



THE SOCIO – ECONOMIC CONDITIONS OF CONSTRUCTION WORKERS IN HARYANA

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Abstract: -

Construction workers construct or repair homes, roads and infrastructure. They engage in strenuous physical labour and frequently work outside in a variety of weather situations. Construction workers are the foundation of the nation since they build the infrastructure required for a nation's development. They construct the homes, the streets, bridges, highway, the rivers, dams, shopping centres and parks; etc. By building smart cities, IT centres, complexes, metros, telephony and other infrastructure in the domain of innovation, they are the ones that establish new economic regions. The builders of the economy are often known as construction workers. According to Economic Survey (2018-19), the unorganised sector employs 93 percent of India's workforce. The present study is designed to examine the socio-economic conditions of construction workers in Haryana.

Keywords: *Haryana, Construction workers, Social, Economic, Status; etc.*

Introduction: -

Construction workers are the foundation of the nation since they build the infrastructure required for a nation's development. They construct the homes, the streets, bridges, highway, the rivers, dams, shopping centres and parks; etc. By building smart cities, IT centres, complexes, metros, telephony and other infrastructure in the domain of innovation, they are the ones that establish new economic regions. The builders of the economy are often known as construction workers. After the agricultural sector, the construction industry in India employs one of the biggest portions of the labour force. India is an agricultural nation where a large portion of the population works. The primary source of employment for the population, after agriculture is industry. Construction and manufacture are all included in industries.



A person who works on a construction site where buildings like bridges or homes are being erected is known as a construction worker. Construction workers run various machinery and vehicles, including trucks and bulldozers and utilise a variety of tools, including shovels and wrenches. A person might fall or have a large object fall on them while working in the construction industry. Construction workers are required to wear safety gear to protect themselves, including goggles to shield their eyes, plastic construction hats or helmets and leather work boots with a metal toe. In order to be seen by drivers and other construction workers, many workers in the industry use bright orange safety vests.

Examples include bridges, buildings, dams and towers etc.

According to the Economic Survey, the percentage of workers employed in agriculture increased slightly from 45.6 percent in 2019–20 to 46.5 percent in 2020–21, the percentage of workers employed in manufacturing slightly decreased from 11.2 percent to 10.9 percent, the percentage of workers employed in construction increased from 11.6 percent to 12.1 percent and the proportion of labours working in trade, hotel & restaurants somewhat decreased from 13.2 percent to 12.2 percent during the same time frame.

Literature Review:-

Chinnu C. S. & Sheeba P. (2021)This study titled “Socio-economic Conditions of Construction Workers in Walajah Block(Tamil Nadu)”. This study shows that the mainstream of construction workers is uneducated and less earnings. In this study, a schedule of interviews was used to gather the main data. The actual data collecting for this study took place in January 2019. Following data collection, the author used a variety of tools to analyse the data (SPSS). According to their findings, only when construction workers make more than Rs. 6000 do they all start saving.

Kumar S. (2019)This study titled “Ambedkar’s Economic Ideas & Contributions”. This study shows that about the economic ideas which were proposed by the father of Indian constitution Dr. Bhim Rao Ambedkar. His economic contributions in public finance, agriculture economics, state management system, problems of labours, Indian caste system and economic development are a few which are discussed in this study. Economic thoughts of BabaSaheb did not gain so much of popularity in the main stream economics, the reason being that he was more popular as a ‘Dalit’ leader rather than a trained economist. But this does not reduce the status of his views. Thus, the



implication of his economic opinions can be judged by their adoption at various level of India's economic development.

Bhardwaj, A. (2016)In their study titled "Socio-economic Conditions of Building Construction Workers in South India" the researchers came to the conclusion that because home construction is a seasonal business, workers are only worked during the off-season. Therefore, it is imperative to offer them year-round employ. Government and construction firms should take proactive measures in this respect. Additionally, workers engaged in building houses should be paid fairly. To improve the financial situation of the workers, Government should take the initiative in appointing a wage fixing committee for those employed in the construction sector. Care should also be taken when enforcing various labour regulations, such as the Payment of Wage Act of 1946, the Minimum Wages Act of 1948, the Labour Act of 1970, the Unorganized Sector Worker Security Bill of 2005 and the National Rural Employment Guarantee Act of 2005.

