Social Issues and Risk Bearing Capacity of Migrant Workers of Construction Industry in Erode District.

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ABSTRACT Migration encompasses enormous economic and social diversity. Migration in India is continuing phenomenon and it is becoming more and more crucial towards improving livelihood status of deprived class of people. Construction sector is important for rural Indians in providing employment in both local and outstation destinations. This study has been initiated to check the various social issues and risk bearing capacity of migrant workers in construction industry. This study considered a sample of 100 migrant workers engaged in construction work in Erode District. Data has been collected by distributing questionnaire in the hands of migrant workers. Simple percentage analysis, Friedman's chi-square test, Garret score and t-test are deployed to analyse the data collected. Results revealed that various social issues are largely affected migrant workers existence and risk bearing capacity of them is less in construction industry.

1. INTRODUCTION

Migration in India is mainly involved by social structures and regional development. In several parts of India, three out of four households include a migrant. Uneven regional development is the key source of migration. The landless poor who mainly belong to lower castes, indigenous communities and economically backward areas represent the main part of migration population. Migration in India is principally takes place in short distance with around 60% of migrants shifting their habitations within their native district and 20% surrounded by their native state, whilst the rest shift across the state boundaries. Migrant workers are moving very long distances even for short-range employment, in the dearth of any prospect or assurance of employment. . Migrants are facing lot of issues in the society and their risk bearing capacity is totally different from the locale inhabitants. Hence in this direction this study has been initiated.

2. CONSTRUCTION INDUSTRY

The construction sector is critical to any economy, whether developing or industrialized. It is also the largest employer after agriculture as it offers employment to more than 3% of the India's population. The Indian construction sector has been on a high-growth trajectory, growing at more than 12% per annum in the last four years, that is almost 1.5 times the country's overall development. The construction sector employs a wide range of skilled and semi-skilled workers. It includes masons, electricians, painters, carpenters, plumbers, tile and granite layers, stone breakers and so on. Apart from these, unskilled workers referred to as 'chittal' are mainly used for helping work to the masons. . Predominantly, migrant workers are belong to the northern states such as Odisha, Bihar, West Bengal, Chattisgarh and few other parts of other states. The demand for construction workers is both for internal employment and for meeting the gap created by the transfer of labour other industries.

3. REVIEW OF LITERATURE

Mouleeswaran (2014) construction sector is considered as most hazardous industrial sector wherein the workers are more prone to accidents. Despite recent efforts to improve site safety, construction still accounts for a disproportionate number of occupational-related fatalities. Srinivasan & Illango (2012) the migrant women workers face several problems such as low wages, health hazards, sexual exploitation and denial of their fundamental rights. The study reveals that the women migrant workers must be empowered and above all they must be seen as unique personalities to treat them with respect and to uphold their dignity. Giribabu (2012) human migration is one of the most challenging issues facing the world today and migration has been receiving major attention of policy makers both at national and international levels in recent years. Ajithkumar (2011) examined how the state authorities responded to reduce the vulnerability of inter-state migrant workers. It was found the factors that lead to vulnerability of migrant labourers may not be as strong as in many other parts of the country.

4. OBJECTIVES OF THE STUDY

This study has been carried out with the following objectives. These are:
1. To examine the demographic profile of migrant workers employed in construction industry.
2. To find the various social issues affecting the migration workers engaged in the construction industry.
3. To evaluate the risk bearing capacity of migrant workers in construction industry.
4. To know expectation of migrant workers from the construction companies.

5. RESEARCH METHODOLOGY

This study is conducted with a sample of 100 migrant workers and the survey is administered in various parts of Erode district of Tamilnadu during July – September 2015. The sample is selected according to the convenience of the researcher and data is collected through face-to-face interview with the respondents who identified for the collection of data. The migrant workers are identified in construction sites. Sampling is carried out by interviewing randomly selected candidates in the construction sites. This research work is based on descriptive research and it considers both primary and secondary data. Demographic profile of the respondents are tested through simple per-

centage analysis, Friedman's test adopted to measure the social issues of migrant workers, the risk bearing capacity is analyzed with 't' test and the expectation of migrant workers are analyzed with Garret score.

6. RESULTS AND DISCUSSIONS

6.1. Demographic Profile of Migrant Workers

The demographic profile of migrant workers in the construction industry is analyzed with the following attributes such as, gender, age, and marital status, annual income, nature of work, education and experience.

