

Unarticulated Challenges Encountered By Inter-State Immigrant Workforce: A Case Study In Context To Indian Construction Industry

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Abstract

The construction industry is the essential sector growing in India at an expeditious rate. In Uttarakhand, most labours migrated from other states of India into this state due to the vast amount of construction taking place over the past six to seven years. According to a study by the Construction Workers Federation of India, out of 6 crores, only 3.5 crores of labours are registered on the welfare board, which faces major problems like unawareness about government schemes, fluctuating wages, no statutory holiday, covid-19 crisis, unhealthy living conditions, biased behaviour of contractors, lack of medical and education help, facing major health and psychological problems. This research is based on qualitative approaches. Questions were framed which were asked through indepth interviews with the labourers including 40 construction companies. The results of the interview-based case study depicted the real scenario and the condition of the Migrant labourers in India.

Keywords: Construction Industry, Migrant Workforce, Unregistered, Challenges, Cases, COVID-19, Working conditions.

Introduction

After agriculture, the building sector is India's fastest expanding and growing industry (Jayakrishnan et al., 2013). India is rapidly moving towards sustainable growth and building up infrastructure nkginfra.com (July, 2019). The construction industry reacquired the growing advancement in 2018 and 2019, with an outcome of approximately 8%, at 1.9% in 2017. This industry is expected to continue expanding over the period from 2019 to 2023, driven by the government's efforts and large spending on housing, road, ports, water supply, and airport development. As per KPMG's projections, India's construction industry is poised to become the third-largest globally by 2025, boasting an estimated total worth of \$1 trillion. (nkginfra.com June8,2019). In essence, all agricultural laborers, bonded laborers, migrant workers, contract laborers, and casual laborers are exemplars of unorganized workers (Sathya, 2016). As reported by the Ministry of Statistics and Programme Implementation (MOSPI), the GDP from the construction sector in India surged to 3,175.14 INR Billion in the first quarter of 2021, up from 2,736.70 INR Billion recorded in the fourth quarter of 2020. As Uttarakhand was formed in the year 2000 that construction and industrial development started to emerge. Slowly and gradually, the land in Uttarakhand was started to be sold for commercial, residential, industry and many other purposes. But

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from the past decade, construction and industrial developments in the industrialised cities of Uttarakhand have been at their heights. The main cause of this is first, for the development of the state and second, the movement of individuals from rural to urban regions in pursuit of work and a better way of life (Kukreti & Chaubey, 2013; Rana et al. 2012).

Thirdly, the concept of smart city projects that consist of well infrastructure development, construction of roads, flyovers, highways, dams, flats, houses etc. (August, 2021). To make all these things happen as per the plan, many labourers or construction workers are needed. The construction industry includes human resources consisting of skilled and unskilled labours for massive economic development in India. Economic development entails generating employment opportunities and ensuring the comprehensive well-being and safety of every worker. In India, labour migrates from one part of the country to another to improve livelihood and employment. Migration can be defined as the "movement of an individual from their birthplace to a new place of residence." (Mankar & Ghosh, 2021). Globalisation, Urbanisation, and the living of better life have led to an increase of migrant labourers as India is a developing country, where internal migration is the only survival tactic for many labourers searching for better livelihood and job opportunities. Poverty and indebtedness are the primary drivers of internal migration in India. In the future, many of them will have to leave their native towns and villages in pursuit of work (Manickavasagam, 2020). The construction sector is a labour-intensive industry where labourers need to operate equipment, fabricate, lifting and install materials. Without humans, there will be no built environment as labours are the major productive workforce. Construction work is at high risk because of outdoor and noisy operations, extreme heights, very complicated on-site plants and equipment operations. It is one of the most dangerous and accident-prone industries. (Paul & Nagasubramanian, 2021). Hence, labours are exposed to various problems related to the risk of health-related problems, skin diseases, occupational hazards, Unhygienic working conditions, problems to women workers, harassment at the workplace, psychological stress, Physical stress, fewer wages, safety issues and much more (ASkinola et al., 2014). Construction markets in developing countries are perceived to be more susceptible to challenges associated with the pandemic compared to the developed construction industry (Al-Sarafi et al., 2022). Certainly, the significant prevalence of confirmed positive cases in developing nations is anticipated to exert a substantial influence on the construction sector, prompting governments to prioritize measures aimed at mitigating the risk of contagion among their populace. (Simmons & Simmons 2020; Al-Mhdawi, et al., 2022). The exploration finds that the greater part of the development projects and their labor force efficiency were unfavorably affected by the COVID-19 pandemic. Furthermore, the procedures took on by project chiefs in Malaysia and the positioning of systems in light of their viability were demonstrated. The survey found that the productivity of most construction projects and their workers has been impacted by the COVID-19 pandemic. Also, a Malaysian project he provided the strategies adopted by managers and ranked the strategies based on their effectiveness (Tan & Abdul-Samad, 2022).

Literature Review

Health-related Issue

The construction sector is recognised as the most hazardous to health. Workers are unprotected from various major problems and risks while construction operations are on at the construction site. (Bharti et al., 2020). Due to the access amount of physical work in a harsh environment, Construction Labours are prone to various health-related problems such as heat, noise, radiation, dust, vibrations. These health hazards can result in fatigue, distress, depression, Musco-skeletal disorders, body ache etc (Aryal et al., 2016).The majority of migrant labourers' jobs are dangerous, insecure, challenging, and unsatisfactory. These jobs might be dangerous to workers at times. They may fall from a great height, and they may get Machines used on construction sites that can cause accidents such as cuts and crushes.

