

A STUDY OF PROBLEMS FACED BY WOMEN CONSTRUCTION EMPLOYEES IN TIRUNELVELI DISTRICT

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Abstract: The Construction sector has the largest number of unorganized 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 employees who are working in the construction sector and how they are facing difficulties in the work place. Majority of the women construction employees 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 100 construction women employees in Tirunelveli district 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 employees most of the difficulties will be discussed in the full paper.

Keywords: Women, Construction employees, Problems faced by women employees

1.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 Labor 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.

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.

2.LITERATURE REVIEW

Anand, (1998) analyzed the characteristics of the construction workers, predominantly migrant workers and the intervention strategies adopted to facilitate the reach out services to these women workers along with awareness of their rights and utilization. He suggested that NGOs and other organizations can play a vital role through campaigning and active participation by creating awareness amongst these women workers and unionism and cooperatives would yield results as far as struggle for better wages and working conditions are concerned.

Rajasekhar D.,J.Y. Suchitra (2006) conducted a study on Employment Security for The Un-organized Sector Workers in Karnataka. This study covered agriculture, construction and domestic workers of 4 districts of Karnataka. The objective of this study was to examine the requirement of employment security in unorganized sector and the problem faced by workers without employment security. It was found that inter and intra-sectoral heterogeneity among these occupational groups was the main factor for the policies aiming at ensuring their employment security. Results indicated that the same policy for all occupational groups of unorganized sectors would not work as different groups have different problems.

3.STATEMENT OF THE PROBLEM

Nowadays more rural and urban women were going for construction works. The reason for such shift in occupation is reduced agricultural activities due to poor rainfall & cost hike. As the living cost is high to make ends meet women choose alternative jobs. She has to overcome at home, workplace, health problem, family problems, sexual harassment and social issues. These women seem to be in pressure to identify the availability of works, distance to be travelled to new workplace, insecurity about work and reaching home late in evening. This influenced the researcher to do research about such women working in construction field. So, the researcher wants to study the problems faced by the construction employees.

4. OBJECTIVES OF THE STUDY

- To find out the social-economic conditions of the women construction employees.
- To study the problems faced by the women construction employees.
- To study the health problems faced by women construction employees.

5. METHODOLOGY

The study is collected using primary and secondary data. Primary data will be collected in the field through face-to-face meetings with women construction employees in Tirunelveli region. Secondary data was collected from published sources such as books, journals, reports,

dissertations, and the internet. Researcher adopted Descriptive Research Design Data was collected from 100 women construction employees in Tirunelveli district the researcher has been selected the simple Random sampling from probability sample Design. The tools used in this study are Garrett rank score, Chi-square test.

6. HYPOTHESIS

H0:“There is no significant relationship between construction working women age and Health problem of construction women employees”

H1: “There is a significant relationship between construction working women age and Health problem of construction women employees”

7. LIMITATIONS

1. The study was conducted only in Tirunelveli district.
2. As far as possible the opinion of the respondent changes.

8.RESULTS AND INTERPRETATION.

After collecting the data from the respondents using a structured questionnaire, the following results are explained.

Table1 Socio-Economic condition of construction women employees

	Category	No. of Respondents.	Percentage of Respondents.
Age	15-25 Age Group	21	21%
	26–35Age Group	26	26%
	36–45Age Group	28	28%
	46above age Group	25	25%
	Total	100	100
Monthly Income	Below 10000	65	65%
	10000-15000	22	22%
	15000-20000	13	13%
	Above 20000	0	0
	Total	100	100
Marital Status	Married	79	79%
	Unmarried	9	9%
	Widow	10	10%
	Divorce	2	2%
	Total	100	100
Types of family	Nuclear family	85	85%
	Joint family	15	15%
	Total	100	100
Educational status	Illiterate	75	75%

	Primary	15	15%
	Upper primary	5	5%
	HSC	5	5%
	Total	100	100
Health problem of construction women employees	Urinary tract infection	15	15%
	Musculoskeletal problems	30	30%
	Backache	27	27%
	Respiratory/lungs problems	10	10%
	Dusts Allergy	18	18%
	Total	100	100

Source: Primary data

Table :2 The problems of the construction women employees

SI.NO	PEOBLEM	GARRETT SCORE	MEAN SCORE	RANK
1	Sexual harassment	60	60.06	II
2	Gender biasness	75	62.65	I
3	Wages discrimination	50	49.80	III
4	<i>No Permanent Working place</i>	40	43.30	IV
5	Working Hours	30	32.65	V

Source: Primary data

Table.2 show the problem faced by construction women employees, 62.65percent of the respondents face Gender biasness (Rank-I), 60.06 percent of the respondents face Sexual harassment (Rank-II), 49.80 percent of the respondent's problem is wages discrimination (Rank-III), the problem of the respondent is 43.30 percent no permanent place of work (Rank-IV), 32.65 percent respondent's problem is Working Hours (Rank-V).

Chi Square Test: Relationship between construction working women age and Health problem of construction women employees

To study the relationship between construction working women age and Health problem of construction women employees

Table:3 Relationship between construction working women age and Health problem of construction women employees

Age	Heath problem					Total
	Urinary tract infection	Musculoskeletal problems	Backache	Respiratory/lungs problems	Dusts Allergy	
15-25	1	9	5	3	3	21
26-35	2	8	6	3	7	26
36-45	6	7	9	3	3	28
46	6	6	7	1	5	25
Total	15	30	27	10	18	100

Source: Primary data

To find out the relationship between construction working women age and Health problem of construction women employees. Chi-square test is used to analyze the hypothesis "There is no relationship between construction working women age and Health problem of construction women employees"

Degree of freedom=(r-c) (c-1), Table value= 21.026, Calculate value= 20.2 Because the numerical value is less than the table value. The hypothesis "There is a relationship between construction working women age and Health problem of construction women employees" was accepted.

9.FINDINGS

- ❖ The study shows that 28% of respondents are over 35-45age group. 79 % of respondents were married. 65%of the respondents belong to the below 10,000 income group. 85% of respondents are nuclear family type.75% of the respondents are illiterate. 30% of the respondents face the health problem of Musculoskeletal.
- ❖ The study revealed that there is a correlation between construction working women age and Health problem of construction women employees.

10.SUGGESTIONS

- Government of India must take care about the facilities and problems of women and children working at construction sites
- The national bank that implements self-employment training should expand its services to rural areas to encourage women workers in the informal sector in self-employment training programs.
- Since women construction workers are working 24x7, the NGO has to conduct public health camp twice a year.

11. CONCLUSION

This document gives a clear picture of the problems of women workers in Tirunelveli district. The Constitution of India provides equal rights and opportunities for both sexes. The construction sector is under the unorganized sector of the economy. the problems of One of the major issues in contemporary social issues is women construction workers in the workplace. Majority of women construction workers face many difficulties such as lack of social security, low

wages, sexual harassment and gender discrimination. They work under unsafe environment or work culture.

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