

**Socio Economic Perspective of Women Workers in
Construction Industry: A Study
(With Reference to Chennai City of Tamilnadu)**

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Chapter 7

Findings, Suggestions and Conclusion

Women working in the construction industries justify a part bring up as they are much marginalized. Women have always worked, although the definition of work if see only in the course of the prism of contribution to national input will mean diverse things to diverse people. Women, who might not be working in the fine definition of work, are still occupied in socially productive and reproductive labour. It is experiential that there is no legal protection system, manner and nurture of children relics the first responsibility of women workers and there is not much help from the government and legal frame work of the country. Social security and sustained human development for workers of the unorganized sector are big question marks.

A large percentage includes migrant workers, the high rents and living expenses, low and uneven salaries, uneven wages for male and female workers, no overtime payment, no standard daily working hours, no public holiday and no prior notice for removal from office from work comprise some of their trial. The vendors face problems like dependence on money lenders, lack of dignity, and delay in payments, underemployment, and violence against employees, oppression and maltreatment by local authorities. However, poor relations between the employers and employees, intolerance at work, sexual harassment, poor health/medical care and denial of terminal benefits, torture and poor working conditions echo the common dilemma of workers in nearly all sphere of this sector.

7.1 Summary of the findings

The major findings of this study are summarized in details.

The first chapter of the study illustrates the importance of construction sector for economic development. It provides a bird's eye view on women workers in unorganized sector especially in construction industry. This chapter also discusses the rights of women workers and the importance of uplifting the

standard of living of women construction workers. In India the gender discrimination predominantly prevails in the entire sector especially in construction industry. In this sector wage rate do not equal to the co male workers but they use to work all most equaling hours. This was also highlighted in this chapter. In this chapter the constitutional provisions like equal remuneration act (1976), maternity benefit act (1961) the bonded labour act (1976), factories act (1948) also highlighted to know the basic rights provided in Indian constitution for women construction workers This chapter also presents the chapter arrangements of this research work.

The Second Chapter of this research analysis reveals the status of women workers in unorganized sector in India. In India predominantly the women workers are to face lot of economic as well as social discrimination. It makes them to feel the double burden on work, their effects on work status were not properly recognized which in turn leads to discriminations. This was strongly recognized by the study and a separate chapter was allotted to discuss this issues. In, India the work force women participation rate was more in rural areas than urban centers.

In particular the women belong to SC/ST are significantly higher than women in general. This chapter claimed that most of the SC/ST women's are illiterate and they are belongs to socially deprived class therefore they cannot claim any rights in their work place (organized/unorganized sector). This chapter also shows the conditions of girl child workers in India which is account for 2.6 percent of the total women workers. Presently the world economic scenario moving towards the effects of globalization It created a common platform to all the working class people.

More specifically, it encourage the women workers to take part in economic development activities But it was systematically being denied in developing economy like India. This was also presented in this chapter. The problems and challenges of women workers also deeply analyzed and presented in this chapter.

The third chapter of the study presented a detailed review of literatures focuses an working conditions of women workers and their health problems in their working places, specifically on construction industry In this chapter working condition of women labours are reviewed on two broad classification The first classification on socio- economic working condition and their problems and secondly on health hazards. With the two broad classification a total of 111 reviews are presented in this chapter

The literature of Giriya, R and Geetha R (1989), Jafary S.N (1991) Batliwala, S. (1993), Anand, V (1998) Gatti and Migliaccio, (2013),etc are same of them were highlighted the socio economic and working condition of women workers. The literatures of Saikala (2015), Vaidya . V.G (2015), Dileepkumar (2013), Humphery Danso (2012), Lynda (2006), is some of the authors pointed the occupational health hazards of women construction workers. With the help of this chapter, an ample space was created for the present research analysis in a vivid manner.

In fourth chapter the detailed version of research design was presented In this chapter problem of the study, objectives, hypotheses, scope and importance of the study , methods of data collection, statistical tools used for the research analysis and also presented the limitation of the present study analysis .

The profile of the study area is very important to understand the overall socio – economic condition of the sample respondents in the study area and it was presented in the fifth Chapter of This study analysis. The profiles of the city were presented to understand the geographic condition, administration profile utility services provided by the government for folk's demographer, industry, transportation, communication occupation, health, educational, and station etc of the study area.

Framing objectives has made the summary of the major findings. These objectives have enabled to synthesis some hypothetical assumption and

on the basis of these employing appropriate statistical technique draws some valid conclusions.

The study of socio economic condition of women Construction Workers reveal the following facts: The study reveals that total population of the country has been increased substantially from 361.09 million in 1951 to 1210.19 million in 2011 census. The figures of 2011 census reveals a decline in the rate of growth of population from 21.54 per cent in 1991-2001 to 17.64 per cent in 2001-2011 census decades.

