

STRUGGLES OF WOMEN CONSTRUCTION EMPLOYEES IN WIDE-RANGING

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ABSTRACT

The Construction sector has the main number of unorganised employees in India. They are the backbone of our land. Both men and women are integral division of the social order. 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 systematize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy, small and spread size of establishment etc., The researcher determined only on the women workers who are working in the construction sector and how they are facing complications in the work place. Majority of the women construction workers are facing lots of problems like deficiency of social protection, low income, sexual harassment, gender discrimination, etc., Researcher adopted Descriptive Research Design Data was collected from 36 women workers in Chennai Area. The researcher has been selected the simple Random sampling from probability sample Design. The data for this study has been composed 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 employees most of the difficulties. The researcher used the descriptive design for this study. The study is interested about women construction workers facing regular problems. The research purpose is to describe the problems faced by the women construction workers.

Keywords: Women, Construction employees, uncertainty and inconvenience

INTRODUCTION

The unorganized sector is considered by the presence of factors viz. long hours of work, wage intolerance of men and women, lack of job security, no minimum salary, lack of minimum facilities at work place, abuse, heavy physical work and sexual development etc. The labouring women usually work in unorganized sector. They are external 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 labourers in unskilled occupations, do traditional work as domestic servants. The process of globalization, export oriented industrialization and relocation of industries from the urbanized 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 occupied in agricultural activities, animal husbandry, dairy, fisheries etc. In the present paper the position of women domestic workers, construction workers and agriculture labourers was studied through an experiential study. Most of the family workers and manufacture workers are primarily women who have migrated from rural areas for financial gain. The arrival of women workers to the cities for non-farm employment has soaked 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 labour. women have been losing their jobs in the formal sector for a long time, much before the present policies were concaved. 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, 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 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's employment particularly in the unorganized sector, they suffer from various disadvantages relating to their working lives as well as in their home.

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A literate woman 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 etc...

The findings of the study show that there is an inherent gender bias against women and also the shared general belief that women construction workers 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. 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 a 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 factors due to which the working environment becomes difficult for them in the industry and women's skills remain at the same level even after working for a few years. Problems faced by women workers.

Further the study tries to explain the real condition of Indian women construction labourers. The researcher used the descriptive design methodology 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. This research was taken from the Chennai district. In this study the researcher adopted the purposive sampling method and self-prepared interview schedule.

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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