

A Study on Working Conditions of Contract Labours in Mining Companies of Sandur Taluk

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ABSTRACT

Contract Labours is one of the essential sources of in Sandur Mining Companies, Ballari District as a Famous of manganese and iron ore in the Nation. India is largest labour force in the world. as well as Sandur mining companies more than Sixty percent depend on contract labours because increase of company net profit and provide to low salary than low Security schemes, Semi skilled and low Economic status compare to permanent labours, Contract labours different from other classes of labours like permanent, temporary, Daily wages etc. which is an important role in the provisions of working conditions and in settling any disputes between the contract labour without the knowledge of the principal employers. The study covers of contract labours working in mining companies at Sandur Taluk, the present study will be used primary and secondary data the researcher will be taking 40 respondents. Contract labours very low income, Economic status, less then social security and welfare Schemes and critical conditions in contract labours.

Key words: *Contract labours, Mining Companies. Social Security , Welfare Schemes ,*

INTRODUCTION

In India, a legal definition of contract labour is given in Contract Labour (Regulation and Abolition) Act, 1970. According to Section 2(b) of the Contract Labour (Regulation and Abolition) Act, 1970, a workman shall be deemed to be employed as "contract labour" in or in connection with the work of an establishment when he is hired in or in connection with such work by or through a contractor, with or without the knowledge of the principal employer. The expression "employed in or in connection with the work of the establishment" does not mean that the operation assigned to the workman must be a part of, or incidental to, the work performed by the principal employer. Further, workers employed by a licensee for its own benefit are not considered as contract laborers. Similarly, a permanent employee of the contractor who could be placed at different establishments at the choice of the contractor are not called as contract laborer.

II. REVIEW OF LITERATURE

Das, Ashis, Pandey, Dhananjay (2004) did research on “economic & social issues relating to the contract workers”. The findings were that the Contract Workers (CWs) get minimum statutory wages with few instances where they receive higher wages for skilled work. Incidents of contractors deducting token money from CW's wages were reported from the cement and white goods companies. However, they get better deals if they have collective bargaining strength. Illiteracy, unscrupulous contractors and hazardous working conditions impose serious safety concerns for them. Longer working hours and job insecurity are other factors that such workers face. There is no social security for them except ESI. A majority of them live in slums or rented hutments with poor civic amenities. Employers and contractors to some extent fulfill their economic and social needs.

Chapagain (2000) in his paper, Contract Labour in Nepal , explains the status of contract labour system in Nepal, by showing the working conditions, social security and employer-employee relationship. He also brings out the intermediary play, which is an important role in the provisions of working conditions and in settling any disputes between the contract labour without the knowledge of the principal employers. He concludes stating, that the working conditions of the contract labour are found to be generally poor.

Fapohunda and Tinuke. M. May 2012, in his paper entitled, The paper examined in multiple perspectives, casualization and degradation of work drawing issues and arguments from a practical dimension and implied theoretical frameworks. It summarizes the implications on three major actors in industry. It selected five companies each in three sectors where casualization is predominant. The study adds to the existing empirical literature on casualization and work degradation. It was facilitated by working with trade union partners. The study found that remuneration for contract staff is not fair or comparable to that of permanent workers. They are denied the right to organise and benefit from collective agreements. They are mostly not protected from exploitation by their employers. Casualization of labour is against the campaign of full employment. Casualization is detrimental to employees and has grave consequences on the employer and the national economy. It recommends that casualization be seriously checked and if possible expunged completely from being practiced in the employment system.

Kolamkar's (2009-11), reports on Working Condition of Contract Workers in Petroleum Refineries and Oil Fields was a study conducted by the Labour Bureau, Ministry of Labour and Employment Government of India Chandigarh, which was about the wage, working conditions, welfare measures and the industrial relation of the workers. The study also found that, in some places the workers are organized and possess a strong bargaining power because of which, the trade unions and some units have own grievance redress machinery.

Debi S. Saini, July 2010, the Contract Labour Act 1970 Issues & Concerns. This paper assesses the legal framework of contract labour employment in India. It reviews role of the state in the enforcement of Contract Labour (Regulation & Abolition) Act 1970 (CLA) and relates it with the vulnerabilities contract labour suffers

from. It also focuses on the changed attitude of the state agencies towards labour law enforcement. The formulations are built on secondary data and doctrinal reasoning to argue that there is a need for change in the framework of CLA so as to check rampant tendencies of the employers to indulge in contractualization. Contract labour is being employed even in core activities mainly with a view to lowering the costs through exploiting the weak bargaining power of workers. The paper cited the Andhra Pradesh amendment to the CLA to be used as a reference point for effecting changes in the framework

Neeraj kumari and Ruchi malhotra, September 2012, The researcher looked in this study the practical aspects of contract labour (regulation and abolition) act 1970, in power projects The aim of the paper is to cross check whether the contract labours are facing same problems in different companies for their upcoming projects. Descriptive research is used for this purpose. The whole picture of Contract labour (regulation & abolition) act1970 is totally different where the organizations try to implement this act but due to carelessness of contractors and uneducated labour workers they are not able to use this act fully. One rule has been issued by the chattisgarh state that now banks will give the payment to the labour workers it means that contarctors has to submitt their cheques in the bank for the payments of the labour workers or open a different account for the labour worker from which they can take their payment on time positively but it is not being implemented by the BALCO OR LANCO'S contractors or even labour workers are not aware of this new rule.

III.OBJECTIVE OF THE STUDY

- ✓ *To understand the socio-Economic conditions of contract labour*
- ✓ *To analyze the Physical working conditions of contract labours in mining companies*

IV.HYPOTHESIS

- ✓ *Contract Labours are low salary compare to permanent workers salary*
- ✓ *There is no association between income and welfare measure of the labor*

V.SCOPE OF THE STUDY

- ✓ *The Present study covered will be selected mining Companies in Sandur Taluk*

VI.RESEARCH METHODOLOGY

The present Study used primary and secondary source, Visit for website and collect the review of literature, used the observation method etc.

VII.FINDINGS

- ✓ *Major findings of this study Compare Contract labour to permanent labour lot of different them, Working conditions, Nature of work, Minimum wages, welfare activity*

VIII.SUGGESTIONS

- ✓ *To providing the Safety, Welfare, Health And Equal wages to Contract Labour's*
- ✓ *Conducting the work oriented training program to Contract Labour's*
- ✓ *Provide the occupational health centre.*
- ✓ *Behavioral training programme helps to change the behavior of employee*

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