Occupational heat stress, an entirely preventable illness, has significant health and productivity consequences and should be avoided. Simultaneously, more efforts should be made to educate employees and employers on occupational heat stress's health and performance effects, and suitable screening methods should be integrated into health and safety legislation (Acharya et al., 2018). The primary medical conditions distinguished were: lower back torment and other outer muscle issues, dermatitis, gastrointestinal and respiratory diseases, uneasiness, stress, wretchedness and boundaries to get to medical services administrations. Transient rural laborers are a dismissed populace with states of weakness and instability, physical and psychological well-being issues and unfortunate working circumstances (Urrego-Parra et al., 2022).

Working conditions

To enhance working conditions, it is imperative to provide protective equipment, ensure adequate living conditions, establish sanitary facilities at worksites, and offer accessible and transparent occupational health services. Additionally, workers should be enrolled in a health monitoring program with regular surveillance. Furthermore, local medical colleges and occupational health institutes should be incentivized to conduct research on the health status of construction workers in comparison to the general population (Jayakrishnan et al., 2013). Migrant workers face various issues in their day-to-day lives, such as working in horrible conditions, having to work long hours, and being paid very little, which does not always correspond to the policies enshrined in Indian labour laws (Chatterjee, 2016). However, this restriction is inconsistently implemented, and extreme temperatures can still occur. Numerous young men have succumbed to heart attacks induced by heat stress during their employment in the Middle East (Acharya et al., 2018). Extended work hours, without the protective buffer of welfare legislation, may lead to reduced rest periods and subsequently, an increase in psychological stress levels, potentially resulting in occupational mental health disorders (Shechter et al., 2020). This investigation discovered that maturing development laborers having medium or high actual work requests had genuinely huge higher chances of having included a word related mishap inside the most recent a year contrasted and those detailing low actual work requests. On the other hand, work pace was not connected with word related mishaps. This demonstrates that actual work requests are a huge gamble factor for word related mishaps, while work pace doesn't give off an impression of being thus, to some extent in this particular gathering of laborers (Hansen et al., 2022).

Government Initiatives/Schemes

India is also a member state of the International Labour Organization (ILO) and has ratified numerous of its conventions. These clauses and pledges, as well as pressure from labour organisations, have made their way into labour laws and regulations. Migrant workers have extra challenges and restrictions since they are both workers and migrants. These legislations comprise the Minimum Wages Act of 1948, the Contract Labour (Regulation and Abolition) Act of 1970, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act of 1996, the Workmen's Compensation Act of 1923, the Payment of Wages Act of 1936, the Child Labour (Prohibition & Regulation) Act of 1986, and the Bonded Labour Act of 1976. Laws that exclude temporary migrants encompass The Employees State Insurance Act of 1952. However, regulations aimed at safeguarding migrant workers have predominantly remained theoretical. For instance, under the 1979 Act, only a handful of contractors have secured licenses, and very few businesses employing interstate migrant labor have registered (Manickavasagam, 2020). Strategy intercessions restricting boss fixation and additionally its belongings are in this way prone to further develop work market results along such aspects for occupant laborers and fresh recruits. Potential mediations might incorporate requirement activities by antitrust

specialists, for example, considering methodically work market results in consolidation audits and getting serious about work market plot, remembering for no-poaching and compensation fixing arrangements (Szymczak & Wolszczak-Derlacz, 2022)

Issues to women workers

Ninety-two percent of the nation's 20 million domestic workers consist of women and children, with 20% of the female workers being under the age of 14. Female migrant laborers encounter numerous gender-related challenges, including workplace discrimination and abuse. Many women face physical, verbal, and sexual assault both on the job and within their homes. A lack of a supportive environment and social structure can major impact these women's physical and mental health (Akinola et al., 2014). For a long time, the remuneration of female labour has been significantly lower than that of male labour. There is a slew of evidence that contractors often deny women workers maternity leave, and they are frequently urged to return to work soon after childbirth (Chatterjee, 2016). Disparities in orientation within the labor market, occupations, and workplace have historically been and continue to be integral aspects of social and economic dynamics in numerous countries (Strachan et al., 2015). Women do everything from cleaning construction sites to transporting bricks, gravel, mortar, and water to experienced carpenters and masons. Compared to males, they have not moved from unskilled to skilled regardless of the number of years they have worked (Saini & Sharma, 2020). This mindset has resulted in gender discrimination in job allocation and salary distribution in this industry. They have a difficult existence and lack equality of position and social fairness (Strachan et al., 2015). Women's work is not so simple as to confront numerous unpleasant situations such as sexual harassment, pay discrimination, accidents, and illnesses. These are the key reasons that cause females to lag behind men and stay unskilled even after many years of struggle. The predicament can only be changed through government action and willpower by firmly enforcing regulations. (Saini & Sharma, 2020)

Children related problems

Children that relocate with their families do not have appropriate educational chances. They are usually involved in jobs that are just as risky as those of adults. As a result, children are subjected to the same health issues and work dangers as adults. Involvement of the children in construction work impedes their general growth and development. It also contributes to higher morbidity and mortality in children (Akinola et al., 2014). Lacking childcare facilities, migrant workers often find themselves compelled to bring their children to work, exposing them to similar hazardous conditions. Consequently, children are vulnerable to various health risks, leading to illness (Chatterjee, 2016). The development of kid work isn't a direct result of destitution and lack of education alone. It is likewise a result of absence of worry of the public authority since it doesn't make a serious move to control this consuming and social issue. It is additionally proposed that Government ought to figure out legitimate techniques concerning control of fruitfulness among ladies, so families are not troubled by youngsters (Shahateet, 2022; Lal, 2022).

