

# STATUS OF CHILD AND YOUTH LABOUR IN ODISHA STATE- AN ANALYSIS

## SITUACIÓN DEL TRABAJO INFANTIL Y JUVENIL EN EL ESTADO DE ODISHA: UN ANÁLISIS

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**Summary:** Labour, at all times, has been recognised as a separate factor of production. Here an effort has been made to analyse the status of child & youth labour in Odisha. The role of Government and other organizations has been critically examined. It is an empirical-analytical study. The data for the study were collected both from the Primary & Secondary sources. The findings show the improvement in their livelihoods by the receipts of remittances and benefits. This study may be helpful to the students, researchers and policy makers to design and implement future development programs, policies and strategies for the welfare of the labour class.

**Keywords:** Odisha State. Child Labour. Migrant Labour. Construction Workers. Bonded Labour.

**Resumen:** El trabajo, en todo momento, ha sido reconocido como un factor de producción separado. Aquí se ha hecho un esfuerzo por analizar la situación del trabajo infantil y juvenil en Odisha. El papel del gobierno y otras organizaciones ha sido examinado críticamente. Es un estudio empírico-analítico. Los datos para el estudio se recopilaban tanto de fuentes primarias como secundarias. Los hallazgos muestran la mejora en sus medios de vida por la recepción de remesas y beneficios. Este estudio puede ser útil para los estudiantes, investigadores y hacedores de políticas para diseñar e implementar futuros programas, políticas y estrategias de desarrollo para el bienestar de la clase trabajadora.

**Palabras clave:** Estado de Odisha. Trabajo infantil. Mano de obra migrante. Trabajadores de la construcción. Trabajo de servidumbre.

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## Introduction

Odisha State, formerly known as Orissa is an Indian State located in Eastern India. It is the, the 11th largest population and 8th largest state by area. In India, Odisha has the third largest population of Scheduled Tribes. It neighbours the state of Jharkhand and West Bengal to the north, Andhra Pradesh to the south, Chhattisgarh to the west and a very negligible border with Telengana to the southwest. Along the Bay of Bengal Odisha has a coastline of 485 kilometres. Odisha lies, between longitudes 81.37E and 87.53E and between the latitudes 17.780N and 22.730N. The state has an area of 155.707 km square, which is 4.87% of total area of India. Odisha has been divided into 30 districts. The literacy rate is 73% according to the 2011 census.

The construction industry is the second largest employer after agriculture, providing employment to about 35 million people and plays a key role in the economic development of the country and in India. As per 2011 census out of total 41.9 million population in Odisha, 17.5 million including 56.38.934 women belong to working class, which is about 41.79% of the total population. These working class consists of marginal as well as main workers under four-fold classifications e.g. agricultural labourers (67,39,993), cultivators (41.03.989), other unorganised workers like construction workers and working in household industries (7,83,080). By end of 2018-19, 2.71million construction workers have been registered in Odisha. In Odisha, 92% of the total population of the State constitute un-organised workers.

## Methodology

It is an empirical-analytical study. To make a review of related literatures, Journals, books, newspaper and reports were referred, valuable data were also collected from the State Labour Department Officials, NCLPs and other related departments working in the area. The researcher tried to draw logical inferences after having classified and analyzed the field data.

Data Collection: - The data for the study were collected both from the Primary & Secondary sources. A cross-section of Labour Department Officials, Child labours, parents and different NGOs functioning in the area constituted Primary sources. The Secondary sources included records, files & documents of the Ministry of Labour & Employment, Government of India, State Labour and ESI Department & NCLP Offices of all the districts of Odisha. Other sources through which relevant data were collected were Reports, books, journals, website & newspapers and also visiting different libraries & institutes.

Technique of Analysis: - The study is based on both quantitative & qualitative techniques of analysis. In order to analyse the views/opinions expressed by the sample respondents the quantitative technique was used. Besides, for studying the factual situation of the problem mostly, the technique of qualitative analysis was adopted as it involved description of the various aspects.

## Child labour

Child labour is universally condemned as it is one of the most violated human rights issue. Like other human beings, the children have rights to be respected with regard to their dignity, interests, integrity, and opinions. But significantly enough, children are deprived of even the basic human rights due to them, as they ought to be in any civilized society.

