

Socio-Economic Conditions of Women Workers in Building Construction Industry; With Special Reference to Karnataka

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Introduction

Women are the largest untapped reservoir of talent in the world (Hilary Clinton) and they are the real architects of society, women is the reason for every relationship therefore she has the capacity to lead us a more peaceful world with compassion, affection and kindness (Dalai Lama). According to 2019 world statistical data women population comprise the highest ever recorded share of 49.6% against men and acting multiple rolls of as grandmother, mother, wife, sister, daughter, daughter in law and so on. Women is compared to earth and rivers because she is the reason for every life, in Indian social system and mythological practices women will be respecting in the name of goddesses but at the same time girl infanticides is exist, sex ratio is below to the normal (933 females for every 1000 males according to 2011 censuses), sexually exploited, harassment in house and work place, rights are denied ect. The world economic forum 2018 report gives India has 113th rank in its global gender gap index. The global women's labor force participation rate at 48.5 per cent in 2018 is still 26.5 percentage points below the rate of their male counterparts where as India 27.21% (ILO), it has been some changes in the position and status of women in India over the years but these changes are alike. The main reasons for the low status and situation of women retained in lower grade are one and the same in all the era irrespective of the changes that have been taken place in the Indian society.

Indian Construction Industry

India will become the world's third major Construction Market by 2025 and thus the Infrastructure Sector is a key driver for the Indian Economy. It accounts for about 11 % of India as GDP and contributes to the national economy in addition by providing employment to the large number of people in the country. Growth drivers are as a result in general the expected urban housing scarcity of 18.8 Million residence units and in the rural India the scarcity is expected at 47.4 Million units in 2012. Relating to the Infrastructure in India, the current level is inadequate to meet the required of the existing urban population. Therefore a

renewal of urban areas in existing cities and the construction of new, inclusive smart cities are considered necessary due to a growing population and migration from rural to urban areas. In addition the Government pushes the increase by launching a new urban development mission to help building up 500 cities, which consist of cities with more than 100,000 and some cities of religious and tourist significance.

Next to agriculture the construction industry is the second biggest industry in India and the major direct and indirect creator of employment by hiring almost 40 million people and creating additional new jobs each year. The industry can be divided into three large segments which are like the real estate sector, residential and commercial building and infrastructure building it includes roads, railways, airport, power, etc. The industrial which comprises refineries, textiles, pipelines, etc. The real estate construction plays a vital role in creation of the industry booming and successful. According the recent report on the Indian building market, the sector will grow at a CAGR of 4.16% from now until 2021. It is an increase more than market growth seen in the earlier report period, 2012-2016, where the Indian construction industry expanded by 3.95%.

Women and Work

The subject of work and human development was dealt with in the 2015 *Human Development Report* (UNDP 2015), which renowned women's disadvantages, as well as in terms of work load, wage discrimination, opportunities and the safety of their privileges. These gaps need to be closed, for reasons that consist of positive impacts on intrahousehold allocations of resources when women increase access to gainful paid work and manage income. More than 80 percent of men in the four countries examined about participate in the labour market, although the share of women is approximately 30 percent. Only in Bangladesh, where the share of women is 61 percent, mostly in the garments sector and as migrant workers external the country. unexpectedly, women's labour force sharing in Sri Lanka is much lesser than Bangladesh, at 39 percent. In Bangladesh, women's labour force contribution has been a channel for women's empowerment, which might be reflected in health and education information with more encouraging leanings towards gender equality. Women in community have a exhibition effect as well, patriarchal norms are there and the creation of gender has not been fundamentally challenged, but a definite acceptability has grown in relative to women's roles, mobility and choice. Critical hurdles to women's empowerment during paid work continue, including wage inequity, double days, the burden of care and reproductive work, the glass maximum, an devastating absorption of women in repetitive and stressful work due to their 'nimble fingers', and be deficient in of access to training, recognition or other facilities.

Review of Literature

A.Barnabas, D.Anbarasu and P.S.Cliford, (2009), according to the researcher there is a huge pay gap between men and women worker, it ranges from Rs.51-160 per day no women exceeds Rs.160 and almost

Rs.100 less compared to men whose average pay is around Rs.71 to 250 and also many women workers are getting less wages that of government fixed minimum wages which is Rs.120 per day (Govt Gazette-2008), they also noticed that work disparities with men. According to the results of their study's, contractor and male workers opinions that female workers are lacking of physical strength and hydrophobia while working, and women cannot equate them with male therefore cannot give training to upgrade their skills, but the majority of the respondents in their study opinions that working women in all other professionals perform equally with men. If proper training is provided on masonry work women is able do better equal with male workers.(Barnabas, Anbarasu, & Clifford, 2009)

R.Singh (2014), according to researcher both men and women share equal responsibility in shaping the society but then women were exploited in every possible means, denied rights like accessing education and property, but with help and strong will women still fighting for their rights and injustice those damaging their image. Researcher has taken points from history as in where women rights were denied and its continuation, in the study it is mentioned how economist proved that educating women increases income of women and directly reflected in GDP, women empowerment etc. And for a sustainable democracy women should be allowed in employment (which in return create opportunity of health, security and maternity) and political arena, it is clearly evident that in today's society women participation especially in political sphere is very minimal though Universal declaration of Human rights 1948 enshrines equal rights for men and women then even still it's a mirage. Authors believe that letting women access their rights and with help of SHGs they can be given sufficient economic, educational awareness and accessibility through empowerment programs.(Singh, 2014)

Research methodology

1. Objective of the study

To study the Socio-economic conditions of women workers in building construction.

