

Problems of Women Construction Workers with Special Reference to Mannachanallur Taluk, Trichirappalli District in Tamilnadu

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Abstract: The Construction sector has the largest number of unorganised workers in India. They are the backbone of our nation. Both men and women are integral part of the society. Women join as unskilled workers and remain unskilled till the end of their working life span. Construction Sector comes under Unorganized Sector of country. The term Unorganized workers has been defined as those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishment etc., The researcher concentrated only on the women workers who are working in the construction sector and how they are facing difficulties in the work place. Majority of the women construction workers are facing lots of difficulties like absence of social security, low wages, sexual harassment, gender discrimination, etc., Researcher adopted Descriptive Research Design Data was collected from 36 women workers in Mannachanallur Taluk .The researcher has been selected the simple Random sampling from probability sample Design. The data for this study has been collected through primary source. The primary data for this study was collected with the help of the questionnaire. The secondary data was collected from the library and computer. The major findings of construction women workers most of the difficulties will be discussed in the full paper.

Keywords: Women, Construction Workers, Insecurity and Problems

I. INTRODUCTION

The unorganized sector is characterized by the presence of factors viz. long hours of work, wage discrimination of men and women, lack of job security, no minimum wages, lack of minimum facilities at work place, ill-treatment, heavy physical work and sexual exploitation etc. The laboring women generally work in unorganized sector. They are outside the reach of Protective Labour Laws and Trade Union Organizations. They are not offered fair wages and decent terms of work. There are hardly any opportunities to improve their income because in this sector, females work generally as laborers in unskilled occupations, do traditional work as domestic servants. The process of globalization, export oriented industrialization and relocation of industries from the developed to developing countries also lead to increase in women workers in unorganized sector.

The nature of women's work ranges from wage employment or self-employment, family labour and piece rated work. The prevalence of women workers in urban unorganized sector is significant in number. They are engaged in activities like domestic work, construction work, small trades like brick making, coir and basket weaving, household industries etc. In rural unorganized sector women are engaged in agricultural

activities, animal husbandry, dairy, fisheries etc. In the present paper the status of women domestic workers, construction workers and agriculture laborers was studied through an empirical study.

Most of the domestic workers and construction workers are primarily women who have migrated from rural areas for economic gain. The influx of women workers to the cities for non-farm employment has saturated the existing sectors and is one of the main reasons for her extreme exploitation. Hardships of city life, absence of basic amenities and exploitation of these women by employers have added to their misery.

Women workers

Let us now examine the effects of Liberalisation and globalisation on women workers. Women have been losing their jobs in the formal sector for a long time, much before the present policies were conceived. We saw in the previous section that employment in the unorganized sector has been sluggish, resulting in job losses. However, job losses among women workers in this sector took place at a time when this sector was expanding. In the 1920s, employment of women in the three traditional industries, namely, jute, cotton textile and mines, was over 20 percent. By the 1970, the number of women workers in the three industries had been reduced to less than 5 per cent. The only industry where women were employed in large numbers is the plantation industry where they form 50 per cent of the total permanent labour force, Kolkata. Their number continued to be high in plantations as women are more efficient in plucking to tea leaves.

Women construction workers



Women occupy an extremely disadvantaged position in the society. They are the victims of multiple forms of oppression. This is because they are women and they are occupied in mostly exploited areas in the society. Despite the existence of various constitutional and legal provisions guarding women in employment particularly in the unorganized sector, suffer from various disadvantages relating to their working lives as well as in their home.

Illiterate women engaged only in some fields like agriculture, tailoring, biscuit company and construction work form our study area. Among these fields, in the construction field which is one of the oldest activities of mankind, the chance of getting exploited and dominated is more compared to that in other fields. This is because of the dependence of female workers on male workers. Under this work women are exploited very seriously. There is wage discrimination, harassment, ill-treatment, etc., particularly faced by women. The main work done by the women construction workers are: - breaking stone, digging stone, mortar mixing and carrying load (Mukta, 2001).

II. REVIEW OF LITERATURE

Annette Barnabas et al., The construction sector has the largest number of unorganised labourers in India next only to agricultural sector. Women form half the workforce and by choice or by design they are not allowed to acquire specific skills that may enable them to become masons. Women join as unskilled workers and remain unskilled till the end of their working life span. However, men get training and systematically upgrade their construction skills to graduate as masons, supervisors and contractors. A study was conducted on the career progress of 440 men construction workers and 440 women construction workers and 51 building contractors to find out the reasons why women in the construction sector were not able to acquire skills for masonry work and how they could be trained to become masons. The findings of the study show that there is an inherent gender bias against women and also the shared general belief that women construction worker are unfit to be trained informally like men in the construction sector even though they have the necessary skills, capability and desire to become masons. Though the contractors are willing to accept women as masons by giving them training and placement in the construction sector, it has been found, the social forces that have perpetuated the concept of women as inferior workers are inimical to any such move. This study also analyses the methodology of training offered to men in the construction sector in India and proposes a new methodology of training that would qualify women construction workers to become masons and empower them economically.