## History of child labour

Child labour was not a new phenomenon in the world. The great Economist Kautilya has mentioned about the existence of child labour during 3<sup>rd</sup> century. He has described in his "Arthashastra" that child labour whose age were below 8 years of age were working like slaves. Charles Dickens, world famous Novelist had highlighted the exploitation of juvenile and children in different factories of England. Although the condition has been improved in of different countries yet the exploitation of children remain as usual. The child labour system has been increased, with

the modernisation of the society and development of industries. With the engagement of child labour employer always tries to get high profits with low investment. The employers find that monitoring, employing & controlling of child labour is very easy.

## Definition

As per the Child Labour (Prohibition and Regulation) Act, 1986 of India, child as labour who has not completed his 14 years of age. Whether full time or part-time in any occupation, engagement of child in the labour force simply means a partial or complete denial of childhood to him.

## Magnitude of child labour

In the world today, Child labour remains a persistent problem. As per the global report, 160 million children – 97 million boys and 63 million girls were in child labour globally at the beginning of 2020. Out of which 79 million children nearly half of those entire in child labour were in hazardous. The percentage of child labour remained unchanged over the four-year period since 2016, while the absolute number of children in child labour increased by over 8 million. As per the Census of India, 2011, the number of child labour in our country has been estimated as 43,53,247. If we compare 1971 census onwards, the phenomenon of child labour has shown an increasing trend but during 2011 census the figures decreased 65% than the 2001 census.

## Magnitude of child labour in India

**Table 1.** The extent of child labour identified in different census reports.

Year	Number of child labour	Trend
1971	10,753,985	
1981	13,640,870	26% increased
1991	11,285,349	25% decreased
2001	12,591,667	12% increased
2011	43,53,247	65% decreased

Source: V.V.Giri National Labour Institute, Noida, U.P.

## Odisha

In the State of Odisha 2,15,222 number of child labours were identified as per the survey conducted in the year 1997 with the directives of the Hon'ble Supreme Court of India. However, as per the 2001 Census of India 3, 77,594 and as per 2011 census 92087 child labours were found in the State of Odisha.

**Table 2.** Extent of child labour in Odisha under different census periods

State	1971	1981	1991	2001	2011
Odisha	4,92,477	7,02,293	4,52,394	3,77,594	92,087
Trend		43% increased	36% decreased	17% decreased	75% decreased

Source: V.V.Giri National Labour Institute, Noida, U.P.

## Cause

In Odisha hereditary professions have long played a significant role in the work of children. In addition to poverty, economic & social factors sometimes influence the parents' decision

for sending the children to work or the school. Maximum parents stated a lot of reasons of child labour. Migration due to lack of works in the villages, having more number of children, bad habits of the elders and alcoholism and using of girl children to assist their mother at home and taking care of younger siblings, illiteracy, low wages, of parents, inability of the sick & unhealthy parents on feeding their children, barren lands & waste lands, severe economic problems, family debts, high rate of interest on loans are all the reasons.

## **Consequences**

Illiteracy, bad impact on the society, educational deprivation, creating of more poor people, retarded physical growth are the consequences of Child labour system in the Odisha State.

## **Remedy**

As per the data available in the table proper implementation of the act, awareness among the people, financial assistance to poor, literacy rate of people, close watch by District Level Task Force, increasing earning capacity of labour class and regular inspection & implementation of the act can only eliminate the problem. It is also seen that awareness among people can help for elimination of child labour system in Odisha.

## **Steps taken by government**

Both the State and Union Government have joint responsibilities, as child labour problem is a sensitive matter. As this is a national issue therefore both the Government should work jointly to eliminate the problem. Not only the Government departments but also the general public should come forward to cooperate Govt. agencies to solve the problem.

## **Commissions and committees on child labour**

Several Committees and Commissions were set up in India from time to time both after and before independence that came up with recommendations regarding the elimination of child labour as follows.

### **Royal commission on labour (1929)**

The Commission was chaired by John Henry Whitley. The commission submitted its report in 1931 with recommendation for the prohibition of the children working overtime and taking work home. The Commission also reported the prevalence of child labour in various parts of the country in the Bidi rolling, Textile, Carpet weaving, Match and fireworks with specific attention to child labour working in the Tea Plantations.

### **Labour investigation committee (rege committee) (1944)**

The Commission under the chairmanship of D.V Rege recommended for the adoption of positive measures to wean children away from industrial employment, observed increase in the number of child labour during wartime and in the small-scale industries.