Ragupathi, M. (2016)their study "Factors Influencing Job Satisfaction and Motivation of Construction Workers in Salem District (Tamil Nadu)" have discussed the need for employees in all organisations to be motivated in order to provision their contribution to the achievement of organizational objectives. All workers, including those in the construction sector, require this kind of motivation in order to perform at their highest level. Salary, a secure future and family customs are what motivated the majority of responders to pick this job. Therefore, the construction sector wishes to keep these skills for the improved sustainability of construction workers' performance.

Iyappan P. (2016)They have noted a number of issues experienced by construction employees in their study piece titled "Problems of Building Construction Workers in Kanyakumari District of Tamil Nadu." The issues like the sporadic nature of employment, lack of social security, paucity of labour welfare programmes, ambiguous working hours, unsafe working conditions, occupational diseases, injuries, wage exploitation, wage differentiation, noise, working at heights, lack of raw materials, mobility of labour, lack of cohesion and satisfaction, bad habits affect the workers and lower their labour productivity in the construction industry. In order to maintain the health and wealth of the construction labours, efforts should be made to mitigate or eliminate such difficulties.

Jamilu, B. and Salisu, E. (2015)In her study titled "The Impact of Compensation of the Job Satisfaction of Public Sector Construction Workers of Jigawa State of Nigeria," the author made a very significant contribution to the body of knowledge on the connection between compensation



and the job satisfaction of public sector construction workforces in Jigawa state, Nigeria. In order to investigate how various remuneration packages could affect workers' job satisfaction, this study developed a theoretical framework based on expectancy theory and applied Structural Equation Modelling (SEM). Because public sector workforces in Nigeria are dissatisfied with their pay, the study came to the conclusion that wage had no discernible impact on job satisfaction. Due to the fact that it is not provided regularly, an allowance has no discernible effect on job satisfaction.

Objective of the study: -

The specific objectives of this study are: -

1. To analyse the socio-economic condition of construction workers in Haryana.
2. To examine the working condition of construction workers in Haryana.
3. To give suggestions for improvement in the condition of construction workers.

Data and Methodology: -

The study is based on the primary data. The primary data has been collected with the help of questionnaire- cum-interview schedule.

Primary Data Collection through Questionnaire-Cum- Interview Schedule

In order to analyse the socio-economic condition of construction workers, primary data has been collected through stratified random sample technique. The primary data have been collected from 720 construction workers working at different construction sites in Haryana. These construction sites have been selected from six divisions of Haryana. These divisions are Ambala, Faridabad, Gurugram, Hisar, Karnal and Rohtak.

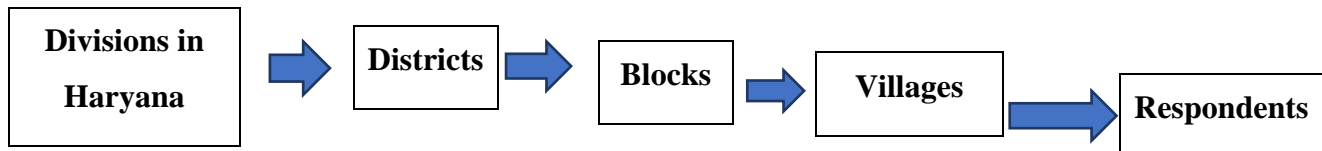
The data have been collected from the respondents through a well-structured questionnaire, by using the direct personal investigation method. Further, for the purpose of data analysis, average/mean, percentile method, Reliability test have been computed. Microsoft Office Excel 2016 and SPSS 20.0 were used to compile and analyse the data from field survey.

