

A Study on Assessment of Contract Labour Welfare facilities at Selected Mining Companies at Ballari District

Karibasamma N*, Dr. Pavitra R Alur**

**Research Scholar, **Asstt. Prof., Deptt. of Social Work, Vijayanagara Sri
Krishnadevaraya, University, P.G.Centre, Nandihalli-Karnataka.*

Abstract

Mining is the extraction of valuable minerals or other geological materials from the earth from an ore body, lode, vein, seam, or reef, which forms the mineralized package of economic interest to the miner. Ores recovered by mining include metals, coal, oil shale, gemstones, limestone, dimension stone, rock salt, potash, gravel, and clay. Mining is required to obtain any material that cannot be grown through agricultural processes, or created artificially in a laboratory or factory. Mining in a wider sense includes extraction of any non-renewable resource such as petroleum, natural gas, or even water. The paper makes an attempt to examine the present contract labour welfare facilities provided by selected Mining industries of Ballari District.

Keywords

Welfare facility, Contract labour.

Reference to this paper should be made as follows:

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Contract Labour Welfare
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RJPSSs 2018, Vol. 44,
No.1, pp.41-49,
Article No. 7,

Online available at :
[http://anubooks.com/
?page_id=2012](http://anubooks.com/?page_id=2012)

Introduction

In many regions of the world, the mining sector has a very significant impact on regional and national economies. The sector is characterized however by certain specific features which in turn influence its impact not only of the regions where activities take place but also on the labour patterns which it stimulates. First, as is well known, the mining industry is very dependent on global economic conditions as illustrated recently by the impact in terms of an upsurge or downturn of the emergent economies such as China and India. The variations of mineral prices and global mining production over the last decade reveal the extent to which such trends can be important. Second, attention must be drawn to the fact that activities vary widely depending on the minerals concerned whether gold, iron ore, copper, etc. Third, although one speaks of the sector, the forms which mining activities take also vary considerably and represent a continuum, which is itself evolving and ranges from highly capital intensive, very large scale operations, to small scale and artisanal mining activities. Fourth, as this industry is global in nature, the forms and patterns of activities which develop may take on quite different characteristics from one geographic area to another, depending on a wide range of factors including the nature of the regulatory frameworks in place, the manner in which local activities are integrated into global value changes, or again depending on local capacities whether with regard to institutional, technological and human resource capacities.

Mining is the extraction of valuable minerals or other geological materials from the earth from an ore body, lode, vein, seam, or reef, which forms the mineralized package of economic interest to the miner. Ores recovered by mining include metals, coal, oil shale, gemstones, limestone, dimension stone, rock salt, potash, gravel, and clay. Mining is required to obtain any material that cannot be grown through agricultural processes, or created artificially in a laboratory or factory. Mining in a wider sense includes extraction of any non-renewable resource such as petroleum, natural gas, or even water.

Mining of stone and metal has been done since pre-historic times. Modern mining processes involve prospecting for ore bodies, analysis of the profit potential of a proposed mine, extraction of the desired materials, and final reclamation of the land after the mine is closed. The nature of mining processes creates a potential negative impact on the environment both during the mining operations and for years after the mine is closed. This impact has led most of the world's nations to adopt regulations designed to moderate the negative effects of mining operations. Safety has long been a concern as well, and modern practices have improved safety in mines significantly.

Review of Literature

According to 10th five year plan (2002-2007) Vol. II; only four states have setup welfare boards under the Buildings and Construction Workers Welfare Act, 1996. These welfare boards are meant to implement schemes like immediate assistance to beneficiary in case of accident, pension at the age of 60 years, premiums for group insurance scheme for the beneficiary and medical expenses etc. In the absence of such administrative mechanism provided under the Act, resources could not be collected from construction contractors. Implementation of the Act by the state governments will be pursued in the 10th plan. If necessary giving some incentive to state governments that implement the Act may be considered.

C.P. John (2004): Introduces social security is the protection which society provides for its members, through a series of public measure, against the economic & social distress. Further he introduced “The Kerala Building & other construction Workers welfare scheme 1989”, which has been in operation since 1990. This study was held on the prime objective to evaluate the operation of KBCWWF. For that purpose secondary data & primary data were collected through survey method. It was area specific- study & samples were drawn from both urban & rural area. Findings –He found that about 85 percent labour were in unorganized/ informal sector in kerala.