### **Gurupadaswamy committee (1979)**

To study the issue of child labour and to suggest measures to tackle it, Government of India formed the first committee called Gurupadaswamy Committee in the year 1979. The Committee observed that as long as poverty continued, it would be difficult to totally eliminate child labour and

hence, any attempt to abolish it through legal recourse would not be a practical proposition. The Committee felt that in the circumstances, the only alternative left was to ban child labour in hazardous areas and to regulate and ameliorate the conditions of work in other areas. It recommended that a multiple policy approach was required in dealing with the problems of working children.

### **Sanat mehta committee (1984).**

In order to define child labour, the Committee emphasized the need for a uniform age. Based on the and recommendations and observations made by the above commissions & committees, the Government of India adopted a combination of both welfare as well as legislative strategies to eradicate child labour from hazardous employments.

### **The child labour (prohibition & regulation) act, 1986.**

Based on the recommendations of Gurupadaswamy Committee and to ban employment of children below the age of 14 years in mines, factories and hazardous employment and to regulate the working conditions of children in other employment Government of India formulated a law namely, the Child Labour (Prohibition & Regulation) Act, 1986.

### **Scheme of national child labour project (nclp)**

During the Seventh Five Year Plan Period the National Child Labour Policy was approved by the Cabinet on 14th August 1987. The policy was formulated with the basic objective of suitably rehabilitating the children withdrawn from employment thereby reducing the incidence of child labour in areas of known concentration of child labour.

NCLP is the major scheme for the rehabilitation of child labour in the world. Under the scheme, Project Societies at the district level are fully funded for identification of child labour and opening up of Special Training Centres (STC) for the rehabilitation of child labour with non-formal education, vocational training, supplementary nutrition, stipend etc. to children withdrawn from employment.

The NCLP Scheme started in 1988. Till 9th Plan 100 Projects were sanctioned for covering about 0.211 million children in 13 States. The Scheme has been expanded to 157 districts more in the 10th Plan, thereby covering a total of 257 districts in the country under the NCLP Scheme. During the Ninth Plan and 4,00,200 working children have been covered under the scheme, 3.08 lakh children have been mainstreamed into formal education system till 2012. Presently, NCLPs are functioning in 313 districts in 21 states in the country. In Odisha the first NCLP was inaugurated in Sambalpur district in the year 1994 however, in other districts NCLP started after 1995. By May, 2012 NCLP was in operation in 24 districts of Odisha.

### **Impact evaluation**

**Mainstreaming (Mainstreaming of Child Labour through NCLP)**

The district administration / State Government are required to oversee this crucial support to children rescued from work and admitted to NCLPs Special Training Centres. To mainstream the children rescued from work either into regular schools or else in the vocational stream and subsequently, on reaching legal age for employment, in acceptable and productive work, suited for their aptitude and skills is the main purpose of the NCLPs. Priority to these children in admission to residential schools such as those under the *Kasturba Gandhi Balika Vidyalyaya* scheme, ashram *pathshalas*, hostels etc would help in retention of these children in the mainstream schools.

**Table 3.** Mainstreaming in India & Odisha.

State	Mainstreamed Figures				
	Up to 1995-96	2009-10	2010-11	2011-12	Total
16 States	7,87,220	1,22,255	80,241	1,12,520	11,02,236
Odisha	1,08,309	10,585	14,416	13,196	1,46,506
Total	8,95,529	1,32,840	94,657	1,25,716	12,48,742

Source: NCLP Districts.

The number of Child labour students mainstreamed from NCLP STCs into higher education in the sixteen states of India including Odisha up to the academic session 2011-12 after completion of three academic years is indicated in the above table. So far the whole Western Odisha is concerned around 87% of child labour students mainstreamed through NCLP in terms of enrolment and 45% of students mainstreamed in term of total identified child labour in the whole Western Odisha. After implementation of NCLP scheme in Odisha many changes took place among the identified child labour. During the period from 1994 to 2010 around 162305 child labours have been identified in Western Odisha out of which 83042 students have been enrolled through NCLP Special Training Centres which is 51% of the total child labour. 87% of child labour students enrolled have been mainstreamed into higher education after passing from NCLP Special Training Centres during the period which is 45% of the total Child labour identified. About 53% of the students enrolled in NCLP Special Training Centres have undergone Vocational Training for self-employment after being educated which is 27% of the total child labour identified in the Western Odisha after implementation of NCLP Scheme. So NCLP Scheme had played a major role for the rehabilitation, identification and mainstreaming of the child labour in Odisha. The Project Directors & the Programme Managers of the National Child Labour Projects of 24 NCLP districts play an important role for the success of the project. National Child Labour Project of Odisha has conducted State Level Sports Meet of the students of 24 NCLP districts for seven times. The child labour students of NCLP Special Training Centres have become many Government jobs after mainstreaming.

