

Seminar Title	: Unorganised Construction Workers and Mechanism for Social Protection: A Study in Odisha
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Abstract	: Analogous to other low income countries, the Indian labour market characterised a large segment of informal enterprises, non-standard employment, and unorganised workers. As per the estimation of National Commission for Enterprises in the Unorganised Sector (NCEUS), the total informal workers employed more than 92% in 2014 which has escalated in the last few decades. Construction industry is the biggest non-firm sector employing a gigantic size of workforce which mostly featured multilevel subcontracting, violation of health and safety standards, financial and non-financial exploitation, and precariousness in a long run. At this juncture, the study aimed to address the existing social security challenge and propose mechanisms for employment-based social protection for the unorganised workers. The primary data for the study sourced from the construction sites visiting five urban agglomerates in the state of Odisha. The mediating role of employment relations, workers' representation and contributory social security has evaluated to establish the social protection framework. Furthermore, the role of government and regulatory framework are also examined to see the moderating effect. Employing Structural Equation Modelling with the help of smart PLS software the proposed hypothesis are tested. The empirical results demonstrate the significance of employment relations, contributory social security, workers representation, governmental intervention and regulatory framework towards attaining employment-based social protection. These vital outcomes substantiate the existing literature while have potential implications for policy discourse with respect to labour legislation and implementation

Keywords: Informal employment, Unorganised workers, Employment relations, Employment-based social protection, Contributory social security, Workers' representation, Regulatory framework.