



A STUDY ON THE WORKING CONDITION OF WORKERS IN CONSTRUCTION INDUSTRY

Authors

Amrita Rai

Research Scholar
Department of Commerce & Business Management
Kolhan University

&

Dr. Sunita Bankira

Assistant Professor
Department of Commerce
The Graduate School College for Women,
Jamshedpur
Kolhan University

ABSTRACT

In order to elevate women's status in India, they must be able to provide for themselves financially. Women's employment is underlined for its potential to improve their economic and social position as well as to encourage their more active participation in family decision making. Women's ill health is a serious issue in the construction business since they are typically the only or main breadwinners in their families. The legal economy in India is far smaller than the unauthorised one. The main reasons why individuals look for work in the underground economy are poverty and unemployment. Women's engagement in India's formal and informal labour markets is essential. Women are disproportionately represented in the low-wage, unregulated sectors of the informal economy because of their lack of education, work experience, and marketable skills. Regardless of the specifics, employment conditions for women in the informal economy are far less favourable than in the formal economy. The location of a woman's place of employment in the manufacturing sector is crucial to her financial and social security. This study aims to better understand the economic position of women working in the construction business in the East Singhbhum region by focusing on the challenges these women experience on the job.

Keywords:- Women Worker, Working Condition, Unorganised Sector, Construction Sector.

INTRODUCTION

More than half of the estimated 30 million construction workers in India, the world's largest populous democracy, are women. Women who work in construction are mostly concentrated in the informal service economy. There is equal participation from men and women in this field. Now, women make about half of the workforce in the building industry. The majority of working women now hold low-skilled, part-time, or manual occupations. Digging holes, mixing cement, breaking stones, and transporting bricks, cement, sand, and water take up the vast amount of their time. The construction business accounts for 7% of all employment in the globe.

According to official data, the Indian construction industry is responsible for the yearly employment of almost 31 million people and the creation of assets worth more than. 200,000,000,000. The number of unorganised employees in this sector in India is second only to the agricultural sector. The construction sector in India increased its contribution to GDP from 6.1% in 2002-03 to 6.9% in 2006-07, or by factor cost, an increase of 10.7 percent. More than 16 percent of India's labour force relies on the construction industry's yearly revenue of more than 200 billion. This industry employs more than 31 million people. The shortage of labourers has become critical in the Indian building industry. The proportion of skilled workers in the construction business has dropped from 15.34% in 1995 to 10.57% in 2005, while the percentage of unskilled workers has risen from 73.08% to 82.45% over the same time period. Due to a lack of job and economic prospects, the construction worker force seems to be one of the most vulnerable parts of the unorganised sector. The primary sector of women's labour in Kerala has declined while the secondary and tertiary sectors have expanded.

OBJECTIVES OF THE STUDY

The objectives of the study are as follows:

- To study the socio economic and working condition of women workers.
- To study the working behavior of women workers in East Singhbhum District.
- To analyse the reason for wages discrimination to women workers.

RESEARCH METHODOLOGY

This report was written using a mix of primary and secondary resources. Fifty women working in construction in Jamshedpur, the district headquarters of East Singhbhum, supplied the study's core data. Information on the hazards to workers' health, problems on the workplace, and financial stability was collected in a methodical manner. The workers are often visited at lunchtime in order to evaluate the workplace environment. Secondary sources included the International Labour Organisation, the Economic Review, government documents, scholarly journals, and books. A simple percentage breakdown was used to understand the data.