### **Dadan labour (migrant workers) Meaning & History**

In the human existence mobility is an integral part. However, all types of human mobility are not migration. In addition to social, political, natural and personal reasons socio-economic conditions also found as the cause of migration. Due to lack of employment opportunities in the home town and in the village the middle man motivates working class people to shift their working place to other areas in the hope of finding better wages and employment facilities. Apart from such type of migration for seasonal employment or work some people shift their residence to elsewhere. After the monsoons every year thousands of labourers from Ganjam, Gajapati, Kendrapada, Bargarh, Bolangir, Kalahandi, Nuapada, Sonepur and other districts of Odisha migrate to Andhra Pradesh, Tamilnadu, Karnatak and Keral with their families and children in search of better wage and employments through the *Sardar* (middleman).

### **Nuakhai festival (eating new rice)**

In Western Odisha *Nuakhai* (*nabanna*) festival (Eating new rice) is an old traditional festival which comes after the completion of harvesting period of sixty days paddy crop in the beginning of the month September. All the people of Western Odisha gather in their parental towns and villages and celebrate this three days festival every year. Soon after offering of worship to deities with different types of sweets, foods and cake made of new harvested rice, the festival starts. Poor families borrow money in advance from the labour contractors to celebrate this festival. Soon after the festival the families migrate in group to repay the advance money by offering labour to

the money lender contractors. They live in very unhealthy pathetic conditions on the worksites. Rampant sexual abuse of children and women are found here. While filling bricks making frames with mud in brick kilns because of their shortness and like adults they need not bend down children are preferred. Again, when freshly made bricks are piled up, for drying there is no space for an adult to walk and overturn the bricks. Children can walk on top of the bricks and overturn them, without causing any damage because of less body weight. So, according to the traditional *pathuria* system the labour is contracted, where *pathuria* is a work unit comprising a man, a woman and one or two children. Some of the children are dropouts and some have never been to school. More people migrate in the age group of 35-60.

## Magnitude

According to the Census 2011 reports, there are 453.6 millions migrants in India out of which 46.3 millions are migrating for work and employment. Similarly; 14.6 million people of Odisha are migrants. As per the UNESCO report, children constitute 15 percent of total migrants in India., or Children in migration or Child migration is the movement of children outside or within the State boundaries, with or without parents or legal guardians.

The children, who largely migrate seasonally with their parents to the intra-state or inter-state destination, are deprived of child care, basic education, health nutrition, immunisation and protection from abuse and child labour. Brick kilns are one such informal sector where infant to adolescent live for 6-7 months as invisible entity and subjected to exploitation, exclusion and abuse.

According to a study conducted in 100 villages of Balangir, Nuapada and Kalahandi districts during 2011-12 by the an international NGO Aide et Action and International Labour Organisation revealed that among the brick kiln migrant workers families, children constitute 35 percent (below 6 years 13 % and 6-14 age group 22 % )of the total migrant population.

The data from the State Labour and ESI Department suggest that close to 1,40,000 people are registered under the Inter State Migrant Workmen Act (ISMWA) and majority of the workers are from Western Odisha. The labour registration data at the districts doesn't provide any gender and age specific information about the migrants.

**Table 4.** Information on i.s.m.w. (march, 2013).

State	Number of Registered Establishments	Number of workers	Number of licenses issued	Number of migrant workers
Odisha	100	33996	2868	115874

Source: Labour & ESI Department, Government of Odisha.

A total of 10,07,330 migrant workers had returned to their respective villages during the pandemic. Of them 1,81,702 workers were skilled workers and 5,54,754 were unskilled”, sources in the Labour and Employees Insurance department said.

## Steps taken by government

The Orissa Dadan Labour (Control & Regulation) Act, 1975 enacted by Govt. of Odisha and as per the act all recruiting agents had to register themselves before proceeding to recruit persons. The act remained merely on the book, without any evidence of its enforcement until the end of February 1976.It has since been repealed with enactment of Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

To develop a coordination mechanism between the receiving and sending states the Government of Odisha being concerned about the prevalence of exploitative labour practices including bondage situations in brick manufacturing activities that engage poor and vulnerable migrant workers, had initiated discussions with the Government of Andhra Pradesh with facilitation from the Government of India, Ministry of Labour and Employment, and the International Labour

Organisation.

