

# A Study on Empowerment of Women Construction Workers in Tirunelveli City

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**Abstract:** *The Indian national economy continues to receive a sizable contribution from the construction sector. The International Labour Organization states that practically all development programmes in the fields of health, education, food production, and transportation are supported by industry, which provides the foundation for advancement. Although being one of the primary businesses in the nation, construction still employs unskilled people who are also mistreated and subject to discrimination. Several empirical investigations have demonstrated that the wages of women employed in the unorganised sector, particularly in the construction industry, have consistently fallen well below the minimum wages. Urban to rural, educated to illiterate, employed to unemployed, free and privileged class to unprivileged class, and the upper economic layers to lowest economic strata of women all experience major differences in the position and status of women. Due to traditions, economic backwardness, and a long history of women being exploited in numerous sectors of Indian social life, women's status in India is not particularly distinctive when compared to that of women in other developing countries, yet it nevertheless exhibits certain unique characteristics. In all eras, regardless of social changes that have taken place, the same factors have contributed to women's poor status and position in lower layers of society. Next only to the agricultural sector, India's construction industry employs the most non-unionized workers.*

**Keywords:** Diversity and gender, poverty, female construction workers, work experience

## I. INTRODUCTION

The introduction of new technology through industrialization is crucial for a nation's progress. The foundation of all industrial developments is building construction. It is one of the industries with the highest annual growth in India. With the various societal issues, women's empowerment empowers and enables them to make decisions that have a significant impact on their lives. Individuals might be given the chance to redefine gender roles and other kinds of roles, giving them more flexibility to accomplish their objectives. It is strongly advised that women make a noticeable presence in the male-dominated construction business, despite the fact that they have disproven all preconceptions and are now fulfilling the role of breadwinners globally. The national GDP is significantly impacted by the building industry of any nation, but because of its high level of turnover, it is currently experiencing a severe skill shortage. The complex duties and demanding working conditions in the construction business are regarded to be particularly stressful. Furthermore, challenging work relationships and short deadlines make the situation worse. Nonetheless, there is a severe lack of labourers in India's construction sector, particularly those with the expertise needed to support the sectors' rapid growth in the construction site. Ineffective communication can stop productivity in its tracks. Women in the construction industry stated in the aforementioned poll that there is a lack of communication within the sector. Communication problems might arise between general contractors and subcontractors or between men and women more generally. The majority of female construction workers were employed by subcontractors in rural areas. Although they were frequently employed and paid by their husbands, their names were not included in the subcontractors' payroll records. The nature of women's job as casual labourers, India's traditional, male-dominated social system, and the subcontractors' refusal to disclose the number of women workers in order to avoid having to pay social.

### 1.1 Objectives of Study

- To analyse the comprehend the social and family backgrounds of the study area's female construction workers.
- To analyse the financial standing of female construction employees in the research area.
- To analyse the skilled in finishing work and carpentry.
- To analyse the Consumers are never willing to pay their payments on time.
- To analyse their communication issues.

## II. REVIEW OF LITERATURE

**Amrita Patel, Swarnamayee Tripathy(2021).** Social Security And Unorganised Sector:An overview Of The Women Construction Workers In Odisha. Women's participation in the labour force has remainder largely stable around the world for past years. Some district there are lots of female construction workers in that particular places for many reasons like less wages etc. Ironically despite legislation and welfare programs that were deemed to be more interests a female construction workers they were largely ignored. Social security is needed to address issues with leave, pay, conditions pensions ,housing etc. Occupational health for women in the unorganised sector to gain at through understanding of the leaves of women who work in construction for a long period they have many health issues.It is crucial that the administrative departments work together and it also crucial lead the life. Analyse of this factor is women construction workers are wages differentiate.

**Kumar spm(2020),** Challenges And Working Conditions Of Women Domestic Workers: An Overview. Based on the working conditions of women domestic workers are one of many factors that have contributed to important of the their status. Despite positive actions with various development programmes for women domestic workers, the majority of women domestic worker have the lower literacy rates which intern contribute to backwardness with low income, landlessness, poverty etc. Therefore social of inclusion , which makes upper sizeable portion of India's population should be considered when planning all development programmes. Government is to take step to improve the needs and basic wants of the domestic women construction workers.

**Rasheedha Banu (2018),** Working Conditions And Issues Of Women Workers In An Unorganised Sector Special Reference To Construction Sector Of Thanjavur Taluk, Tiruchirappalli. Construction industry is one of the unorganised sector that employs the large number of people in labour force. Where is activities will then take place about a third of the work force employed in this industry are women who face difficulties in their jobs. The tragic situation is that women workers in this industry are mostly unskilled workers. There lack of education and skill make their choice very limited. The construction picture is classified as an unorganised sector of the economy. The problem of women construction workers in the workplace is here one of the leading themes of issues. There are many helped disorders and cancers focused work place interventions.

**Rajasekhar D, Suchitra JY,S Madheswaran and GK Karanth (2006).** Benefit For Unorganised Workers in Karnataka, New Delhi: GTZ . Does included agriculture construction and domestic workers from the other places. The purpose of this study was the examine the need for job security in organisation enterprises. The sector and the challenges faced by workers without job security. Inter sector and intra sector. The heterogeneity among these expert groups was a major factor behind the intended policy job security.