Kerala is a state where welfare schemes & social security schemes found in working for unorganised workers. There has a history of such schemes almost more than three decades in Kerala. Social security benefits are given in the form of provident funds, Paid to workers on superannuation, monthly pensions & gratuity, social insurance is given in the form of ex gratis payment in the event of disability or death; a modest payment is made in the event of treatment for ill-health welfare assistance consist of financial assistance for housing, education of children and marriage of daughters. It is found that the fund was insufficient to meet unorganized workers disbursements. There were no well- stated principles with regard to contribution of employers & to the welfare funds. Only 15 states formed the welfare funds. But it is found that in the fund, Government’s contribution & also employer’s contribution is irregular. The coverage ratio of welfare funds in Kerala quite dismal due to the poor attractiveness of expected benefits KBCWWF cover impressive construction workers compare to that in other welfare funds. The objective of providing welfare benefits to all those who were in need, still remain an unachieved target. The household survey of construction workers conducted in the Mazhuvannur Panchayat revealed that the social status of construction workers was not better

than that of the other poverty-ridden groups. Literacy levels, health status, & housing conditions of construction workers were below the state average. That means even though there is a provision of welfare fund for this particular class the social status was not better than other poor people. Income from construction work was hardly sufficient to meet basic family requirements, even though the employment rate among the families of construction workers' was quit low. The average monthly family income of the members of the welfare fund was found to be lower than that of the non-members. Even though the majority of (54 percent) the construction workers were satisfied with the then functioning of the KBCWWF, 84 percent opinion that then benefits were inadequate to meet their needs. Despite the fact that KBCWWF was constituted for the welfare of construction workers in the unorganized sector, it could not reach up to every worker due to the voluntary nature of membership & poor attractiveness of the provisions of the fund. It was found that the lack of awareness & illiteracy was not the major factor which prevented the construction workers from joining the welfare fund; the determinant factor had undoubtedly inadequate of the anticipated benefits. In short they found that the targets which were formulated to achieve through KBCWWF were not achieved adequately because of above mentioned reasons. While it is noticeable thing that the Kerala state has enacted this law in 1989 & government of India enacted it in 1996, further state of Maharashtra started it to implement from 2007. It concludes that the Kerala state is most aggressive in respect to social security & labour welfare in India.

K. Logasakthi & K. Rajagopal (2013) Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare includes adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. This study highlights the welfare measures taken in the chemical industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees.

Jyothi Jindal (2014) revealed information about contract labour in her research article "Time to Manage Contract Labour Unrest in India". In the beginning of her article the author explained about advantages of contract labour to meet the present demand of labour supply. According to author of above said article, contract labour ensures flexibility to industries to strengthen it to maintain seasonal and cyclic

differences in demand of their services. It reduces the cost of production which helpful to provide goods with competitive price. But in further the author explained about unrest of the contract labour in industries. As mentioned in this article increasing number of contract labour in industry is the major reason for their unrest. Contract labours are suffering from insecurity of job, less bargaining power result to low wages etc.

Objectives of the Study:

1. To examine the present contract labour welfare facilities provided by selected mining industries
2. To understand the pattern of working hours of the respondents

Scope of the study

This present study covers welfare facilities provided by the selected mining companies of Ballari District. It is confined to 6 mining industries, they are JSW Pvt. Ltd, BMM, MSPL, Mahamanava, SMIORE and NMDC.

Research Methodology

Research Design

The descriptive research design is used for the present study.

Sample Method

Systematic random sampling method has been used in this study. 50 respondents randomly drawn from each mining company.

Sample Size: The study had been drawn 300 samples of only Mining labours working in Mining industries of Ballari District of Karnataka.

Sources of Data Collection

The present study is based on both the primary data as well as secondary data collected through interview, filed work and also dependents on secondary source.

Primary Data: Primary data has been collected from Contract Labours through interviewing of Contract labours. As far as possible the information was collected from the records of the principal employer and the contractors. However, in the event of non-availability of the requisites records, information was collected through discussions with the contractors or their authorized representative.

Secondary Data: To fulfill the requirements of objectives of this research, researcher had been collected information about Labour Abolition and regulation Act 1970 for reviewing and understanding the role of employers in managing the mining labour.

Table 1.1 Working Hours to Mining Workers

Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
8 hours	238	79.3	79.3	79.3
9 hours	1	.3	.3	79.7
10 hours	3	1.0	1.0	80.7
More than 10 hours	58	19.3	19.3	100.0
Total	300	100.0	100.0	

Source: Field survey

Table 1.1 reveals that 79.3% of the respondents are working for 8 hours per day, 0.3% of the respondents are working for 9 hours, 1% of the respondents are working for 10 hours and 19.3% of the respondents are working more than 10 hours per day. It is notice that majority of the respondents i.e 79.3% of the respondents are working 8 hours per day

The working hours of contract workers are regulated through the provisions of the Factories Act, 1948, Plantation Labour Act, 1951 and Mines Act, 1952, as the case may be. The Factories Act, 1948 provides that normally an adult worker shall not be allowed to work for more than 9 hours in a day and 48 hours in a week.