The study reveals that the women population has substantially increased over the years, whereas, female growth rate and the sex ratios are showing a declining trend. The overall literacy rate has increased from about 18.3 per cent in 1951 to 74.4 per cent in 2011. Women literacy rate has also increased considerably over the years. The female literacy rate has showing an increasing trend of 8.9 per cent in 1951 to 65.46 per cent in 2011. The study reveals that the annual growth rate of women work force participation in India is worked out 14.08 per cent and the annual growth rate of women employment in India is worked out to 18.96 per cent.

The study depicts that, the majority workers belong to the age group of 45-50 new generation is not interested in working in the construction field. The study shows that majority of the sample women construction workers in the study belong to Hindu religion. The study shows that SC/ST and BC Community people are mostly involving in construction activities than other communities.

The study shows that mother tongue of the sample women construction workers in the study area, in Tamil (51.67%). The study reveals that marital status is concerned, 62.67 percent workers are married and they are living with their husband. The study shows that 48.67 percent of the sample respondent's family size lies between 3 to 4 members.

The study shows that majority of the workers are qualified only primary education in the poor educational status coupled with the absence of bargaining power has resulted in the problem of low levels of wages and income accruing to workers. In the study area majority of women construction workers have earned a monthly income of Rs. 4000-6000 in the study area.

The study analysis depicts that the expenditure pattern of women construction workers on propensity to consume is very high. The study analysis infer that most of the respondents paying Rs.1500 – 2000 as their rent In the stud area most of the women construction workers use their salary for family expenditure, so their marginal propensity to consume is very high and marginal propensity to save almost zero in the study area. The study depicts that about 92.67 percent of the workers are in debt trap. The study reveals that the main reason for their debt is inadequacy of income and growing expenditure.

The findings of the growth of the status and amenities of women construction workers reveal the following facts: The study result reveals that 58.33 percent of the women construction workers are working as agriculture labourers before entry in to the construction industry. It is because better wages are provided in the construction industry than agriculture. The study shows that majority of the women construction workers are living in villages near Chennai City.

The study shows that the majority of sample women construction workers are residence in cement sheet or Thatched houses in the study area. The study shows that the majority of women construction workers are using basic model of mobile phones, The study exhibits that majority of women construction workers have no proper toiler facilities of in the working places. The study reveals that the majority of women construction workers in the study area observe that there is not to access availability of safe drinking water.

The study shows that, the highest number of the women construction workers has access to electricity in their home. The study shows the result of majority of the women workers not having home appliances in their house. The study shows that the highest number of women workers uses the firewood followed by kerosene and gas for their cooking activity. The study observes that the majority of the women construction workers have mobile phones

The findings of the nature of work and working condition of the women construction workers reveal the following facts: The majority of the respondents are engaged on concrete construction work in the study area. The majority of sample women construction workers have received the wages of Rs.450 per day in the study area. The least percentage of workers satisfied with the wage. They complain that they are not getting a wage for their effort. This result observed that the majority of women workers are subjugated by contractor in the form of wages.

The study observed that almost 85.00 percent of the workers have membership in welfare board. The study shows that 61.67 percent of the workers are not benefited from the welfare board in the study area. The study observes that 65.00 percent of the workers are aware of the welfare programs given by the construction welfare board.

The study observes that there is no accommodation facility is given to the women construction workers in the study area. The study examine that 93.33 percent of the respondents are stated abused or scolded by mestri or contractor or male workers, it is because of illiteracy, low skills, and no knowledge of legal education of women workers.

The study views that 86.00 percent of the women workers are not satisfied with their job, it is because hard work, low wages, long working hours, exploitation, harassment, lack of essential facilities at the workplace, hazards of working condition and intolerance of gender by various reasons.

The findings of identify the work related health problems of women construction workers reveal the following facts: The study observes that almost all the workers are suffering from health problems. And it creates significant impact on productivity. The majority of the women construction workers among weight carrier and brick breaker had a complaint of pain during maturation followed by backache, constipation and vaginal prolapsed problems respectively.

The study reveals that the majority of the women construction workers (i.e 71.67%) have preferred government hospital due to the availability of free medicine and free checkups. And also their financial status makes them incapable to afford costly treatment from private hospital. The study reveals that about 68.33 percent of the women construction workers in the sample area deprived of health security and only 31.67 percent of workers are having insurance.

The findings of the problems faced by the women construction workers reveal the following facts: It is clear from the study that the 75 per cent of the workers were highly dissatisfied on the seasonal workload. Some of the employers ensure the fulfillment of basic needs of their employees like staying facility, sanitation etc. for their wellbeing and security, more employees also show positive responses towards it i.e. 41 per cent. In contrast, women construction workers faced some problems like seasonal work load, low wages compared to men, less break time and continuous working hours. So the poor women consider it has their livelihood and still continue with the job just like an addition to the family income for better life.