Psychological Stress-related problem

Migrant workers often lack social connections and support systems in their new country of residence. Transitioning from their familiar homes to entirely new environments, they initially struggle to adapt to the unfamiliar social landscape. This movement causes a great lot of psychological discomfort. The lack of robust social support fosters psychological suffering and harms the mental health of migrant workers (Akinola et al., 2014). Deplorable living and working conditions, job insecurity, geographical isolation and a lack of amusement, drug and alcohol abuse, and interpersonal issues can all lead to psychiatric disorders (Chatterjee, 2016). As per the Ministry of Health and Family Welfare's assessment

of psychosocial challenges faced by migrants amid the COVID-19 pandemic, internal migrant workers experience heightened levels of anxiety and apprehension stemming from various concerns necessitating psychosocial support (Choudhari, 2020). There have been reports of migrant labourers suffering from a major neurological breakdown and depression, and psychotic disorders emerged in the media (Shastri, 2020). Challenges triggered by the pandemic, such as compulsory isolation or quarantine in government-designated facilities upon returning to their native areas, coupled with enforced social distancing, exacerbate feelings of isolation. This heightened sense of loneliness can escalate to mental health concerns and, in extreme cases, may contribute to suicidal tendencies. (Choudhari, 2020).

Social Protection

Incidents of workplace accidents and fatalities are prevalent within the construction sector, further aggravated by the absence of any semblance of social protection (Manickavasagam, 2020; Goel & Rana, 2014). The constant transient and circulatory workers and the lower categories of rural-urban transients endure vulnerabilities due to their status as vagrants. Their numbers are exceptionally huge, and unless social assurance programs are outlined and actualised to bargain with their particular vulnerabilities, it'll be exceptionally troublesome for the nation to reach its improvement objectives or its commitment to the worldwide community (Srivastava, 2020). Legitimate assurances and lawful insurance rehearses for PMI's established privileges abroad are very great. They are considered high level since they utilize the transient laborer security show as the foremost thought. Besides, there are no unmistakable principles in regards to the assurance of homegrown specialists, which is compared with PMI, which is homegrown (Arista et al., 2022; Rana & Goel, 2014).

Wages

There are no formal contracts, no binding agreements concerning wages or additional benefits, and no assurances regarding consistent employment. Migrant workers, entirely dependent on intermediaries for information, often find themselves engaged in low-paying, physically demanding, and hazardous manual labor, and are frequently vulnerable to exploitation without adequate legal recourse. Their work experiences are marked by exploitative practices including wage rate manipulation and falsification of records, non-payment or withholding of wages, excessively long work hours, poor working conditions, and instances of verbal and physical abuse (Manickavasagam, 2020). The impact of work market fixation on compensation underrates its general effect on work quality and consequently the subsequent government assistance misfortune for laborers. firm monopsony power adversely influences compensation as well as corrupts different components of occupation quality and, specifically, employer stability (Szymczak & Wolszczak-Derlacz, 2022).

Table 1. Shows the wages of the registered workers decided by the Uttarakhand government

Worker per Month	Basic per Month	VDA per Month	Total
Unskilled ₹9,131.00	₹8,331.00	₹800.00	
Semi-skilled ₹9,724.00	₹8,924.00	₹800.00	
Skilled ₹10,318.00	₹9,518.00	₹800.00	

Source: Minimum wage with effect from 1 April 2021 in Indian Rupee (₹).

Problem Statement and Research gap

There is a large number of labourers who are not registered under any labour welfare board in India. Due to non-registration, these labourers face various major issues that hamper their productivity (Sathya, 2016). Due to lockdown, there was no work, so it became difficult for labourers to survive without earning. The article also mentions that "Union Minister for Labour and Employment Santosh Kumar Gangwar had recently communicated with states and Union Territories, urging them to utilize these funds for direct cash transfers to the bank accounts of construction workers enrolled with labor welfare boards." (Jonathan Ananda, March 27 2020; Goel & Rana, 2013). The unregistered workers won't be able to get all the benefits of yojana and schemes provided by the government pre or post covid scenario. If these labourers were registered, it would be much easier for them to survive during the pandemic as well. As of now, it has become necessary for the labourers to get them registered under any Labour welfare board so that they can also get the benefits given by the government. V Sashikumar, the general secretary of the Construction Workers Federation of India (CWFI), further commented, "Out of a total of 60 million construction workers in the country, only 35 million are enrolled with welfare boards. The remainder will not benefit from this initiative." (Jonathan Ananda, March 27 2020; Rana & Goel, 2015).

Uttarakhand is a state where 41% of the population belongs Below the Poverty Line. Therefore, they have low educational qualifications, health, and nutritional status as the illiteracy rate of construction labourers is much higher in the state and the country (Kharkwal et al., 2017; Rana & Goel, 2017). Due to lack of unawareness about government new schemes, these labourers cannot get various necessary benefits, which the government provides for free. The most significant gap is the government is taking various initiatives for the Migrant labours, and they don't even know about any of them. No study has been found in the context that states the increment of wages of the migrant labours in the region Dehradun district of Uttarakhand. Increment in Wages is that main issue that is constantly complained by every possible worker. The wages which are given for the amount of effort and hard work they put through is not enough for them and their family to survive in such a time when the prices of everything are at their peak. Many labours complain that it's difficult for them to even laid down their entire salary for a month. There are so many expenses that include their medical, children education, food, basic living needs etc., that it's possibly tricky for them to manage their lots of costs in such a small amount.