## III. METHODOLOGY

- **Primary data:** Using a carefully created questionnaire and organised interviewing techniques, primary data was gathered from the respondents.
- **Secondary data:** The secondary data is collected from various articles, published research and review papers, magazines, published statistics, documents from government agencies, case studies etc.

**IV. DATA ANALYSIS AND INTERPRETATION**  
**TABLE-1 DEMOGRAPHIC PROFILE OF THE STUDY**

AGE	NO. OF RESPONDENT	PERCENTAGE
Below 25	13	21.6
26-35	30	50
36-45	14	23.3
Above 45	3	5
<b>Total</b>	<b>60</b>	<b>100</b>
MARTIAL STATUS	NO. OF RESPONDENT	PERCENTAGE
Married	30	50
Unmarried	13	21.6
Divorced	14	23.3
Widow	3	5
<b>Total</b>	<b>60</b>	<b>100</b>
SHIFT	NO. OF RESPONDENT	PERCENTAGE
Morning to afternoon	35	58.4
Afternoon to evening	13	21.6
Evening to night	12	20
<b>Total</b>	<b>60</b>	<b>100</b>
FAMILY MEMBERS	NO. OF RESPONDENT	PERCENTAGE
Below 4	13	58
4-6	12	21.6
Above 6	35	20
<b>Total</b>	<b>60</b>	<b>100</b>

**Chi-Square Analysis:**

Comparing the age and shift hours respondents of construction workers.

AGE/SHIFT	Below25	26-35	36-45	Above 46	Total
Morning to afternoon	8	18	8	1	35
Afternoon to evening	2	8	2	1	13
Evening to night	3	4	4	1	12
<b>Total</b>	<b>13</b>	<b>30</b>	<b>14</b>	<b>3</b>	<b>60</b>

**Chi-Square Test Result**

O	E	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
8	8	0	0	0
2	3	-1	1	0.3
3	3	0	0	0
18	18	0	0	0
8	7	1	1	0.14
4	6	-2	4	0.6
8	8	0	0	0
2	3	-1	1	0.3
4	3	-1	1	0.3
1	2	1	1	0.5
1	0.65	0.35	0.1225	0.18

1	0.6	0.4	0.16	0.26
				$\Sigma(O-E)^2/E=2.58$

$$\begin{aligned} \text{Degree of Value}(V) &= (R-1) (C-1) \\ &= (3-1) (4-1) \\ V &= 6 \end{aligned}$$

**INFERENCE:** Since the calculated value 12.59 is less than the table value 2.58. Hence this significant hypothesis is accepted.

### V. FINDINGS

- Majority of the respondent in age group below 25 is 21.6%
- Majority of the respondent in age group between 25-35 is 50%
- Majority of the respondent in age group between 36-45 is 23.3%
- Majority of the respondent above the age of 46 is 5%
- Majority of the respondent as married in marital status is 50%
- Majority of the respondent as unmarried in marital status is 21.6%
- Majority of the respondent as divorced in marital status is 23.3%
- Majority of the respondent as widow in marital status is 5%
- Majority of the respondent in shift time of morning to afternoon is 58.4%
- Majority of the respondent in shift time of afternoon to evening is 21.6%
- Majority of the respondent in shift time of evening to night is 20%
- Majority of the respondent in family members of below 4 is 58.4%
- Majority of the respondent in family members of 4 to 6 is 21.6%
- Majority of the respondent in family member with above 6 members is 20%

### VI. SUGGESTIONS

The unions in the construction industry must also be inspired to collaborate with their member masons to teach women formally by hiring them as job assistants. Masons' family frequently work together on construction projects because they frequently relocate to urban areas as a group. Hence, the team's male masons can provide informal instruction to their wives, sisters, and other family members. After receiving instruction, the women can work independently as masons, increase their income, and provide informal training to other women, empowering many women in the construction industry. Knowing your worth is where to start. Women have the potential to become masons because the majority of them wish to do so and already perform some of the duties typically performed by men masons. In order to honour such women masons and the contractors who employ them, steps can be taken to train and employ women. Quasigovernmental organisations and nongovernmental organisations can also step forward and receive widespread media attention. Sensitizing male contractors and masons is a work that women's organisations can undertake.

### VII. CONCLUSION

While women's literacy rates are rising in India, gender bias continues to play a significant role in the discrimination that begins in the home when a girl is born and persists through every stage of life. When the agricultural season in India comes to an end, a sizable number of women who are unskilled workers transfer to the construction sector, which improves their employment level in the sector and enables them to support their husband in earning an income to pay for their household expenses. The majority of them come from immigrant families, and because of their lack of education and the fact that the majority of the men are alcoholics, their families also pose obstacles in their path. Their work is difficult since they must deal with a number of unfair conditions, including sexual harassment and wage discrimination. The main reasons why women, despite their hard labour, fall behind males in skill levels and stay unskilled even after years of adversity include accidents and deaths. Only with government action and stringent policy

implementation can the situation be changed. There should be occasional checking of the contractors. It is necessary to take swift action against anyone who harasses staff. Only when fundamental social change takes place, which can be accomplished by changing one's mind set, can the status of women be improved.

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