As regards rest interval, the Act stipulates that no worker shall work for more than 5 hours before he has rest interval of at least half an hour. The field survey results of these aspects are presented in Table 1.1 Normal working of 8 hour per day was being observed by 79 percentage Mining labours.

Table 1.2 Status of Drinking Water facility of the Respondents

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	297	99.0	99.0	99.0
No	3	1.0	1.0	100.0
Total	300	100.0	100.0	

The above table explore that 99% of the respondents are having drinking water facility and only 1% of the respondents are not having the drinking water facility in the industry. It is observed that the drinking water facility was provided to the mining labours in all the sample units covered. Supply of drinking water to the workers in their work place has an important bearing on the efficiency of workers. During the course of work they get thirsty because of the arduous nature of work. So in order to allay the thirst of the workers there shall be sufficient water supply.

Table 1.3 Facilities of Rest Shelter of the respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	71	23.7	23.7	23.7
No	229	76.3	76.3	100.0
Total	300	100.0	100.0	

Table 1.3 reveals that 23.7% of the respondents are agreeing that they got the facility of rest shelter and 76.3% of the respondents do not have the facility of rest shelter so majority of the respondents do not have rest shelter in their workplace.

Table 1.4 Do you have Facilities for Urinals and latrines

Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
yes	281	93.7	93.7	93.7
No	19	6.3	6.3	100.0
Total	300	100.0	100.0	

As per the Contract Labour (Regulation and Abolition) Act, 1970 in every place wherein contract labour is required to halt at night in connection with the work of establishment, the contractor / principal employer are required to provide and maintain such number of rest rooms as may be prescribed or such other alternative accommodation for the use of the contract labour separately for men and women workers. It may be seen from the table that Mining industries have such facilities and was provided to 94% percentage cases by principal employers. And only 6% of the respondents are not having such facility hence the majority of the respondents are agrees that they do have facilities for Urinals and Latrines.

Table 1.5 Recreational Facilities of the Respondents				
	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	95	31.7	31.7	31.7
No	205	68.3	68.3	100.0
Total	300	100.0	100.0	

Table 1.5 specifies, 31.7% of the respondents are having recreational facilities and 68.3% of the respondents do not have any kind of recreational facility therefore majority of the respondents are not happy with this facility. Recreational facility has an important role to play in maintaining a desirable standard of living as it increases

the mental faculty of the workers, which facilities what they get either at a cheap price 'Or at a free of cost. So, in the industry, factory or mine where such facility is extended greatly and sufficiently to the workers there remains every so of possibility to mitigate the industrial conflict and the workers since they realize the employers' attitude towards their betterment do not help to accumulate the conflict within the industry. Thus it becomes possible to build up a contented stable and efficient labour force with the improvement of standard of life.

Summary of Findings

- The working hours in the selected mining industries are almost near by the standards and provisions of Labour Contract act 1970. The main observation of the researcher is more than 52 percentages of Mining labors work 8 hours per day.
- The welfare amenities which would helps to improve the working condition of labour
- As for concern to mining labours in working place they are sufficiently built Urinal and Latrines speciality here also in selected Mining industries it is provided in more than 98 percentages.
- Mining labours work conditions are assimilated with always Welfare Amenities/ Facilities provided to contract worker at work. Main finding is that Rest rooms facility is not provided to the contract labours.
- Majority of the respondents i.e. 68.3% of the respondents do not have any kind of recreational facility therefore are not happy with this facility.

Conclusion

In many regions of the world, the mining sector has a very significant impact on regional and national economies. The sector is characterized however by certain specific features which in turn influence its impact not only of the regions where activities take place but also on the labour patterns which it stimulates. First, as is well known, the mining industry is very dependent on global economic conditions as illustrated recently by the impact in terms of an upsurge or downturn of the emergent economies such as China and India. The consideration of the **well** being of each individual worker promotes improved industrial relations and encourages general co"operation in the work of the undertaking. Besides, for industrial peace, along with labour welfare social security for workers is also of fundamental importance. It ensures welfare and gives confidence to workers that they have certain status in society. It creates an attachment with the concern to which the workers belong. So it helps to remove the hostile attitude on the part of workers towards the employer and thus establishes a good industrial relations.

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