With the facilitation of the International Labour Organisation, a framework for such coordination in the form of a Memorandum of Understanding has been signed between State Labour Department of Governments of Odisha and Andhra Pradesh and Ministry of Labour and Employment, Government of India. With this, both states have formulated a result oriented and time-bound action plan to benefit migrant workers, especially those working in the brick kilns sector. Accordingly, on July 6, 2012 an Inter State Coordination Committee has been constituted at Central Level, to create a sustainable institutional mechanism to look into the issues of inter-state migration across India.

## **Bonded labour**

In ancient India Slavery was considered as indispensable characteristic of the unjust social structure. It was associated with birth and social hierarchy. The landlord system remained for over 150 years in colonial era making the bondage system from strong to stronger. New form of bondage is abundantly seen as debt bondage, commercial sexual exploitation, forced labour, forced begging and human trafficking, in modern age.

Trafficking in human beings and forced labour is being prohibited in Article 23 of the Indian Constitution. In the year 1976 Bonded Labour System (Abolition) Act has been legislated by the Indian Parliament. It penalises not only debt bondage but also customary bondage, hereditary bondage, caste based bondage and land-based bondage. In different parts of our country India, there still exists a system under which the debtor or his descendents have to work along with one or more than one member of the family for the creditor for a specified or an unspecified period without any market wage or without minimum wage notified by the Government. It is an outcome of certain categories of indebtedness, like forced labour, customary obligations, beggar or indebtedness which have been prevailing for a long time involving certain helpless, weaker section and economically exploited of society. From the uneven social structure characterized by feudal and semi feudal conditions, this system originated. In lieu of a debt, they agree to render service to the creditor. At times, for the repayment of a paltry sum several generations work under bondage.

## **Sectors of the economy where bonded labour system is prevalent**

The bonded labour system is prevalent in advanced agriculture with landlord serf relationship and in the non-agricultural sectors in the States of Andhra Pradesh, Bihar, Haryana, Karnataka, Maharashtra, Orissa, Punjab, Tamilnadu and Madhya Pradesh. It is prevalent in some non-agriculture sector like, carpet-weaving, stone quarries, beedi manufacturing, brick kilns, pottery, match and fireworks industry, construction projects and bonded child labour in the sericulture processing industry. Some of domestic workers, *jogins* and *devdasis* are subjected to exploitation in the form of bonded labour system.

## **Schemes for bonded labour**

In India, a Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labour was in operation since May, 1978 in order to assist the State Governments in the task of rehabilitation of identified and released bonded labourers, The Bonded Labour System has been abolished by law throughout the country with effect from 25th October, 1975 under the Bonded Labour System (Abolition) Ordinance which was replaced by the Bonded Labour System (Abolition) Act, 1976. Originally the Scheme provided for rehabilitation assistance up to a ceiling limit of Rs.4000/- per bonded labour to be equally shared by Central Government and State Governments on 50:50 bases. This amount was raised to Rs.6250/- w.e.f 01.02.1986; and to Rs10, 000/- w.e.f. 01.04.1995. Out of this, Rs1000/- was to be given as subsistence allowance to meet travel expenses etc. to the state of origin, in case the released bonded labour was to be repatriated to his or her native place/ State or for their subsistence until they are rehabilitated. With effect from 01.04.1999, only Rehabilitation



assistance was enhanced to Rs. 20,000/-. The scheme was last revised in May 2000 wherein survey component, awareness generation activities and evaluation studies were included as additional items in the existing scheme.

The revised Scheme is a Central Sector Scheme and came into effect from 17th May, 2016. Accordingly, the fund is released by the Ministry of Labour and Employment under the Scheme to the District National Child Labour Project Society and the District Project Society in turn releases the fund to the implementing agencies including the district administration. Every bonded labour including child bonded labour in the country is covered under the Scheme. For survey and identification of bonded labourers the amount of assistance sanctioned is 0.45 million rupees per district. Rehabilitation package is Rupees 1,00,000 per adult male beneficiary. for special category beneficiaries such as children including orphans or those rescued from organized and forced begging rings or other forms of forced child labour and women, the amount of rehabilitation assistance shall be Rupees 2,00,000. The rehabilitation assistance shall be Rupees 3,00,000 in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as women, trans-genders, or children rescued from ostensible sexual exploitation such as massage parlours, brothels, placement agencies etc. or trafficking.