The statistics show only 76 research papers available on Scopus Index-Journal on this subject.

Table 2. Statistics showing the total research done on “Issues to construction labours in India” till date. Statistics

Year	No of Research Paper	Year	No of Research Paper
1975	1	2010	6
1984	1	2012	6
1990	1	2013	2
1992	2	2014	1
1994	1	2015	9
1999	1	2016	3
2000	1	2017	2
2004	3	2018	7
2005	1	2019	2
2007	1	2020	8

2008	1	2021	3
2009	1	2022	9

Source: WWW.Scopus.com

Purpose of the case study

1. To identify the Unarticulated challenges of Migrant labourers of Uttarakhand in India.
2. To identify the percentage of unregistered migrant labourers in the State.
3. To identify the awareness of migrant labourers about the government scheme in Uttarakhand, India.

Study Design

Qualitative research methodology was used to analyse and identify the research data for this particular case study. To retest the validity of the research, the Triangulation of data method was used, where the data has been reconfirmed from labourers, contractors and the concerned company. The study followed the technique of the structured survey with an in-depth interview of labourers and by keeping a close observation on them to collect the data for the research. Contractors of the sites were not allowing us to interact with their labourers. We had to keep an intense eye on the timing of the contractor and then found the preferable time to interact with the labourers in the absence of them. Keeping in concern the safety and security of the migrant labourers, it had become necessary to follow informal interaction with the labourers after their work is completed, especially during the time of late evenings. Usually tried meeting them outside the construction site without disturbing their work and secretly peeking into their private life and living condition. Forty construction sites were visited personally. Of these forty construction sites, twenty two were private-based construction industries, and the rest were non-private from where an informal interview-based interaction was done of approx 82 workers. The entire research took about 7.5 months to complete, including the survey. The questions to be asked by the labours during the survey were related to the registration of labourers, workers' awareness about government schemes, medical facilities, and the increment of wages in the construction industry. Thus, the data were generated and subjected to classification and grouping though the study is qualitative. By Considering the closer similarities of the answers or feedback, grouping is done.

The problem in data collection

Feedback from the respondents(labours)

1. Unable to open up their complete thoughts and viewpoints regarding what challenges they are facing in their work.
2. Even when some of them do open up, they are afraid that their names might be leaked to someone.
3. Afraid of their owner or contractor, who usually keeps an eye on them while they work.

Observation

1. Fear in their eyes and body language.
2. Fumbling while talking due to Tension and Stress
3. Watching here and there while talking, as if someone will see them.
4. Consumption of tobacco and alcohol.

5. Usually working up till late in the evening.
6. Interference of contractor in between informal interviews.

Personal Limitation faced during Interviews

1. Have to wait for their lunchtime or go in late evenings for personal interviews.
2. The way they looked was a bit awkward.
3. Have to wait for the contractor to leave the site so that labours can talk freely
4. Have to take someone along with me while interviews.
5. All of the migrant workers talked in their language, which was sometimes difficult to understand.
6. In some construction Industries, I could not communicate even with single labour as it was strictly not allowed to interact with workers.

Strategy Used

1. Started visiting construction sites daily for approximately two and a half months.
2. Also, starting living with my relative who was having their constructions, I could spend much time seeing and observing their work-life style and day-to-day problems.
3. Gradually Build a bond with the labours.
4. Secretly recorded their interviews and clicked pictures for better reference.
5. While interviewing I was successful in maintaining all the records in my journal.
6. Framed questions in advance so that in case, might not forget anything to ask out from them.
7. Used Triangulation of data to verify the statements of labours and my observations at the site.

Research-Based Findings

The study contains both private-owned construction companies as well as public owned construction companies. 45% are public-owned, and 55% are privately owned construction companies.

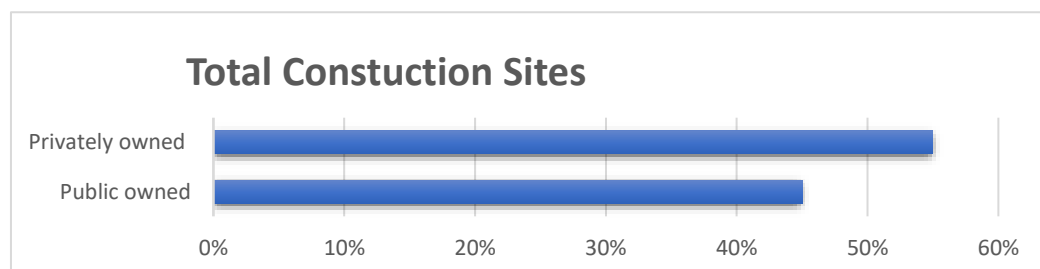


Figure 1: Total construction sites

In these construction companies, both males and females work together, out of which 30.48% are women, 69.51% are men labours, of which 53.65% are married, and 40.47% are unmarried.

