

**SOCIO-ECONOMIC STATUS OF WOMEN LABOR IN CONSTRUCTION INDUSTRY,
GURUGRAM****Archna Saini, Dr. Kshama Sharma****Article Info****Abstract****Article History**Received: October
31, 2021Accepted: November
05, 2021**Keywords** Construction
Industry, Unskilled, women
labour, Socio-economic
condition.**DOI:**

10.52106/zenodo.564421

(ISSN:1068-3844)

The study has been carried out with women construction workers, working in the unorganized sector. The study aims to explore the socio-economic conditions of women labor, nature of their work, their working conditions, wage pattern, wage discrimination and other difficulties faced by them at their work place (Gurugram district). In order to assess the socio-economic status of women construction labour, 400 women construction labour were selected. The data for this study has been collected through both primary source and secondary source. The primary data was collected with the help of interview schedule and secondary data was collected from websites, journals and newspapers. The findings of the study show that majority of the migrant women are engaged in the construction industry and employed in unskilled and low paying jobs as coolies, labour and helpers. They were facing a lot of problems due to their weak socio-economic background.

Introduction

The construction industry plays the most crucial role in the country's social and economic development. It is very closely related to the economy of our country. Construction is an important part of the industrial development and infrastructure of any country. Through its divisive and forward relation with other related industries such as cement, the construction industry catalyzes the generation of various services in the nation. Construction can be divided into three segments: Building industry, civil engineering and mechanical construction.

The activities mainly concerned with creating and repairing the buildings of all types are called building industry. The construction work relating to roads, bridges, tunnels, sea defenses are included in civil engineering. Mechanical construction refers to the construction of plants and equipment involving metallic and electrical inputs.¹(PLD)

In India, women employees make for around one-fifth of the overall economic operation of the total workforce. The core of industrial growth is building construction. It is one of the leading sectors with 10 percent of growth per annum in India. In this industry, females are mainly unskilled workers and suffer significant work-related problems such as gender discrimination, dysfunctional working relationships, sexual harassment, and lower wages. Their abilities are not acknowledged, and they are only allowed to do various types of tasks like cleaning building sites, carrying bricks, gravel, mortar and water up to the masons and carpenters. They are not upgraded from unskilled to skilled workers as

¹PLD. "Advisory, Conciliation and Arbitration Service." *Industrial Law Journal*, vol. 5, no. 1, 1976, doi:10.1093/ilj/5.1.185.

compared to males. This mindset has led to gender discrimination in this sector for work allocation.²(Baruah)

Women find the most significant source of employment opportunities in the unorganized sector. Most women work for fewer wages because of illiteracy, poverty, ignorance, and less or no skills. In most unorganized sectors, women work as helpers in educational institutions, hospitals, hotels, tobacco industries, factories, offices, supermarkets, shops etc. They also work as street vendors, construction workers, maids in households, maids in hotels and canteen, cleaners and sweepers in the institutions, etc.³(Maheswari)

Women labour in construction industry

In India, a large group of female unskilled labour work in rural area as agriculture labour and as the season ends, they shift to the construction industry. The building construction sector plays a key role in providing financial support to the unskilled labour, particularly women labour. The working conditions of women labor in construction are important to assess the gender role in this sector and to find out the conflicts between access and sexism between good and bad employment for building workers.

Although the number of women in this sector is relatively high, the proportion of women's work is significantly less. Construction industry is becoming a way to entering a city for the underdeveloped area's labour. It is worth noting that besides working as construction labourers, these women also have additional responsibility towards home functions of children's care, food, fuel and water procurement, cooking and cleaning and many more such tasks.

Review of Literature

Maheswari, (2020) Most women start their working /employment life in the unorganized sector. These women have to work long hours in the unorganized sector's poor working conditions and also work in the house raising their children and doing domestic chores without any help from the male gender. Women find the biggest source of employment opportunities in the unorganized sector. Most women work for fewer wages because of illiteracy, poverty, ignorance, and less or no skills. The unorganized sector provides opportunities to generate employment and earn money for socially backward women in the city. The women laborers from in and around the city engage themselves in this sector to generate income. Though the unorganized sector provides low income to the women laborers, it is the source for the living of the women laborers. This research has been undertaken to learn the social-economic position of female laborers in the unorganized sector.

