	2	6	4
Average	0.53							
All	**132**	**101**	**64**	**16**	**13**	**21**	**41**	**12**

Source: Estimates based on field survey 2010.

Occupation: M-Masons, LC- Load Carriers, IS-Iron & Steel workers, PL- Plumbers, E-Electricians, C-Carpenters, FF-Floor Finishers, PA-Painters.

The calculated values reveal that 100 percent of the migrant households have their life expectancy index and education index less than 0.50 on an average being 0.17 and 0.01. The distribution of the households based on income index indicates that excepting load carriers, majority of all

others have their income index lying between 0.50 and 0.799 with an average of 0.53. While 34 percent of the migrant workers have their income index less than 0.50, for the other workers it exceeds 0.50. None of the households have their income index being 0.80 and above.

Combining the life expectancy index, education index and the income index, the human development index is calculated for each of the migrant construction worker household. The following table 4.66 gives the average distribution of the migrant households based on their life expectancy index, educational index, percapita income index and human development index.

TABLE 4.66

HUMAN DEVELOPMENT INDEX OF MIGRANTS

Index / Workers	Average Life expectancy Index	Average Education Index	Average Income Index	Average HDI
Masons	0.18	0.01	0.57	0.25
Load carriers	0.17	0.004	0.44	0.20
Iron and steel workers	0.15	0.005	0.55	0.23
Plumbers	0.14	0.006	0.52	0.22
Electricians	0.18	0.006	0.58	0.26
Carpenters	0.16	0.006	0.55	0.24
Floor finishers	0.17	0.005	0.54	0.24
Painters	0.12	0.005	0.53	0.22

Source: Estimates based on field survey, 2010.

As in life expectancy index, in educational index also, the average distribution of households based on index values did not exceed 0.50. With regard to income index, it can be seen that the average income index is the highest for the ‘electricians’ (0.58), closely followed by the ‘masons’ (0.57). Further none of the households among the migrant workers have their income index being 0.80 and above.

Based on the calculated average HDI value, it can be inferred that none of the households have their human development index value more than 0.50 which implies low human development among the sample workers.