DATA ANALYSIS AND INTERPRETATION

Table 1:- Demographic profile of women workers

Classification of Women Workers		Frequency	%
Age Group	Less than 23 years	10	20
	23-29 years	21	42
	29- 35 years	15	30
	Above 35 years	04	08
Educational status	Illiterate	09	18
	Primary	11	22
	Elementary	14	28
	Secondary	10	20

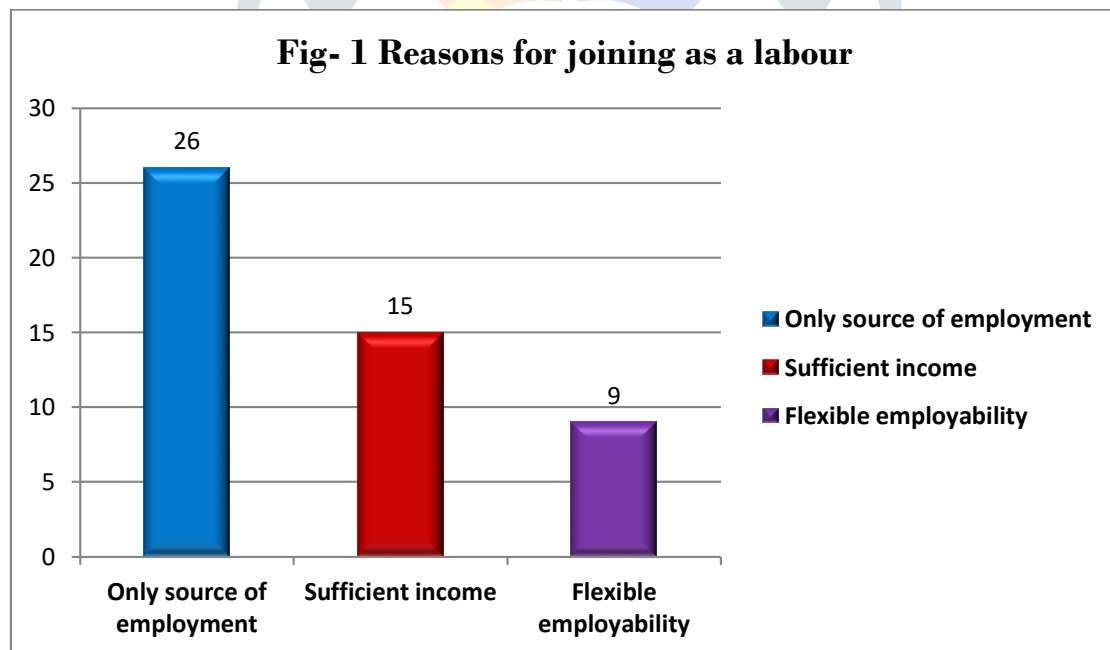
	Higher Secondary	06	12
Marital status	Married	18	36
	Unmarried	23	46
	Widow	09	18
Monthly Income	Below ₹ 6,000	12	24
	₹6,000-₹10,000	15	30
	₹10,000-₹14,000	13	26
	More than Rs. ₹14,000	10	20

Courtesy:- Primary Data

Table 2:- Reasons for joining as a labour

Particulars	Frequency	%
Only source of employment	26	52
Sufficient income	15	30
Flexible employability	09	18