Vandana dave (2012) the present study was carried out with women construction workers, agriculture labourers and domestic helpers working in the unorganized sector. An attempt has been made in the paper to understand the socioeconomic condition of women laborers, nature of their work, their working conditions, wage pattern, wage discrimination and other difficulties faced by them at their work place. Multistage stratified random sampling technique was applied to collect data from 350 women laborers from urban and rural areas of 3 districts of Haryana: Panipat, Kaithal and Kurukshetra. Findings show that majority of the migrant women were engaged in the construction industry and were only employed in unskilled and low paying jobs as coolies, laborers and helpers.

Women were exploited to a greater degree as they were paid less compared to men for similar nature of work and hours spent on work. The conditions of work in the unorganized sector were unsatisfactory and the problems confronted by them were acute. And that their illiteracy, poverty and indebtedness forced them to work for lower wages and under unjust conditions.

Kumar,(2013). Gender-based discrimination is a universal phenomenon. Women comprise half of the world's population and perform two thirds of the work, but earn only a third of the

total income and own less than a tenth of the resources. The most discriminated people in the world are usually the ones who lack economic power (Saksena2004). Construction Industry is the largest employer in the world and in India. More than 31 million people work in the construction industry, second only to agricultural Industry. More than 35 per cent of construction workers are women and they get poor remuneration and are discriminated in the payment of wages (ILO, 2001a). When men construction workers have promotional opportunities, women have no opportunities to acquire skills and become masons or supervisors. They need to be empowered to grow in their profession. This study is an effort to identify gender discrimination among construction workers and identify the means of empowering women construction workers with special reference to Vijayawada, Andhra Pradesh, India.

Kalpna devi and Kiran (2013), Construction industry provides job opportunity to large number of skilled as well as unskilled workforce. The workforces employed in the industry have to face several difficulties at the work place. Several issues related to health, job stress, and injuries at work place are the major concern of the research among researchers. The present study is review of past research work related to the women work force employed in construction industry in India. The major focus of the study is to identify the key factors related to the status of female worker in the industry. Women work as unskilled labour and face several other difficulties in comparison to males. Sexual harassment, gender biasness, wage discrimination are the major factor due to which the working environment becomes difficult for them in the industry and women's are remains at same level of skill even after working few number of years.

Azadeh Barati et al, India is a traditional country and there is diversity in religions, culture and customs. Role of the women in India mostly is household and limited to domestic issues. In some cases women can find employment as nurses, doctors, teachers the caring and nurturing sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. The present study investigated to identify the factors preventing women employees from aspiring for higher post and challenges & problems faced by women workers. Further the study try to explain the real condition of Indian working women and also make an effort to clear main problems of working women.

III. RESEARCH METHODOLOGY

A. Aim of the study

The aim of the study is to assess the level of problems faced by the women construction workers with special reference to Mannachanallur Taluk, Trichirappalli district in Tamilnadu.

B. Objectives

1. To identify the problems faced women construction workers.
2. To analyze the socio- economic and the problems faced women construction workers.

C. Methodology

The researcher used the descriptive design for this study. The research is interested in studying about women construction workers. The research purpose is to describe the problems faced by the women construction workers. The Universe for

this research was taken from the Mannachanallur Taluk, Trichirappalli. District in Tamilnadu. In this study the researcher adopted the purposive sampling method. The Universe is 36. The total Universe was taken for the research data collection as respondents. The researcher has collected data self prepared interview schedule.

Table 1: Socio-economic status of women construction workers (N-36)

S.No	Socio - Economic Conditions		
	VARIABLES	No. of Respondents (N= 36)	Percentage -100%
1.	Age:		
	18-23	12	33.33
	24-29	13	36.11
	30-35	6	16.66
	36-41	3	8.33
	Above 42	2	5.55
2.	Religion		
	Hindu	18	50
	Muslim	7	19.44
	Christians	11	30.55
3.	Marital status		
	Un married	2	5.55
	Married	30	83.33
	Widowed	4	11.11
4.	Educational Qualification		
	Illiterate	21	58.33
	Primary	12	33.33
	Secondary	3	8.33
5.	Income (monthly)		
	1000-2000	11	30.55
	2001-4000	10	27.77
	Above 4000	15	41.66
6.	Type of family		

	Nuclear family	27	75
	Joint family	9	25

In the current study the concentration of the women workers were in the age group of 24 to 29 years. Majority of respondent the Hindu women workers (50%) (Muslim 19.44) (Christians 30.55) In the study 83.33% percent of women workers were married. 5.5% of at unmarried and then 11.11% widow. When the educational status of the respondents are analysed, it is noted that out of 36 respondents. It is 33.33% respondents are educated primary level and the remaining 8.33% of respondents are categorized into secondary level and Majority of the 58.33% of respondent are illiterate. It is noted that 36 respondents having family income of Rs.1, 000 to 2,000/- (30.55%), Rs. 2001 to 4000/- (27.77%), and above Rs. 4000/- (41.66%). With regard to the two types of the family, most of the respondents are living in nuclear family (75%) and (25%) are joint families in nature.

CONCLUSION

The constitution of India provides equal rights and opportunities to both the genders. Construction sector falls under unorganized sector of an economy. The problems of women construction worker in the workplace are one of the major issues in the contemporary social problems. Majority of the women construction workers are facing lots of difficulties like absence of social security, low wages, sexual harassment, gender discrimination, etc Main things ignorance and illiteracy, small and scattered size of establishment. They are working under unsecured environment or work culture.

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