Maneesh and Jasna, (2017) The study aims to understand the social & economic status of female construction laborers and to find out the difficulties of women working in the district of Kannur. A sample size of fifty females was chosen using a random sampling approach from the district. A well-structured timetable was provided for responses. The interpretation of the data was based on simple

²Baruah, Bipasha. "Gender and Globalization: Opportunities and Constraints Faced by Women in the Construction Industry in India." *Labor Studies Journal*, 2010, doi:10.1177/0160449X08326187.

³Maheswari, N. *A Study On The Socio Economic Status Of Women Labourers In The Unorganized Sector In Trichirappalli City Corporation*. No. 2, 2020.

percentage and regression analysis. The study reveals that 100% of the laborers face health-related problems and 82% experience financial problems and 30 % of the labor has other issues like lack of sanitary facilities, drinkingwater, and wage issues. Muscle discomfort, allergies, cough, asthma, and other health issues are common among the employees. Approximately 8% of workers are affected by all of these issues. . Approximately 86 percent of female construction workers believe that doing construction work has enhanced their social position.

Objective of the study

The specific objectives of the study are as follow-

1. To study the socio-economic background of women laborers in the construction industry.
2. To analyze the wage rates, workings conditions and explore the major issues faced by female laborers in construction industry.

Hypothesis

The null hypothesis: There is significant association between socio-economic status and working conditions of women construction labor.

The alternative hypothesis: There is no significant association between socio-economic status and working condition of women construction labor.

Data and Methodology

The researcher used the descriptive design for this study. The researcher is interested in studying about women construction workers. The research purpose is to describe the socio-economic status of women construction workers. A sample of 400 women construction workers in Gurugram district were selected for this study. The study is based on the primary data and secondary data. Primary data has been collected from respondents with the help of an interview schedule and secondary data has been collected from journals, govt. reports, websites and newspapers.

Method of Data Analysis

The data collected from primary sources was subjected to appropriate analytical techniques to arrive at meaningful conclusions. To test the hypotheses, the following statistical tools were used to analyze the data.

Percentage analysis method- To examine socio-economic status and working conditions percentage analysis has been used. Percentage analysis helps us comprehend and compare valuable data. It represents the useful information in the easiest way. It helps to get an overview of the outcome generated from the gathered information. Graphs are often utilized to make the percentage analysis more visually effective.

$$\text{Percentage} = \left(\frac{\text{Value}}{\text{Total Value}} \right) \times 100$$

ANOVA- A one-way ANOVA is used to learn about the connection between dependent and independent variables when there are three or more data groups.

IBM SPSS version 26.0 was used for all statistical methods.

$$F = \frac{MSE}{MST}$$

F=ANOVA coefficient

MST=Mean sum of squares due to treatment

MSE=Mean sum of squares due to error

Data Analysis and Interpretation:

Socio-economic background of the respondents

The socio-economic background of the respondents is essential to understand the background of their life. The selected labourers were asked questions related to their age, religion, caste, education, marital status, category of work, working hour, wages, wage discrimination etc.

Age Composition – Women workers were classified into three age groups which are depicted in

Table-1

Number of Respondents in different age groups		
Age group	Frequency	Percentage
15-25	140	35.0
25-35	224	56.0
35-45	36	9.0
Total	400	100.0

Source : Primary Data

Table-1 depicts the frequency and the percentage of the age of the respondents. The number of female labour in the age group of 15-25 years is 140 which is 35% of the total number of respondents. The respondents in the age group 25-35 years and 35-45 years is 224 (56%) and 36 (9%) respectively. Hence, we can interpret that the women of age group range between 20-30 years of age are having a majority in the construction site.