Sampling Design and Size

Probability and non-probability sampling are two different kinds of sampling techniques. In this research project, the employed a questionnaire to collect data using a probabilistic multistage sampling strategy. To make the sample procedure more practicable, multistage sampling breaks



enormous populations into phases. Often, a blend of basic random sampling and cluster sampling is employed. Multistage sampling is a type of zone sampling where diverse geographic regions are included in clusters. Multistage sampling carried out in stages-



To collect the primary data, the state of Haryana has been divided into six divisions, two districts have been included in each division, two block have been included in each district, two villages have been included in each block and fifteen respondents have been included in each village. Thus, six division, twelve districts, twenty-four blocks, forty-eight village and 720 total number of respondents have been included in this study.

Descriptive Analysis: -

PART- 1: - Personal, Social and Economic Information of the Respondents

SECTION-I: Personal Information of the Respondent:

Gender-wise Classification of Respondents

Out of the 720 responses, 79 percent (n = 568) of the respondents are male and 21percent (n = 152) of the respondents are female.

As a finding, it can be said that most of the construction's work is doing by male.

Age-wise Classification of Respondents:

Out of the 720 responses, 11.7 percent (n = 84) of the respondents are the age group of 18 to 24 years, 23.2 percent (n = 167) of the respondents are the age group of 25 to 34 years, 37.8 percent (n = 272) of the respondents are the age group of 35 to 44 years, 22.5 percent (n = 162) of the respondents are the age group of 45 to 54 years and 4.8 percent (n = 35) of the respondents are the age group of above 55 years.

As a finding, it can be said that construction works are doing by people in the age group of 35-40 years.



SECTION-II: Social Information of the Respondent:

Education qualification of Respondents:

Out of the 720 responses, 16.2 percent (n = 117) of the respondents are uneducated, 33.9 percent (n = 244) of the respondents have primary level education, 24 percent (n = 173) of the respondents have secondary level education and 18.1 percent (n = 130) of the respondents have Ser. secondary level education and 7.8 per cent (n = 56) of the respondents have graduate level education.

As a finding, it can be said that mostly construction workers are illiterate.

Residential Status of Respondents:

Mostly respondent lived in rural areas with 65.6 percent share as against the 34.4 percent share of semi-urban during study period. Here study also showed that low percentage residential status in urban areas due to low income and other economic factors.

As a finding, it can be said that mostly construction workers are from rural areas.

Marital Status of Respondents

A common of the respondents (80.8 percent) were married, whereas a small share of respondents fell in single (9.3 percent), widow (5.8 percent) and divorced category (4.1 percent).

As a finding, it can be said that mostly construction workers are married.

Family Type of Respondents

44 percent of respondents were from joint families and 56 percent belonged to nuclear families. In the rural community, joint families are still common.

As a finding, it can be said that most of the construction workers are belonged to nuclear family.

Family Size of Respondents

More than half of the respondents (59.4 percent) had medium family size (5-7), while lower than one third respondents (28.4 percent) had small size families. A meager number of respondents (12.2 percent) had large families.

As a finding, it can be said that most of the construction workers are belonged to nuclear family.

Category of Respondents

More than half of the construction respondents (57.9 percent) belonged to scheduled caste, while on



31 percent respondents were from OBC. Only 10.5 percent belonged to General categories and no one respondent from ST categories.

As a finding, it can be said that mostly construction workers belong to the scheduled caste.

Religion of Respondents

Data in regarding religion of respondents shown highest share 71 percent of Hindu community, while meager portion of Muslim (16 percent) and Sikh. Here we saw that negligible participation of Christian community.

As a finding, it can be said that mostly construction workers belong to the Hindu religion.

Type of Labour of Respondents

Approx. half share (49.6 percent) of construction worker belonged to unskilled category, these have no skilled and training. Whereas among these 34.2 percent semi-skilled or 16.2 percent skilled means skilled labour have lower ratio in respondents.

As a finding, it can be said that mostly construction workers belong to the unskilled category.

Category of Work of Respondents

More weighted given to (31.1 percent) lifting load and less to (3.9 percent) coal tar work. It was found that majority of preference to lifting work due to Labourers have no skills and other works fell in meagerly share.

As a finding, it can be said that job category of the mostly construction workers were found to be load lifting.