Table – 1: Analysis of Demographic Profile

Attributes	Distribution	Sample	Frequency
Gender	Male	61	61%
	Female	39	39%
Age	18 – 25 years	28	38%
	26 – 35 years	31	31%
	36 – 45 years	27	17%
	45 years & above	14	14%
Marital Status	Married	72	72%
	Unmarried	25	25%
	Divorced	1	1%
	Widow	2	2%
Annual Income	10,000 – 25,000	19	19%
	25,001 – 50,000	58	58%
	50,001 – 75,000	19	19%
	1,00,000 & above	4	4%
Nature of Work	Steel carving	11	11%
	Construction	59	59%
	Laying tiles	21	21%
	Other work	9	9%
Education	Uneducated	47	47%
	Primary	27	27%
	Up to SSLC	14	14%
	HSC & more	12	12%
Experience	Less than 2 years	21	21%
	2 – 5 years	32	32%
	6 – 10 years	28	28%
	More than 10 years	19	19%

(Source: Primary data)

6.2. Social Issues of Migrant Workers

The Friedman Chi-square checks the null hypothesis that the ranks of the variables don't be different from their expected value. For a stable sample range, the higher the value of the chi-square test, the greater is the difference among each variable rank sum and its expected value. Put together for these ranking, the chi-square value is 141.225; degrees of freedom are up to the number of variables less than 1, the asymptotic significance is the estimated probabilities of attaining factors are not essentially different. Since a chi-square result with 15 degrees of freedom is unlikely to have happened by change, it is concluded that the 100 migrant workers don't have equal fondness for all the variables.

Table-2: Descriptive Statistics

Social Issues	N	Mean Rank	Mean Score	Std. Deviation	Chi-Square
Quarrel with locals in worksite		10.81	3.155	1.57159	
Blackmailing/torturing by locals		7.58	2.878	1.26272	
Language barriers		6.77	2.487	1.65215	
Social exclusion		9.56	2.266	1.25196	
Lack of chance for regular work		7.30	3.244	1.52542	
Higher food and lodging expenses		9.69	2.862	1.25653	
Frequent shifting house		5.60	2.442	1.58184	
Not able to get fixed wages	100	6.91	3.258	1.25216	141.225 P value 0.00*
Different social settings		7.40	3.027	1.17184	
More legal check		5.92	2.772	1.33526	
Limited access for desired foods		6.50	3.004	1.57347	
Unequal wages		8.41	3.145	1.32274	
Disrespect from society		7.06	3.119	1.15164	
Ill-treatment among local workers		5.80	2.448	1.23519	
Lacked access of services		6.28	2.168	1.52465	

(Source: Primary data)
* Significant at 1% level

6.3. Risk Bearing Capacity of Migrant Workers

Risk bearing capacity is connected with the discharge of duties without any hesitation. According to risk bearing capacity, the migrants with less than 35 years of age are designated as junior and rest are designated as senior. Since, their risk bearing capacity is different. The migrant workers are asked to rate the attributes at five point scale namely highly agree, agree, neutral, disagree, highly disagree with marks of 5, 4, 3, 2, and 1 respectively. The mean scores of the attributes are computed. In this study 68 respondents are coming under junior and rest 32 are senior and it has been analyzed by using t-test, which is presented in table-3.

Table – 3: Risk Bearing Capacity of Migrant Workers

S. No	Variables	Mean Score Young	Mean Score Old	t-test
1	Uncongenial food and accommodation	3.828	3.766	2.535*
2	No personal and medical care	3.923	3.679	2.126*
3	More occupational stress and diseases	4.166	4.151	0.564
4	Dearth of leave to visit home	3.952	3.654	-2.583*
5	Extra work-load	4.121	3.515	-2.327*
6	Less chance for personal growth	4.157	3.813	1.875*
7	No compensation to injuries	3.792	4.047	1.363*
8	Separation from parents/children	4.006	3.933	-2.021*
9	Wiping out able body work	3.868	4.236	-1.612
10	Not able to settle loan/ start own career	3.753	3.948	2.578

Source: Primary data
* Significant at 5% level

6.4. Expectations in the Work Place

The evidence supports that migrant worker in construc-

tion sector working long hours regularly than industrial standard. Migrant workers expectations are listed in seven ways, such as flexibility in work, more wages, and leave on necessity, recreation facilities, welfare facilities, optimum workload, and sanitized residence. Migrant workers agreement level to the expectations in the workplace are marked as 1 for not important, 2 for less important, 3 for important and 4 for utmost important. This data has been analyzed with the help of Garret score ranking analysis.

Table 4 – Ranking Analysis

S. No	Expectations	Mean Score	Total Score	Rank
1	Flexibility in work	31.5	315	2nd
2	More wages	32.8	328	1st
3	Leave on necessity	18.3	183	7th
4	Recreation facilities	24.1	241	5th
5	Welfare facilities	18.7	187	6th
6	Optimum workload	31.2	312	3rd
7	Sanitized residence	28.0	280	4th

(Source: Primary Data)

7. CONCLUSION

This study endeavoured to explore the new knowledge on the livelihood status of migrant workers in construction industry. The construction sector provides employment but failed to safeguard the interest of migrant workers. Friedman's test presents that quarrel with locals in worksite, higher food and lodging expenses and social exclusion are the main social issues hurting the migrant workers. The risk bearing capacity of migrant workers stresses that unpleasant in food and accommodation, no personal and medical care, lack of leave to visit home, extra work-load, less chance for personal growth, no compensation to injuries and separation from parents/ children are statistically significant at 5% level. More wages, flexibility in work, optimum workload sanitized residence and recreation facilities are the most important expectation of migrant workers in the workplace. It is concluded that various social issues are mainly influenced migrant workers survival and risk bearing capacity of migrant workers is smaller amount in construction industry.

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