Religion

Table 2

Religion of Respondents		
Religion	Frequency	Percent
Hindu	235	58.8
Muslim	159	39.8
Sikh	6	1.5
Total	400	100.0

Source : Primary Data

The table-2 reflects the frequency and the percentage for the religion of the respondents. If we talk about the Hindu religion, the frequency is 235 and the percentage is 58.8, for Muslim religion frequency is 159 and the percentage is 39.8 & for the Sikh religion frequency is 6 and the percentage is 1.5. Hence the majority of the women construction labour in the sample, in the study, belongs to Hindu religion.

Caste

Table 3

caste		
Category	Frequency	Percent
General	5	1.3
SC	173	43.3
ST	212	53.0
OBC	10	2.5
Total	400	100.0

Source: Primary Data

Table-3 reflects the frequency and the percentage for Caste of the respondent. In General Category, the frequency is 5 and the percent is 1.3%, for the SC category, frequency is 173 and the percentage is 43.3%, for the ST category frequency is 212 and the percentage is 53.0% and for the OBC category, the frequency is 10 and the percentage is 2.5. These findings clearly indicate that the SC and ST community women are more involved in the construction sector than other communities.

Marital Status

Table 4

Marital status		
Marital Status	Frequency	Percent
single	105	26.3
married	245	61.3
widow	50	12.5
Total	400	100.0

Source: Primary Data

Table-4 shows the frequency and the percentage for Marital Status of the respondents. In case of single status women, their frequency is 105 and the percentage is 26.3%, married women have a frequency of 245 and the percentage is 61.3%. The women, who are widow, show a frequency of 50 and the percentage is 12.5%. The majority of women laborers who work at a construction site are married.

Education**Table 5**

Education		
Education	Frequency	Percent
Illiterate	289	72.3
primary	107	26.8
matric	4	1.0
Total	400	100.0

Source : Primary Data

Table-5 shows the educational status of the women construction labour. The frequency and the percentage for the education of respondent in case of illiterate women is 289 and is 72.3. The women who have studied till Primary- their frequency is 107 and the percentage is 26.8 and the women who have studied till Matric has a frequency of 4 and the percentage is 1.0. The majority of the women labour was illiterate in the study area.

Type of Labor**Table 6**

Type of labor		
Category	Frequency	Percentage
Permanent	196	49.0
Temporary	204	51.0
Total	400	100.0

Source : Primary Data

Table-6 shows the frequency and the percentage for the type of labor. The labor who comes in category of Permanent labour have a frequency of 196 and their percentage is 49. The temporary labour shows the frequency of 204 and the percentage as 51.0. It can hence be interpreted that women laborers who are temporary are slightly more than the permanent labour.

Category of work**Table 7**

Category of work		
Category	Frequency	Percent
Brick Handling	110	27.5
Material supply	107	26.8
Watering/curing	81	20.3
Breaking jalli	47	11.8
Mall Mixing	55	13.8

total	400	100.0
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Source: primary data

Table-7 depicts the frequency and the percentage for the category of work. The women who perform brick handling work, their frequency is 110 and the percentage is 27.5. Women who perform material supply work, their frequency is 107 and the percentage is 26.8, women who do watering/curing work show a frequency of 81 and the percentage of 20.3, the women who are involved in Breaking Jalli have a frequency of 47 and the percentage of 11.8. In case of mall mixing work, their frequency is 55 and the percentage is 13.8. The majority of women labours perform brick handling work.

Working hour**Table 8**

Working hour		
Hours	Frequency	Percent
Nine hrs	152	38.0
more than 9hrs	151	37.8
Less than 9 hrs	97	24.3
Total	400	100.0

Source: primary data

Table-8 shows the frequency and the percentage for working hour. The women who work Nine hour have a frequency of 152 and the percentage is 38.0, the women who work more than 9hrs, the frequency is 151 and the percentage is 37.8 and the ones who work for less than 9 hrs show frequency of 97 and the percentage of 24.3. Hence, we can interpret that, the majority of the women labour work for 9 hours.

Remuneration for overtime**Table 9**

Remuneration for overtime		
Response	Frequency	Percent
yes	314	78.5
no	86	21.5
Total	400	100.0

Source: Primary Data

Table-9 shows the frequency and the percentage of remuneration for overtime. The women who get remuneration for over time have a frequency of 314 and the percentage is 78.5 and those who do not get remuneration for overtime show the frequency of 86 and the percentage of 21.5.