Working Hours of Respondents

The half percentage of respondents (50 percent) engaged in construction work more than 8 hours and only 5.8 percent engaged in less than 8 hours.

As a finding, it can be said that the mostly construction workers work for more than eight hours.

Basis of Wages

The piecework has majority (33.5 percent) means according to their unit, whereas very few (16.5 percent) were getting wages on daily basis.

As a finding, it can be said that the mostly construction workers do not get wages on daily basis. They get on monthly or half-yearly basis.



Job Satisfaction Level

The more than half of the households (67.8 percent) not satisfied from their job and merely (32.2 percent) show their satisfaction from their work in construction category.

As a finding, it can be said that the mostly construction workers were not satisfied from their job.

Status of Timely Payment

The more than half (59.3 percent) not get their payment on time as opposite 49.7 percent getting on time payment.

As a finding, it can be said that the mostly construction workers do not even get their wages on time.

Basis of Wages Payment

The major share (53.3 percent) of getting salary on hour basis due to presence of unorganised sector beside that (46.4 percent) share belonged to production basis wages attainment.

As a finding, it can be said that the mostly construction workers were getting wages on hourly basis.

Status of Minimum-Wages rate Fixed by the Government

59.6 percent of 720 respondents mentioned that they have no information about minimum wages are fixed by Government, whereas 40.0 percent agreed about awareness regarding minimum wages.

As a finding, it can be said that the mostly construction workers were not information about minimum wages are fixed by government.

Status of the Facility of Leave

The out of 720 respondents, (59.6 percent) 429 respondents have no facility of leave, which reveals no remuneration facility provide to them, (40.4 percent) 291 respondents have facility of leave.

As a finding, it can be said that these construction workers did not have any leave facility.

SECTION- III: Economic Conditions of the Respondents:

Types of Houses

The more than half of the respondents (67.52 percent) have kutchra house, which show their poor economic status, while only 12.9 percent respondents have Semi pucca house. Further data in table shows that very few respondents 19.9 percent have pucca house and above-mentioned data showed



low standard of living of construction worker.

As a finding, it can be said that the mostly construction workers had kutchra house and their standard of living was very low.

Status of Bank Account of Respondents

The majority of respondents (81.1 percent) have access to bank, whereas very a smaller number of construction workers (18.9 percent) no access of banks. So mostly worker aware regarding banking facility

As a finding, it can be said that the mostly construction workers were aware regarding banking facility.

Saving Status of Respondents

The out of 720 respondents, one third (72.5 percent) 522 respondents not saving income from their earning, whereas (27.5 percent) 198 respondents save their income from earning. Above data in table shows low social security aspects construction workers.

As a finding, it can be said that the mostly construction workers had not savings because their earnings were so low that they could not afford any kind of savings.

Status of Burden of Loans

The largest group (62.9 percent) of 720 respondents have loan\debt burden, whereas lower share (37.1 percent) 267 respondents have no burden of loans. Above results showed the low micro credits facilities avails to construction group.

As a finding, it can be said that the mostly construction workers were buried under the burden of loans.

Source of Loan

57.1 percent respondents taken loans from non-institutional sources, whereas (42.9 percent) 309 respondents from institutional sources like public banks, private or cooperatives banks etc.

As a finding, it can be said that the mostly construction workers had taken loans from non-institutional sources.



The Reason of Loan

4.24 percent largest share that (40 percent) 288 respondents taken loan for marriage purpose, whereas 27.6 percent for illness purpose and meager reason for loan were purchase of equipment (12.1 percent) and 20.3 percent for other purpose.

As a finding, it can be said that the mostly construction workers had taken loans from marriage purpose.

Status of Interest rate on the Loan (Annual)

The mostly (45.1 percent) 325 respondents taken loan at 12 percent interest rate, whereas only few (9.7 percent) 70 respondents taken loan on low interest rate.

As a finding, it can be said that the mostly construction workers had taken loans at twelve percent interest rate.

Status of Insecurity Related to Work

78.0 percent respondents were feeling insecure about their work, whereas (22 percent) 158 respondents weren't feeling insecure about their work.