Courtesy:- Primary Data



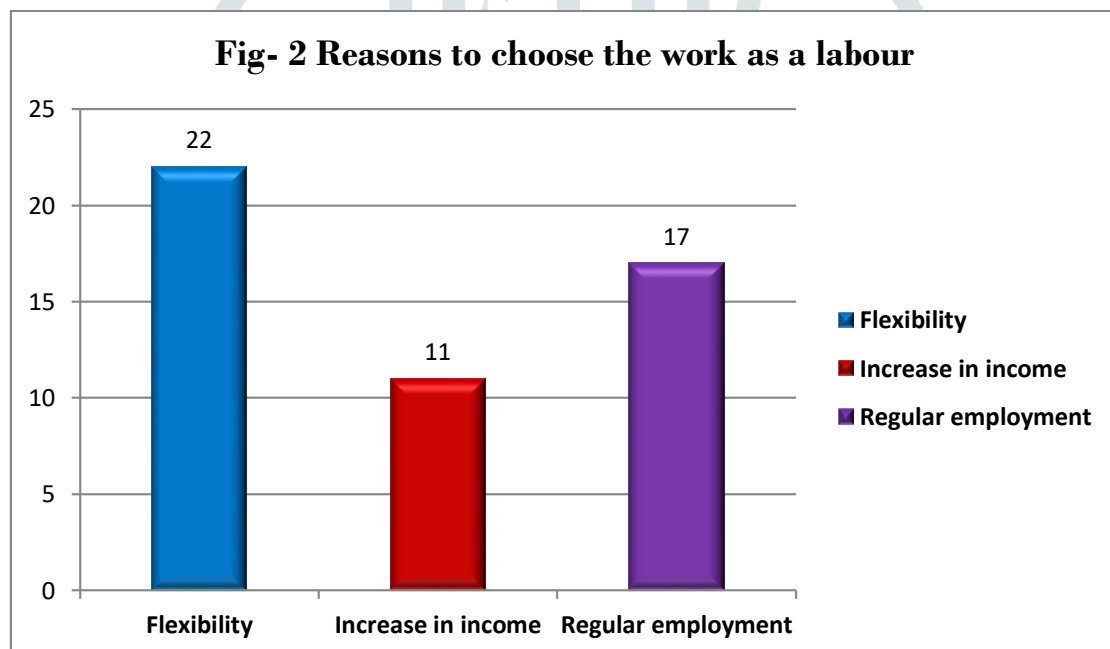
Women are facing two types of problem, family problem and working problem. Women have to earn money for their family. When women is not getting a sufficient job then they choose to work as a labour. In the above table 3 factors related to choose this job were analysed. Out of 50 women workers, 26 or 52% women worker argued that labour is the only source of employment for them, 15 or 13% women workers argued that they joining this job because it has given them sufficient income and 9 or 18% women workers argued that due to

flexible employability they have chosen to work as a labour. The analysis clear showed that maximum women labour for this research study join to work as a labour due to single source of employment.

Table 3:- Reasons to choose the work as a labour

Particulars	Frequency	%
Flexibility	22	44
Increase in income	11	22
Regular employment	17	34