7.2 Testing of Hypotheses

To give precise focus to the objectives of the present study, the following hypotheses are formulate and experienced with suitable statistical tools.

1. the marginal propensity to save is low for the women construction workers related to income and saving pattern of the women construction workers in the study area;
2. There is a significant difference among the women Construction workers in different areas, with respect to wages, age, Family income, experience and distance from home;
3. The differences of occurrence of work related health problems of women construction workers among different type of works were statistically significant.
4. The various dimensions of the problems differs significantly between the marital status of women construction workers;
5. There is significant relation between the income of women construction workers and the various dimensions of problems.

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7.3 Suggestions and Recommendations

The following suggestions and recommendations are made by this study are as follows:

1. Nation develops if the women are developed; it is the first and leading duty of our Government to pay attention for the well-being of the

women community. A number of measures have been adopted by the Government for their welfare. But in some cases, women's interest is not protected.

2. Separate rest room should be arranged for the women workers and the adequate women workers should be given maternity benefit.
3. In order to provide the maternity benefits to the women workers necessary amendments are required in the Maternity Benefit Act.
4. Adult education programme for the women workers should be implemented for making them literate.
5. Exhaustive and comprehensive legislation is urgently needed for regulating working conditions, wage structure, welfare measures of the women workers.
6. The Labour Department should come forward to prevent physical-mental torture, sexual harassment and molestation of the working women.
7. Voluntary organizations of eminent personalities should be involved to see whether the different provisions and welfare measures are being strictly implemented.
8. Women Workers live in poverty. In order to alleviate poverty, they should be informed about different poverty alleviation programmes adopted by the Government from time to time. Due to lack of information and ignorance, they suffer from poverty.
9. Regularly long working hours and overtime hours create many problems in their families and health, so working hours should be minimized by increasing regular salary.
10. To provide housing and transportation facilities by the respective owner, increase the present wage and need to ensure the minimum wage for them and to ensure the payment of salary in the due date
11. To save a portion of their salary in the account created by the owner and to prevent sound pollution in the working place and need to ensure

proper medical facilities To take punitive measures against guilty supervisor for their misbehave

12. To determine a target based bonus system as well as other incentives such as leaves, health benefit and so on the government and BGMEA should be aware of the violations of the labour law against the poor female workers.
13. The government should fix the minimum wage system in order to cater the needs of the women workers.
14. Every informal industries may be provides medical facilities to safeguard the women workers health.
15. The government should arrange education of Women workers so that, the workers get necessary information from these education.
16. The Government should necessary take steps to ensure regular supply of electricity.
17. The government should give necessary training to the women workers to increase the efficiency of the women workers.
18. The informal industry may provide bonus to the women workers regularly. Employee State Insurance Scheme can also be introduced for the welfare of the workers in the unorganised industry.
19. The informal industry may provide necessary working facilities to the workers in the working hours and modify the wages system in order to meet the their condition of expense.
20. The informal industry may introduce EPF facility to the women workers. The informal industry may reduce the working hours because majority of workers feels that long working hour.
21. There is a need to provide them crèche facility to take care for their children while at work and to create awareness among women workers regarding importance and benefits of job cards during any mis-happening at workplace. They should be made aware regarding various benefits of trade unions.

22. Since women workers lack in skill, skill development programmes should be provided to them to enhance their skill level.
23. It is very much essential to create awareness among women workers about the institutional support available to them to protect their rights.
24. Efforts shall be made to change social outlook towards women in general and women workers in particular. Mass media can play a great role to change social outlook towards women workers.
25. A comprehensive law is needed to protect the rights of women workers.
26. Any kind of exploitation including sexual harassment of women workers is to be prevented and stringent action needs to be taken against the wrong doer.
27. Mass media should be used to communicate the social message relating to women's equality.
28. Criminal justice system should be more effective to deal with the cases relating to the exploitation of women workers and punishment should be very high in comparison to the degree of exploitation.
29. Last but not the least a separate women grievance cell headed by a woman should be established in every organization employing women workers in the organized sector and in case of unorganized sector

7.4 Conclusion

Women workers have dual accountability of home and work and there are various reasons for deplorable conditions of women in unorganized sector namely gender discrimination, poverty, lack of basic knowledge, ignorance of government, inadequate laws which are deteriorating to avoid them. Government need to prepare information records of employed women for the betterment of women in construction industries. Government has to prepare programs for educating women for their rights on the basis of this statistical record. Central and state government had launched many schemes for provided that support to women but there are not adequate to defeat the

problems of women workers. There is need of efficient functioning of these schemes and laws for empowering the women workers. The state and central government can plan many policies to increase the welfare of the workers. Therefore, this study helps to suggest increasing the socioeconomic conditions of women workers of construction industries.