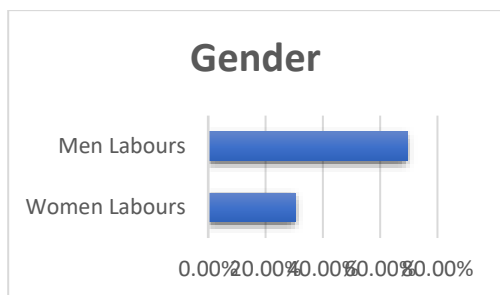


Figure 2: Gender analysis

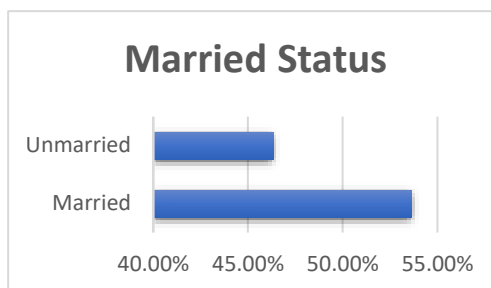


Figure 3: Marital status

Out of the married workers, (35%) having five children, (22%) having four children, (28%) have three children, (41%) have two and (26%) have only one child.

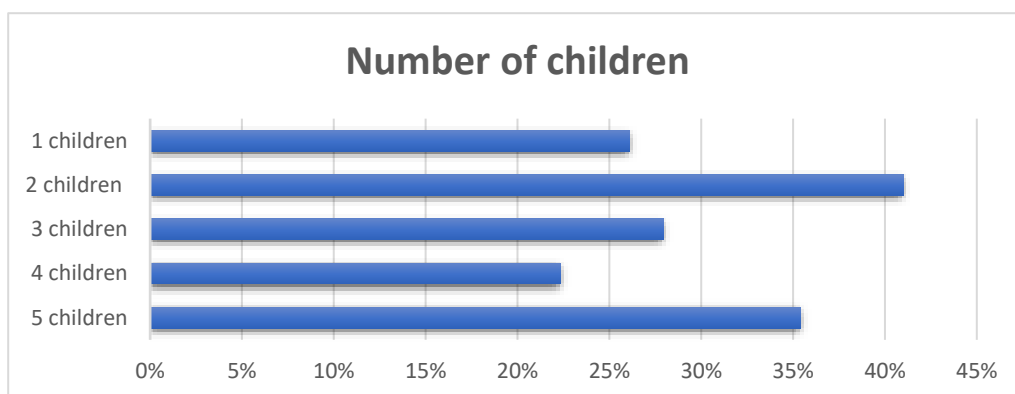


Figure 4: Number of children

Only (36.58%) of the labours lives with their family and migrate from one place to another with the family only. On the other side majority (63.41%) of the labours relocate alone, their family lives far away in their native villages. In the context of registered and unregistered labours, 34.14% of the migrant labours are registered, and 65.85% of the labours are unregistered under any labour welfare board.

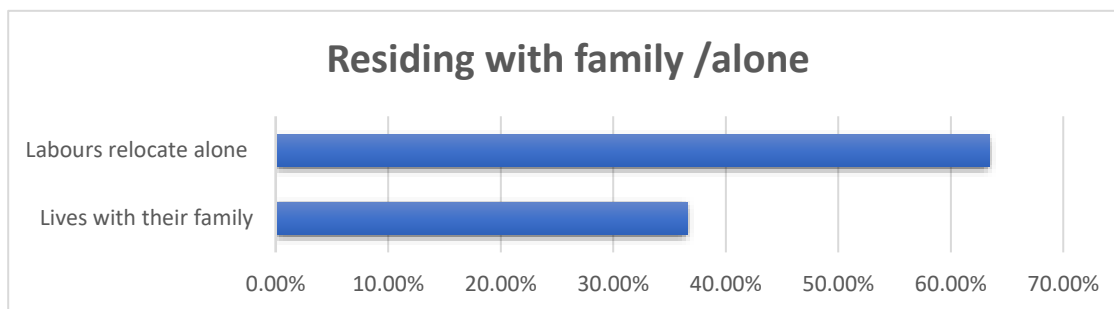


Figure 5: Status of joint family

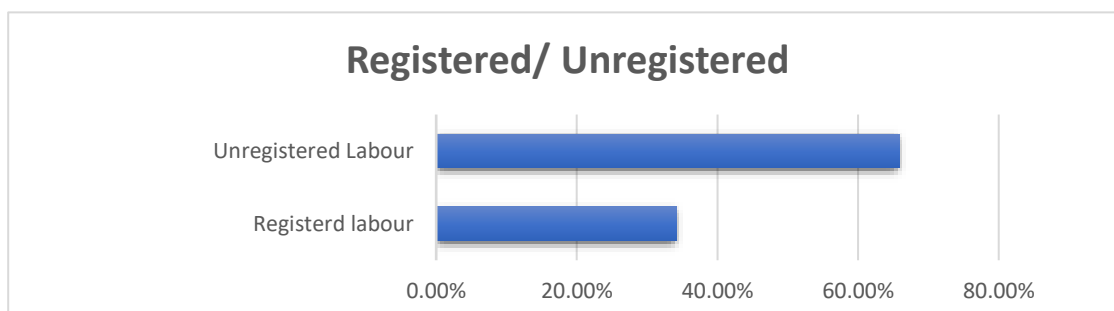


Figure 6: Labour registration

Maximum construction workers live under construction brick roof (26.82%), and minimum workers live in sheet shed (73.17%). The majority of labourers live in the under-constructed building, which is being constructed on construction sites. As the building is still not properly built, this can be very dangerous in terms of the protection of labours.