At the District level a Bonded Labour Rehabilitation Fund has been created by each State Government with a permanent corpus of at least 1million rupees at the disposal of the District Magistrate which should be renewable. This fund is being utilized for extending immediate help to the released bonded labourers. The entire penalties recovered from the perpetrators of the bonded labour upon conviction, may be deposited in this special fund. Immediate assistance to the rescued person of at least Rs 5,000/- shall be provided by the District Administration out of the District Bonded Labour Rehabilitation Fund at the disposal of the District Magistrate.

## Magnitude

As and when existence of bonded labour is detected, such persons are identified for rehabilitation. As on 31.03.2019, the total number of bonded labour identified and released is 3,13,687 and out of which total number of bonded Labour rehabilitated is 2,93,725, as follows:

**Table 5.** Identified job number.

Name of the State/Union Territories	Number of Bonded Labourers	
	Identified and Released	Rehabilitated
Andhra Pradesh	38,141	31,687
Arunachal Pradesh	3,526	2992
Assam	12	12
Bihar	17,886	17,068
Chhattisgarh	3548	3548
Gujarat	64	64
Haryana	594	92
Jharkhand	314	314
Karnataka	66,281	60,029
Kerala	823	710
Madhya Pradesh	13,319	12,394
Maharashtra	1,404	1,325
Pudducherry	09	09
Orissa	51,441	48,313
Punjab	252	252
Rajasthan	7,872	6,715
Tamil Nadu	65,573	65,573

Uttar Pradesh	42279	42279
Uttaranchal	5	5
West Bengal	344	344
<b>TOTAL</b>	<b>*3,13,687</b>	<b>2,93,725 *</b>

\* 19962 Bonded Labourers are not available for rehabilitation either they have died or left the place without leaving their addresses.

**Source:** Ministry of Labour and Employment, Government of India.

**Table 6.** Funds released to State Government for rehabilitation of Bonded Labour

Year	2015-16	2016-17	2017-18	2018-19
Funds released in million	22.16	26.07	66.45	25.35

**Source:** Ministry of Labour and Employment, Government of India.

## Building and construction Workers

One of the most vulnerable and numerous segments of the unorganised labour in India are building and other construction workers. Two Central Acts i.e the Building and Other Construction workers Welfare Cess act,1996 and the Building and Other Construction workers (RE&CS) Act,1996 have been enacted in India with a view to provide social security to construction workers and regular their safety, health, welfare and other conditions of service. The Building and Other Construction workers(RE&CS) Act,1996 applies to every establishment which employs, or had employed on any day of the preceding twelve months, ten or more building workers in any building or other construction work, i.e. repairs, alteration, maintenance or demolition, of or, in relation to, streets, buildings, roads, tramways, railways, airfields, drainage, irrigation, embankment and navigation works, flood control works (including storm water drainage works), transmission, generation and distribution of power, water works (including channels for distribution of water), gas and oil installations, wireless, electric lines, television, radio, telephone, telegraph and overseas communications, canals, dams, reservoirs, tunnels, watercourses, bridges, aqueducts, viaducts, pipelines, cooling towers, towers, transmission towers and such other work as may be specified in this behalf by the appropriate Government, by notification but does not include any building or other construction work to which the provisions of the Mines Act, 1952 (35 of 1952), or the Factories Act, 1948 (63 of 1948) apply.

### Eligibility

Every building and construction worker who has completed eighteen years of age, but has not completed sixty years of age, and who has been engaged in any building or other construction work for not less than ninety days during the preceding twelve months shall be eligible for registration as a beneficiary under this Act.

### Steps taken by government

Accordingly, Odisha Building & Other Construction Workers Welfare Board (OB&OCWW) has been constituted in the year 1994. The Board focuses on registration of construction workers, collection of cess@1% of the cost of construction and extension of different types of benefits to the construction workers and their family members for their sustainable development. More than 2.7 million construction workers including 0.861 million women construction workers have been registered under the Board and about 2 million benefits have been disbursed amounting 13910 million rupees by 2018-19. Compared to the total population of the State, 6.47% of the population have already been registered, which is the 2nd highest in the Country. Also, focus has been given on registration of seasonal migrant workers from Southern and Western Odisha. 51,490 numbers of migrant construction workers have been registered as beneficiaries under the Board by 2018-

19. The Odisha State Government has opened Migrant Labour Help Desks in the States of Andhra Pradesh, Delhi, Gujarat Karnataka Telengana & Tamil Nadu to provide support to migrant Odia workers during distress and initiate their rescue activities in destination states.