Wage of the Respondents**Table 10**

Wages (Rs)	Frequency	Percentage
400/day	90	22.5
450/day	197	49.25
500/day	113	28.25

Source: Primary Data

The wages given to the women labourers per day varies from place to place and the work site . Table 10 show that out of 400 respondents,22.5 percent of the women labour received the wages of Rs.400 per day. 49.25 percent of the women labour received the wage of Rs. 450 per day. Only 28.25 percent of the women labour received a wage of Rs.500 per day.

Discrimination in wage**Table 11**

Wage Differences	Frequency	Percentage
Wage discrimination exist	400	100
No wage discrimination	0	0
Total	400	100

Source: Primary Data

Table 11 shows that all the respondents agree that wage discrimination on the basis of gender exists in the construction industry.

Causes of poor working condition**Table 12**

causes	Frequency	Percentage
Bad management	195	48.8
High stress work environment	112	28.0
Bullying behaviour	93	23.3
Total	400	100

Source: Primary Data

Table-12 depicts the frequency and the percentage for the main causes of poor working conditions. The women who think that Bad management is the reason for poor working condition show frequency of 195 and the percentage of 48.8. High-stress work environment frequency is 112 and the percentage is 28.0 and the bullying behavior has a frequency of 93 and the percentage of 23.3. Hence, we can conclude that, majority of the women laborers consider that Bad Management is the reason for poor working conditions

ANOVA Test to find out the association between socio-economic status and working condition of women labour.

ANOVA Test on Socio-Economic status& Working Conditions of Respondents

ANOVA Test				
	Mean Square	F	Sig.	Composite result
Category of work	98.185	86.944	0.000	H1: There is a significant association between problems faced by women laborers in the
Working hours	24.457	57.625	0.000	
Number of breaks during work hours	0.000	17.538	0.01	

				construction industry and their socio-economic conditions.
satisfaction with the duration of working hours	0.287	1.694	0.168	No significant association
Basis of salary paid	4.653	25.339	0.000	Significant association
Interference in fulfillment of home & family responsibilities due to work schedule	16.435	129.628	0.000	
Minimum wages fixed by the government	3.333	15.538	0.000	
Type of labour	3.791	16.946	0.000	

The above table shows the association between socio-economic status & working conditions of the women laborers through ANOVA test. In case of Category of work the F value is 86.944 and the significance value is 0.000. It's a significant value because the sig. value is less than 0.05 (significant level). Working hour F value is 57.625 and sig value is 0.000 which is a significant result. Number of breaks during work hours F value is 17.538 and the sig value is 0.01 which is again a significant result. Satisfaction with the duration of working hours F value is 1.694 and the sig value is 0.168. It's not a significant result. In case of 'Basis of salary paid' F value is 25.339 and the sig value is 0.000. The result is significant because the sig value is less than 0.05. Interference in fulfillment of home & family responsibilities due to work schedule, F value is 129.628 and the sig value 0.000 which is a significant result. Minimum wages fixed by the government F value is 15.538 and the sig value is 0.000 which is a significant result. For the type of labour, the F value is 16.946 and the sig value is 0.00. Result of the study shows that there is significant association between socio-economic status and working condition of women labour. So we accept the null hypothesis.

Conclusion

The study has found that majority of the respondents fall in the age group of 20-30 year of age and most of them (72.3 percent) are illiterate. 61.3 percent of the respondents are married and maximum sample respondents are from Hindu religion. Most of these respondent receive their wages weekly. All sample respondents agree that wage discrimination between men and women exists in construction industry. They face a lot of problems due to their weak socio-economic background. The constitution of India provides equal right and opportunities to both the genders. The problems of women construction labour in the work place are one of the major issues in the contemporary social issues.

Majority of the women construction labour are facing lots of difficulties like low wages, wage discrimination, ignorance, small and scattered size of establishment, bad management on construction site etc. They are working under unsecured environment.

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