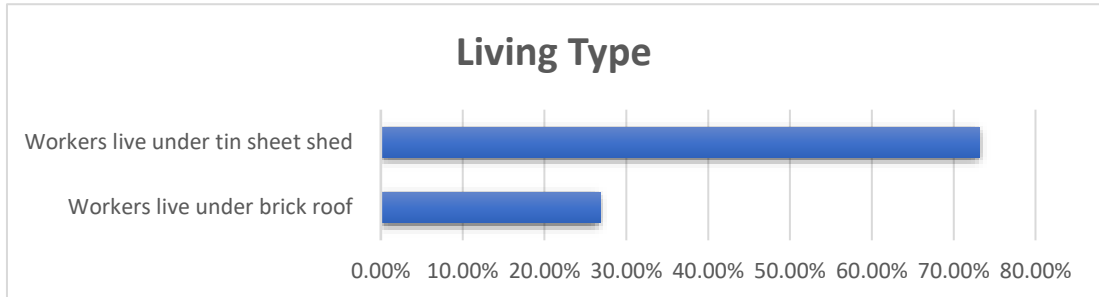


Figure 7: Staus of house roof

69.04% of labours don't have any proper toilets or bathrooms, whereas 30.95% of the workers have a temporary toilet at the construction site.



Figure 8: Status of toilet facilities

38.09% of construction sites have a source of drinking water, and 61.90% of the workers get dirty water for drinking and other purposes.

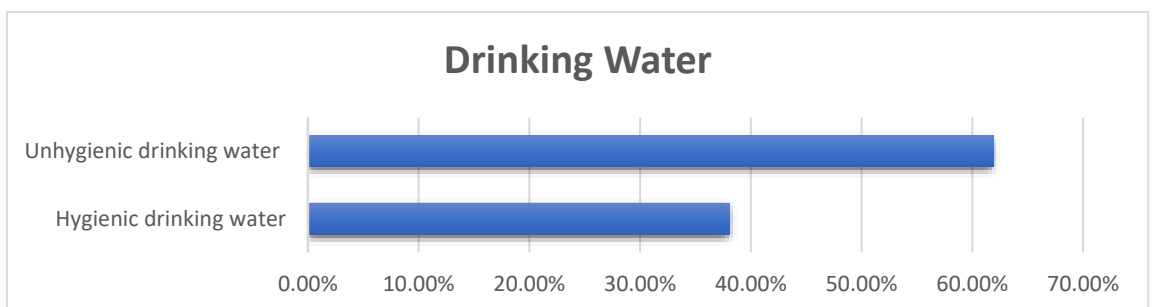


Figure 9: Drinking water

A considerable 75.60% shows that labours don't know about the government provided various welfare yojana or schemes as 24.39% % of labours have little knowledge about government schemes.

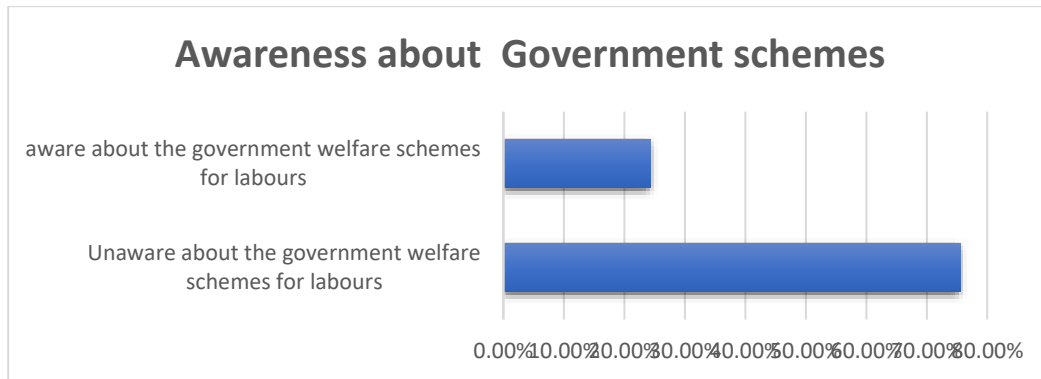


Figure 10: Awareness about Government schemes

(57.14%) construction labours get wages 500 and above per day (42.85%) get wages 300 and below per day. 28.57% of the labours receive their salary on time, and 71.42% of workers never receive their wages on time.