In conclusion, it can be said that mostly construction workers were feeling insecure about their work.

Status of Leave Pay

576 respondents says that they don't get any paid holidays, whereas (20 percent) 144 respondents says that they get paid holidays.

In conclusion, it can be said that mostly construction workers don't get any paid holidays.

Awareness About the Rules and Regulation of Labour Laws

552 respondents had not known about the rules and regulations of labour laws, whereas (23.3 percent) 168 respondents had known about the rules and regulations of labour laws.

In conclusion, it can be said that mostly construction workers hadn't known about the rules and regulations of labour laws.



PART-2: - Working Conditions of the Respondents at Work place

AN ANALYSIS OF WORKING CONDITION OF SAMPLED CONSTRUCTION WORKERS THROUGH PRIMARY DATA-:

Status of Canteen Facility at Work place

The largest share of respondents (72.1 percent) has not avail canteen facilities whereas few (27.9 percent) 201 respondents have canteen facilities at workplace.

In conclusion, it can be said that at the workplace of construction workers had lacked the facility of canteen. No any canteen facility was available at workplace of construction workers.

Status of Toilet Facility at Work Place

26.7 percent respondents' avails toilets facilities, whereas largest share of (73.3 percent) 528 respondents has not availability of toilets facilities at worksite. Which show the poor availability of facilities at worksite.

In conclusion, it can be said that at the workplace of construction workers had lacked the facility of toilets. No any toilets facility was available at workplace construction workers.

Air Quality at Work place

The maximum respondents (68.8 percent) 495 respondents not avail good air quality and few respondent's (31.2 percent) 225 respondents got good air quality at worksite.

In conclusion, it can be said that at the workplace of construction workers had lacked the good air quality. Very bed air quality was available at workplace of construction workers.

Status of Drinking Water Facility at Work Place

599 respondents have facilities of water, whereas (16.8 percent) 121 respondents not got better water facilities at worksite.

In conclusion, it can be said that at the workplace of construction workers had lacked the facility of drinking water. The better water facility was not available at workplace of construction workers.

Status of Required Rest Space at Work Place

416 respondents mentioned there has been not available rest place, whereas less than half respondents (42.2 percent) have availability of rest place at worksite.



In conclusion, it can be said that at the workplace of construction workers had lacked the facility of rest place. The rest facility was not available at workplace of construction workers.

Status of Medical Facilities at Work Place

77.6 percent respondents, there has been quite a negative result which show poor health status of respondents, whereas very few (22.4 percent) 161 respondent got medical facilities at worksite.

In conclusion, it can be said that at the workplace of construction workers had lacked the appropriate medical facilities. The appropriate medical facilities were not available at workplace of construction workers.

Status of Health Insurance Facility for the Respondents

The negative results about social security in the aspects of health insurance where 564 (78.3 percent) respondents have not health insurance and (21.7 percent) 156 respondents' avails health insurance facility in construction works.

In conclusion, it can be said that the mostly construction workers did not even have access to health insurance. Lack of facilities like health insurance shows the low education level of the construction workers.

Status of Benefit after Mis- happening at Work Place

19.9percent respondents got accidentals compensation if incidents happened at worksite, whereas large numbers of respondents (80.1percent) not got any accidental compensation from contractor.

In conclusion, it can be said that the construction workers are not compensated by the contractor for any kind of accident at the workplace. Large numbers of construction workers were not got any accidental compensation from contractor.

The Status of Half Day Wages System

74.6 percent of 720 respondents have facilities to avails half day wages systems. Whereas one third (25.4 percent) 183 respondents have not facilities of half day's wages in construction work.

In conclusion, it can be said that the half day wages system was available for construction workers.

Status of Remuneration for Over time

The out of 720 respondents, 544 (75.5 present) respondents mean three fourth get remuneration due to overtime, whereas only 176 (24.5 percent) respondents not get remuneration after done over time



in construction work.

In conclusion, it can be said that the construction workers get also their remuneration of working overtime.