2. **Universe and sample size;** the four districts of Karnataka Bangalore, Bijapur, Uttara Kannada and Kolar the sample size is 382 units
3. **Type of research;** Descriptive research design
4. **Sampling;** Simple Random sampling

Data analysis and interpretation

This part of the study has provided a detailed picture on the socio-economic conditions of the respondents. The observations of the respondents have been presented in the following tables and graphs.

Table-1: Caste of the Respondents:

		Frequency	Percent
Valid	General	10	2.6
	SC	325	85.1
	ST	28	7.3
	OBC	19	5.0
	Total	382	100.0

Source: Primary Data.

The above table shows the caste of the respondents. It has been found that, majority of the respondents (85.1%) belong to the scheduled castes, 7.3% of the respondents belong to the scheduled tribes, 5% of the respondents belong to the other backward classes and a quite small portion (2.6%) of the respondents belong to the general category.

Table-2: Perceptions of the respondents towards the wage per day:

		Frequency	Percent
Valid	100-150	130	34.0
	151-200	153	40.1
	201-250	85	22.3
	251-300	14	3.7
	Total	382	100.0

Source: Primary Data.

The above table shows the perception of the respondents towards wage per day. It has been found out from the table that majority of the respondents (40.1%) have received a wage of rupees between 151-200 per day, 34% of the respondents have received a wage of rupees between 100-150 per day whereas, 22.3% of the respondents have received a wage of rupees between 201-250 per day and lastly, 3.7% of the respondents have received a wage of rupees between 251-300 per day.

Table-3: Perceptions of the respondents towards having own land:

		Frequency	Percent
Valid	Yes	75	19.6
	No	307	80.4
	Total	382	100.0

Source: Primary Data.

The above table shows the perception of the respondents towards having own land. It has been found out from the table that, majority of the respondents (80.4%) have they do not have own lands whereas, 19.6% of the respondents have their own lands.

Table-4 Perceptions of the respondents towards landless women will come to construction work:

		Frequency	Percent
Valid	Strongly agree	47	12.3
	Agree	304	79.6
	Undecided	6	1.6
	Disagree	11	2.9
	Strongly Disagree	14	3.7

Total	382	100.0
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Source: Primary Data.

The above table shows the perception of the respondents towards landless women coming to the construction work. It has been found out from the table that, majority of the respondents (79.6%) have agreed that landless women will come to the construction work, 12.3% of the respondents have strongly agreed that landless women will come to the construction work, 3.7% of the respondents have strongly disagreed with the question whereas, 1.6% of the respondents do not have any idea about landless women coming to the construction work.

Table-5: Perceptions of the respondents towards the total family income per month:

		Frequency	Percent
Valid	1000-3000	32	8.4
	3001-5000	94	24.6
	5001-7000	101	26.4
	7001-9000	58	15.2
	9001-11000	34	8.9
	11001-13000	20	5.2
	13001-15000	33	8.6
	15001-17000	6	1.6
	17001-21000	4	1.0
	Total	382	100.0

Source: Primary Data.

The above table shows the perception of the respondents towards the total family income per month. It has been found out from the table that, majority of the respondents (26.4%) have their total family income of rupees between 5001-7000, 24.6% of the respondents have their total family income of rupees between 3001-5000, 15.2% of the respondents have their total family income of rupees between 7001-9000, 5.2% of the respondents have their total family income of rupees between 11001-13000 whereas, only 1% of the respondents of the respondents have their total family income of rupees between 17001-21000.

Findings

1. It has been found that, majority of the respondents (85.1%) belong to the scheduled castes
2. majority of the respondents (40.1%) have received a wage of rupees between 151-200 per day, 34% of the respondents have received a wage of rupees between 100-150 per day whereas,
3. It has been found that, majority of the respondents (80.4%) have they do not have own lands
4. It has been found that, majority of the respondents (79.6%) have agreed that landless women will come to the construction work
5. It has been found that, majority of the respondents (50%) have their total family income of rupees between 3001-7000,

Conclusion

Women in the construction industry are involved only in unskilled labour. Their skill as a potential masons is yet to be recognize. Women could be empowered and it has been found that women should be empowered because of their socially backwardness, skills, good family maintaining habits, capability and their aptitude to work sincerely. The women are interested to be trained and are already carrying out some of the works of masons this may improve their social status and economical position. It is proposed that offering informal training and practice in construction sector to train by men workers could be extended to train women and empower.