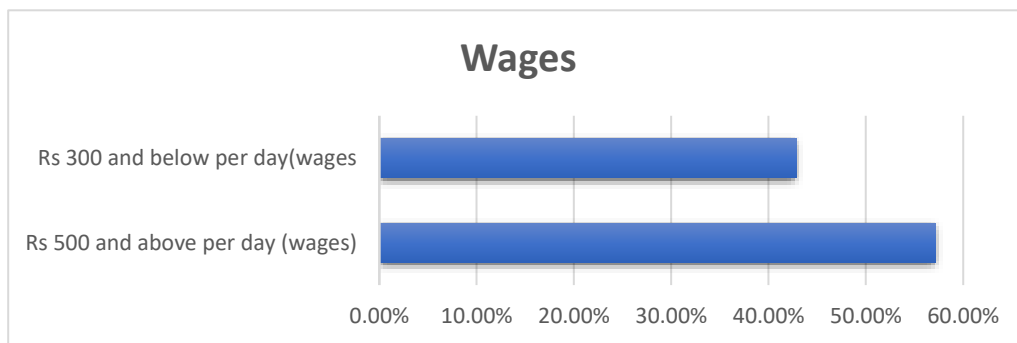


Figure 11: Status of wages

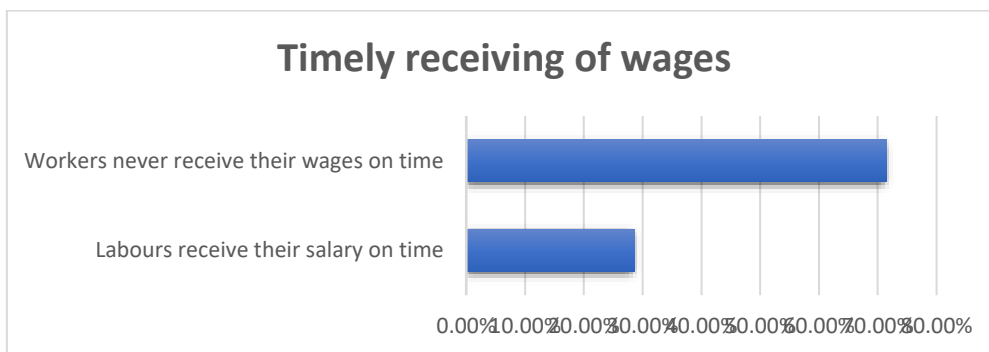


Figure 12: Status of timely receiving

Safety types of equipment and measures are vitally necessary for this sector, so out of the total workers, only 23.17% wear helmets while working, 20.73% are given hand gloves, and 29.26% of workers have safety belts other than this, only 26.82% of labour wore proper shoes while working.

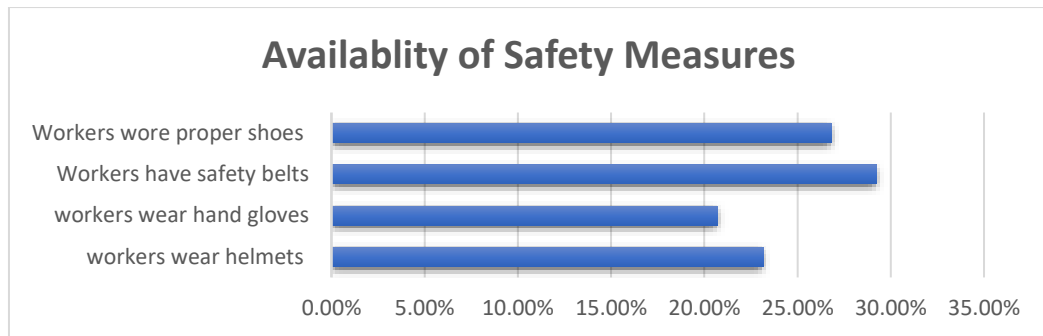


Figure 13: Availability of safety measures

Some other factors that are noticed through observation are -

- Workers work for more than nine hours a day.
- Majority of the workers have rough, rugged and cuts on their hands due to exposure of their body parts to materials used during construction.
- Many physical issue faced by them was intense back pain and heat strokes.
- Few labourers have met with severe accidents like fractures on the leg or hands at the site while working.
- Some workers even complain about the discriminatory behaviour of contractors towards them.

Investigator Triangulation of data

This research is based on a case study that holds is both qualitative and quantitative methods. After interviewing several labours, it was indeed necessary to validate the case from the different vertex. To analyse all these cases, in particular, all the essential data collected from the labourers must be recalculated. To execute the investigator triangulation study, this study has also demanded contractors, supervisors, and property owners' views and points.

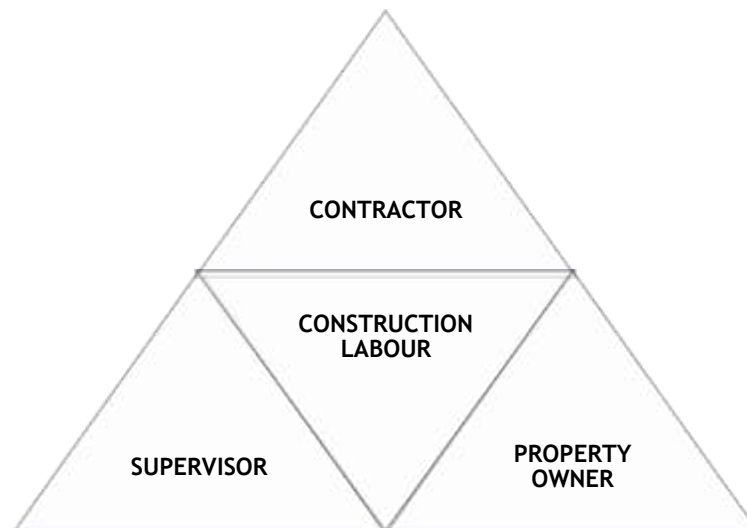


Fig.14. Triangulation of data.

Viewpoints of contractors

Successful in meeting up with only four contractors who also cant deny the fact that he allowed non registered workers at work due to the scarcity of registered labours in the town. They cant help out with the living condition of the workers as these migrant labours have no proper place to live in. The government has not provided any remuneration for

living. He said that all the registered labours got medical welfare which he further added to their salaries. He claimed that most of the time don't receive their compensation on time from the owners. Sometimes he doesn't receive the medical aid for the employees on time due to that the labours have to pay for their medical expenses on their own. Further, they claim that whenever labourer needs help or money, they usually help them out. They have urged the government to increase wages, yet they have not received any positive response.