The Awareness Level of Respondents about the Different Public Welfare Schemes

83.2 percent respondents had known about the public welfare yojana, whereas (16.8 percent) 121 respondents had not known about the public welfare yojana.

In conclusion, it can be said that mostly construction workers had known about the public welfare yojana.

The Awareness Level of Respondents about the Social Security Schemes

537 (74.6 percent) respondents had known about the social security scheme, whereas (25.4 percent) 183 respondents had not known about the social security scheme.

In conclusion, it can be said that mostly construction workers had known about the social security scheme.

Information about any Trade Unions

531 respondents (73.7 percent) had known about the trade union, whereas (26.3 percent) 189 respondents had not known about any trade union.

In conclusion, it can be said that mostly construction workers had known about trade union.

Status of Accidental Benefits

The only 176 (24.5 present) respondents mean three fourth get accidental benefit, whereas 544 (75.5 percent) respondents do not get any accidental benefit.

In conclusion, it can be said that the mostly construction workers did not get any accidental benefit.

Knowledge of Districts Labour Department to Respondents

552 (76.7 percent) respondents had known about the districts labour department, whereas (23.3 percent) 168 respondents had not known about the districts labour department.

In conclusion, it can be said that mostly construction workers had known about the districts labour department.



Status of Relationship with Employers

634 (88.1 percent) respondents had a good relationship with their employers, whereas (11.9 percent) 86 respondents didn't have a good relationship with their employers.

In conclusion, it can be said that mostly construction workers had a good relationship with their employers.

Status of Relationship between Respondents and their Counterparts

528 (73.3 percent) respondents had a good relationship with their counterparts, whereas (26.7 percent) 192 respondents didn't have a good relationship with their counterparts.

In conclusion, it can be said that mostly construction workers had a good relationship with their counterparts.

Information about the Serious Illness Problem to respondents

78 percent respondents were suffering from some serious illness whereas (22 percent) 158 respondents weren't suffering from some serious illness.

In conclusion, it can be said that mostly construction workers were suffering from some serious illness.

Status of Medical Facility provided by the Contractor

554 respondents said that they are not provided any kind of medical facility by the contractor whereas (23.1 percent) 166 respondents said that they are provided medical facility by the contractor.

In conclusion, it can be said that the mostly construction workers are not provided any kind of medical facility by the contractor.

Mistreatment by the Contractor

478 respondents said that they are misbehaved by the contractor whereas (33.6 percent) 242 respondents said that they are not misbehaved any by the contractor.

In conclusion, it can be said that the contractors misbehave with the construction workers.



Main Findings: -

PART- 1: - Personal, Social and Economic Information of the Respondents

SECTION-I: Personal Information of the Respondent:

- Mostly construction's work is doing by male.
- The construction works are doing by people in the age group of 35-40 years.

SECTION-II: Social Information of the Respondent:

- Mostly construction workers are illiterate.
- Mostly construction workers are from rural areas.
- Mostly construction workers are married.
- Maximum construction workers are belonged to nuclear family.
- The mostly construction workers belong to the scheduled caste.
- The mostly construction workers belong to the Hindu religion.
- Mostly construction workers belong to the Unskilled category.
- The job category of the mostly construction workers were found to be load lifting.
- The mostly construction workers work for more than eight hours.
- The mostly construction workers do not get wages on daily basis. They get on monthly or half-yearly basis.
- The mostly construction workers were not satisfied from their job.
- The mostly construction workers do not even get their wages on time.
- The mostly construction workers were getting wages on hourly basis.
- The mostly construction workers weren't information about minimum wages are fixed by government.
- The construction workers did not have any leave facility.

SECTION- III: Economic Conditions of the Respondents:

- As a finding, it can be said that the mostly construction workers had kutcha house and their standard of living was very low.
- The mostly construction workers were aware regarding banking facility.
- As a finding, it can be said that the mostly construction workers had not savings because their earnings were so low that they could not afford any kind of savings.