## Magnitude

**Table 7.** Year-wise registration under OB&OCWW Board, Odisha

Year	Beneficiary Registration
2013-14	1,69,776
2014-15	4,08,133
2015-16	6,95,217
2016-17	4,20,875
2017-18	3,63,153
2018-19	4,80,475
Total	27,15,058

Source: Office of the Labour Commissioner, Odisha.

## Nirman Shramik Kalyan Yojana (NSKY)

The Odisha Building & Other Construction Workers' Welfare Board provides financial support to the construction workers and their families through various welfare measures and other social security schemes under a composite scheme- *Nirman Shramik Kalyan Yojana* (NSKY) (Construction Workers Welfare Schemes). The benefits under NSKY include:

- Procurement Related Benefits: Assistance for purchase of Working Tools , Safety Equipments and Bi-Cycles.
- Social Security Benefits- Marriage, Education, Maternity, Housing, Accident, Death & Funeral, Treatment of Major Ailments and Pension.
- Skill Development Benefits: Recognition of Prior Learning (RPL) & Skill-Up gradation Training.
- Community Benefits: Rental Housing Complexes providing temporary accommodation with basic amenities at affordable rent to migrant construction workers in urban areas.

**Table 8.** Benefit disbursement (year-wise)

Year	Benefit Amount (in Rs.)	N. of Benefits
2013-14	7,14,19,041	24,658
2014-15	37,53,10,554	1,01,846
2015-16	105,62,24,244	2,47,189
2016-17	238,67,85,193	3,96,049
2017-18	415,15,86,180	3,82,085
2018-19	585,85,24,251	8,77,499
Total	1390,51,01,291	20,29,927

Source: Office of the Labour Commissioner, Odisha.

## Achievements

With a view to provide for the levy and collection of cess on the cost of construction incurred by the employers for augmenting the resources of the Building and Other Construction Workers' Welfare Board cess is being collected by the Government of Odisha @1% of the cost of construction from the employers and builders w.e.f 15.12.2008. For welfare of the registered building workers, the collection amount is being deposited in the fund of Odisha Building and Other Construction

Workers Welfare Board. An amount of 18310 million rupees, has been collected towards cess by the end of 2018-19. Under the Board 20,29,927 numbers of benefits amounting to 13905 million have been given as on 31.03.2019.

## Conclusion

This paper analyses the status of child labour, migrant labour, bonded labour and building and construction workers in India and Odisha State. It also focuses on the changing patterns of the human life and social system. Social changes do not happen very easily. People who deal with production in industry often apply erroneously the same yardstick to movements for educational and social transformation too. Nothing could be so usualistic as that. The problem of child labour has got considerably reduced consequent on the formation of National Child Labour Project which is reflected from the 2001 census figures & the 2011 census. (i.e from 12,591,667 of 2001, to 43,53,247 in 2011 in India and from 3,77,594 of 2001 to 92,087 in 2011 in Odisha). This is a great achievement in this state despite of several constraints. To ensure the social security and for the sustainable development of millions of construction workers in the state B&OCW (RE&CS) Act provided a wonderful platform. Human Capital, Culture, Change Bonded labor in India can be viewed as a product of historical, social, cultural and economic, factors. The redress of child labor, agricultural debt bondage, and other violations will require an authentic commitment by the Indian government to adhere to its constitutional ban of these practices, and to overcome class-based prejudices. Again, it can be concluded that child labour, bonded labour and migrant labour are all social problems, for curbing it each one of us should take steps as only policies, laws, programmes, NGO's cannot do anything. If we want to fulfil our dream of zero level, each one of us has to be conscious and must do what one can do at its level. Implementation of these problems are lacking at the grass root level. Therefore, it is important to deal with the grass root level first. This problem should be looked in its totality and should not be viewed as a problem of the Labour Department or Government. Convergence of other Government sponsored intervention programme related to fight against the root cause of those problems will help to a great extent to eliminate the problem.

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