Viewpoints of supervisor

8 Supervisor claims various problems they face with labours at work—some claim that most labourers fight amongst themselves, which causes chaos at the construction site. Many labourers come up with their family problems and ask for holidays. Supervisors usually allow them to take off but would rather cut down the wages. They said that construction companies or owners don't provide food, healthy drinking water, toilets, and shelter to the labours, so they have to live under the building they are constructing and manage expenses with their salary. Most labourers don't have ration cards because they don't have full documents of their identity (such as Aadhar Card, Voter ID card, Domicile certificate, etc.), or some of the documents are missing.

Viewpoints of property owners

Only five owners are allowed to get in contact with them. Owners simply denied that they are just getting their work done, for which they are paying off the money to the contractors who further distribute it among the labours. They said that they are not liable to look after the labours problem. It is specifically the duty contractors. They just only get in touch with the contractor, who further gets things done from workers.

Discussion

This research highlights the situation of construction employees in the Dehradun district of Uttarakhand state. The majority of construction employees come from various states of India. There are more than 25 workers on specific construction sites. Most of them are not registered under any labour welfare board in India. The number of private construction sites is more in comparison to the public. The living condition of both registered and unregistered construction workers are more or less the same. Most labours don't have proper living space as they usually live in a Tin shed near the construction site or an under-construction building. They live in unhygienic places, with no proper washrooms, no healthy drinking water, no proper windows or doors and poor sanitation. They have to manage all the expenses from the limited salary which they receive. During and after covid, it was challenging for labours to survive as there was no construction for months. Many labourers have left their jobs at the time when covid hit the world.

According to the government law, workers should be paid Rupees 500 per day. But usually, they are paid very little in comparison. As the expenses are reaching heights, depending on the availability of work, these labours have to move from one place to another. They have psychological pressure to run their whole family, so they can't spare a single day without work. Because if they work, only then they are paid off. So, there are no off to labours even on Sundays. They have to work every day for at least 9 to 11 hours a day. No holidays are provided, even when they are sick. The majority amount of labours don't have any knowledge about government schemes or yojanas. They do lack knowledge about their benefits. Even contractor does not guide or help them to avail any knowledge about the government schemes for labours. Due to this major problem, they are not able to receive any benefits provided to them. Some labourers even lack benefits as the government has only made provisions and benefits for the registered labours. These provisions and schemes do not apply to the unregistered ones. There are times when labourers have intense cuts,

fractures, fissures, cracks, diseases, and major medical problems due to work in these sectors. They have to avail all the medical expenses on their own. This sector is prone to severe accidents and mishappens, but construction companies don't provide helmets, gloves, safety belts, shoes to workers for safety measures.

Maximum number of workers work without helmets, gloves and shoes. Certain benefits for labourers welfare, such as children education, are reported to be unavailable in Uttarakhand. They all stated that they had to handle all of their costs out of their earnings. Children are not supplied with crèches at construction businesses. The youngsters are seen strolling at the sites while their parents work. There is no one to look after these youngsters and assure their improved health, education, and care at such a young age. Especially the studies of children are much affected, where other students were taking online classes, as it was not possible with the children of labours. Many difficulties, such as frequent relocation from one region to another, economic challenges, are stated by construction employees.

Implication

Due to a large number of employment opportunities, poor, illiterate people get attracted to this sector, but the internal narratives are complete upside down. These skilled and unskilled labours face issues as most of them are not registered under any labour welfare board in India. There are various government schemes for registered construction workers. The irresponsible behaviour of contractors and lack of knowledge of the workers had led them both unaware and in the loss. This study can further implicate-

1. Researchers can further contribute to this study by examining the situation of migrant labourers concerning the living condition of women and children.
2. Factors excavated from the cases of migrant labours will help to explore more in the area of both qualitative and quantitative research on this particular sector.
3. Through this study Government can take the initiative to administer the knowledge of labourers. They can form various sources and take part in reaching out to workers and making them vigilant and aware of the schemes and different yojanas so that they can have proper knowledge about the welfare initiative that the government has taken for them. This way, it will become easier for the workers to avail necessary medical, educational and other various benefits.
4. From this study government can also get a bigger picture about the number of unregistered workers that migrate into the state. Government can take a step to convert all the unregistered workers into registered ones. Their conversion will lead to one step forward for the betterment of employees and the country's economy.
5. Demand for a statutory holiday and a fixed amount of wages should be considered by the government and the construction companies as it will be the initiative for the motivation and better growth of human resources in the construction sector.

Conclusion

This qualitative study seeks to explore the hurdles encountered by construction laborers in India, specifically concentrating on the Dehradun district within Uttarakhand. To arrive at absolute dynamics, this particular research demands both qualitative methods. Several case study on labours was excavated from this research, with the help of a deep-rooted interview-based survey that was arranged to verify the problems of labours. With the use of triangulation of data, it was cross-checked whether or not the information provided by the employees was correct. The survey and the case study correspond to the current scenario of the construction labours in the Dehradun district of Uttarakhand. The construction

industry stands as one of the swiftly expanding sources of employment in Uttarakhand, India. In Accounting for the contribution in GDP, the Construction sector grew to 3175.14 INR Billion in 2021, up from 2736.70 INR Billion in the fourth quarter of 2020. Yet, the condition of the migrant labours is not pleasing. There are various problems they were already facing back in 2019, and after the covid-19, the situation has worsened. Due to their lack of knowledge and non-cooperation of contractors, the condition of labours is the same. The laws and yojanas made by the government are of no use as they are not adequately reaching out to the workers. The insights gleaned from this study can be extrapolated to other construction sites that have employed or currently utilize migrant labor.

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