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- The mostly construction workers were buried under the burden of loans.
 - The mostly construction workers had taken loans from non-institutional sources.
 - The mostly construction workers had taken loans from marriage purpose.
 - The mostly construction workers had taken loans at twelve percent interest rate.
 - The mostly construction workers were feeling insecure about their work.
 - The mostly construction workers don't get any paid holidays.
 - The mostly construction workers hadn't known about the rules and regulations of labour laws.

PART-2: - Working Conditions of the Respondents at Work place

- As finding, it can be said that at the workplace of construction workers had lacked the facility of canteen. No any canteen facility was available at workplace of construction workers.
- As finding, it can be said that at the workplace of construction workers had lacked the facility of toilets. No any toilets facility was available at workplace construction workers.
- As finding, it can be said that at the workplace of construction workers had lacked the good air quality. Very bad air quality was available at workplace of construction workers.
- As finding, it can be said that at the workplace of construction workers had lacked the facility of drinking water. The better water facility was not available at workplace of construction workers.
- As finding, it can be said that at the workplace of construction workers had lacked the facility of rest place. The rest facility was not available at workplace of construction workers.
- As finding, it can be said that at the workplace of construction workers had lacked the appropriate medical facilities. The appropriate medical facilities were not available at workplace of construction workers.
- As finding, it can be said that the mostly construction workers did not even have access to health insurance. Lack of facilities like health insurance shows the low education level of the construction workers.
- As finding, it can be said that the construction workers are not compensated by the contractor for any kind of accident at the workplace. Large numbers of construction workers were not got any accidental compensation from contractor.



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- As finding, it can be said that the half day wages system was available for construction workers.
 - The mostly construction workers get also their remuneration of working overtime.
 - The mostly construction workers had known about the public welfare yojana.
 - The mostly construction workers had known about the social security scheme.
 - The mostly construction workers had known about trade union.
 - The mostly construction workers did not get any accidental benefit.
 - The mostly construction workers had known about the districts labour department.
 - The mostly construction workers had a good relationship with their employers.
 - The mostly construction workers had a good relationship with their counterparts.
 - The mostly construction workers were suffering from some serious illness.
 - The contractor is not provided any kind of medical facility for construction workers.
 - The contractors misbehave with the construction workers.

Conclusion: -

At last, we can say that mostly construction workers belong to the scheduled caste, Hindu religion, unskilled category and rural areas. The mostly construction workers are not aware about minimum wages fixed by the government, because they are mostly illiterate. The mostly construction's work is doing by male. No any canteen facility was available at workplace for construction workers. The mostly construction workers had kutchha house and their standard of living was very low. They are aware regarding banking facility. The mostly construction workers had not savings because their earnings were so low that they could not afford any kind of savings. The mostly construction workers were buried under the burden of loans, because they had taken loans from non-institutional sources.

The construction workers are not compensated by the contractor for any kind of accident at the workplace. Large numbers of construction workers were not got any accidental compensation from contractor. The appropriate medical facilities were not available at workplace of construction workers. No any toilets facility was available at workplace construction workers. So that, we can say that the social and economic condition of construction workers is very pathetic. Their standard of living is very low. Government of Haryana should take definite steps to improve their standard of living, so that their social and economic status can be improved.



Suggestions:-

The suggestion for improve the social and economic condition of construction workers are followings-

- ❖ For the construction workers, the Government of Haryana should make a provision to deposit a certain amount of money in the bank account of the construction workers every month so that there can be some improvement in their economics condition.
- ❖ Rules should be made for the contractors and they should be strictly directed, to pay wages fixed by the Government and for providing proper sanitation facilities, pure drinking water and arrangement of comfortable dwellings to these workers.
- ❖ In order to improve the social condition of construction workers, the Government of Haryana should provide home loan facilities to the construction workers at a cheap rate from the banks without any collateral.
- ❖ The Government of Haryana should provide facilities like life insurance up to at least 20 lac and accident insurance up to 10 lacs rupees to construction workers.
- ❖ In order to improve the economic condition of construction workers, the Government should provide loan facilities to the construction workers at a cheap rate from the banks without any collateral.
- ❖ Haryana Government should make special arrangements to make health facilities free for construction workers in public and private hospitals as well so that all health services can be made available to them on time.

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