Courtesy:- Primary Data

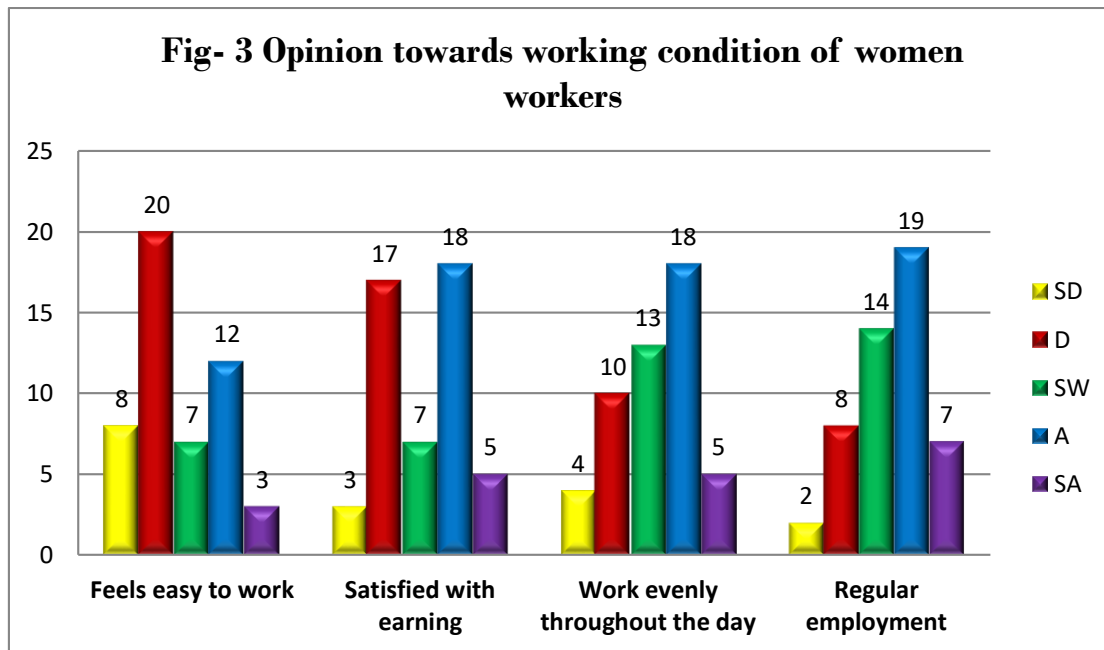


Many reasons forced women to do versatile work. The polled data showed that out of 50 women workers, 22 or 44% women workers choose this work due to flexibility nature, 11 or 22% women worker choose this work due to increase in income and 17 or 34% women workers choose this work due to regular employment. The analysis clear showed that maximum women labour for these research studies choose to work as a labour due to flexibility in nature. .

Table 4:- Opinion towards working condition of women workers

Particulars	SD	D	SW	A	SA
Feels easy to work	08	20	07	12	03
Satisfied with earning	03	17	07	18	05
Work evenly throughout the day	04	10	13	18	05
Regular employment	02	08	14	19	07

Courtesy:- Primary Data



The table is related to working condition available for women workers in construction sites. The four statements have chosen to demonstrate the working condition of women workers. The statement “feels easy to work” is analysed. As per the polled data of 50 women workers, 28(8 strongly disagree and 20 disagree) women workers stated that to work as a labour in various construction site is not easy, it’s a very difficult task for them, 7 women workers stated that some time is difficult to work and some time it easy to work as a labour in construction sites and 15(12 agree and 3 strongly agree) women workers stated that it is easy for them to work in construction site because they are doing easy task. The analysis showed that majority of women workers feels that it is difficult for them to work in construction site. The statement “satisfied with working” is analysed. As per the polled data of 50 women workers, 20(3 strongly disagree and 17 disagree) women workers stated that according to their work they are not satisfied with the earning they earn, 7 women workers stated that some time they satisfied and some time they are not satisfied with earning and 23(18 agree and 5 strongly agree) women workers stated that they are satisfied with their earning they earn. The analysis showed that more than half of women workers feel that they are satisfied with their earnings they earned. The statement “work evenly throughout the day” is analysed. As per the polled data of 50 women workers, 14(4 strongly disagree and 10 disagree) women workers stated that their working time is less than 6 hours means they are not working throughout the day, 13 women workers stated that some time working throughout the day and some time not

working throughout the day and 23(18 agree and 5 strongly agree) women workers stated that their working hour 8 hours or more than 8 hours in a day. The analysis showed that more than half of a women worker working throughout the day. The statement “regular employment” is analysed. As per the polled data of 50 women workers, 10(2 strongly disagree and 8 disagree) women workers stated that they didn’t get regular work it means they are working in different sites and not getting continuous work, 14 women workers stated that some time they getting regular work and some time not getting regular work and 26(19 agree and 7 strongly agree) women workers stated that they are getting continuous work in a single site. The analysis showed that more than half of a women worker getting regular work in a single site.

CONCLUSION

The modern period is a very competitive one. Raising staff effectiveness is essential for increasing productivity while minimising costs. Better work habits are crucial for optimising performance. If the aforementioned suggestions are adopted, there is little doubt that women's work behaviour in the research area will improve. It is not, however, only the responsibility of workers to improve their workplace. Employers, workers, and legislators all need to work together on this.

REFERENCES

1. Balaji, A., & Das. V. T. (2015). *Socio-economic conditions of house construction Workers in Vijayawada City. International Journal of Management and Social Sciences Research*, 4(12), 38-45.
2. Barnabas, A., Anbarasu D. J., & Paul S. C (2009). *A study on the empowerment of women construction workers as masons in Tamil Nadu, India. Journal of International Women’s Studies*, 11(2), 121-141.
3. Chanchu, C. T., & Cresida, C. T. (2012). *An evaluation of women construction workers. Indian Journal of Applied Research*, 1(6), 37-39.
4. Kalpana Devi, U. V. Kiran. *Status of female workers in construction industry in India: a review. IOSR Journal of Humanities and Social Science*. 2013; 14(4), 27-30.
5. www.ilo.org
6. www.labour.nic.n