



A Study On Problem Faced By The Women Workers In The Unorganised (construction) Sector In Trichy District

KEYWORDS

Women Workers, Unorganized sector, Construction sector

M. Keerthana

M. Phil., Scholar
Bishop Heber College (Autonomous), Tiruchirappalli

Dr. J. GODWIN PREM SINGH

Assoc. Prof of Social Work, Bishop Heber College
(Autonomous), Tiruchirappalli

ABSTRACT

An Unorganized Sector can be defined as the sector where the elements of the Organized Sector are absent.

The landscape of the unorganized sector becomes synonymous with the kaleidoscope of unregulated, poorly skilled and low-paid workers. At present scenario, women workers also equally working in the unorganized sectors like construction work, agriculture, textiles, and domestic work etc. Construction sector comes under unorganized sector of an economy. 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 workers who are working in the construction sector and how they are facing problems in the work place. Majority of the women constructive workers are facing lots of problems like absence of social security, low wages, sexual harassments, gender discrimination, unhygienic habits etc. Researcher adopted "Descriptive Research Design". Data was collected from 30 women workers in Trichy District. The researcher has 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 unorganized women worker's problem will be discussed in the full paper.

INTRODUCTION

National Commission on Labor (1966-69) has defined unorganized labour as those who have not been able to organize themselves in pursuit of common objectives on account of constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishments and position of power enjoyed by employers because of nature of industry. The unorganized sector has no such clear-cut employer-employee relationships and lacks most forms of social protection. Having no fixed employer, these workers are casual, contractual, migrant, home based, own-account workers who attempt to earn a living from whatever meager assets and skills they possess. 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.

Construction workers are the backbone of the economy as they create the infrastructure necessary for industrial growth. In a globalizing economy, it is they who are constructing the new economy. India's three crore construction workers are literally the builders of modern India. They contribute in infrastructural development of India by building the roads and highways, the railway tracks and airports and ports, the IT cities, the call centre's and mega malls that are creating new forms of wealth today. It is they who are laying the cables for a rapidly expanding country-wide telecommunications network that connect the vast sub-continent and make India one country, to shorting the distance and supporting the business actively in order to upgrade the economic development.

MAJOR CHARACTERISTICS OF THE UNORGANIZED WORKERS:

- As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of

employment.

- The workplace is scattered and fragmented.
- There is no formal employer – employee relationship
- In rural areas, the unorganized labour force is highly stratified on caste and community considerations. In urban areas while such considerations are much less, it cannot be said that it is altogether absent as the bulk of the unorganized workers in urban areas are basically migrant workers from rural areas.
- The unorganized workers do not receive sufficient attention from the trade unions.
- Inadequate and ineffective labour laws and standards relating to the unorganized sector.

PROBLEMS OF WOMEN WORKERS IN CONSTRUCTION SECTOR

LOW WAGES

Wage discrimination is the common phenomena in Indian economy. In construction sector, also females are paid less than male. In our observation we found that wages of a female worker was Rs. 40 per day less than a male worker. The ongoing per day wages of a female workers was Rs. 80 and a male worker was Rs. 120. In house construction activity, male and female unskilled workers doing near about the same work; yet female workers got 30% less wages than male workers.

EXPLOITATION

Working women are always in danger of physical and economical exploitation by their male co-workers. Physically females are supposed to be gentle and weaker than males.

FAMILY PROBLEMS

Women are playing multiple role in the society. Hence, they are also facing multiple problems. Every member in a family expects a lot from women. As expectation increases number of family problems increases. Domestic violence, betting, and divorce etc. are the general family problems, which occurs only with women. All these family problems put female workers into trouble.

IGNORANCE AND ILLITERACY

Most of the female construction workers are illiterate. Some of them are totally illiterate and some only know 3 R's i.e. Reading, Writings and Simple arithmetic. They doesn't know the government rules and regulations as well as working conditions. They are very ignorant about market conditions as well as ups and downs in their wage rates. As they are scattered in nature they are totally helpless in pursuit of their common interest. Ignorance and illiteracy are the prime obstacles in the progress of working women.

REVIEW OF LITERATURE

Saran and Sandhewar (1990) studied the problems of women workers engaged in unorganized sector. It was revealed by their study that the women were exploited, low paid, worked for long hours i.e. 14-16 hours in case of migrants and 8-10 hours in case of local workers. There prevailed mass illiteracy, belonged to scheduled castes, scheduled tribes and backward classes and indebtedness was common. Further, rebuking, cheating, threatening, beating and sexual abuses were a common feature reported by women working in unorganized sector.

Unni (1989) concluded in his study that female workers had to bear the work burden the most and they remained still the most disadvantaged class of workers. They put in at least 12-14 hours of work every day but their economic activities were not fully recognized, counted and included in the national product, though women's work included many activities which lead to the economic gain of the household.

RESEARCH METHODOLOGY

AIM OF THE STUDY

The aim of this study is to assess the level of problems faced by the women workers in the unorganized (construction) sector in Trichy District.

OBJECTIVES

- To study the socio - demographic characteristics of the women workers.
- To identify the problems faced by the women workers in the construction work.
- To analyze the factors of problems faced by the women workers in the construction work.

HYPOTHESES

- There is a significant relationship between problems faced by the women workers and their age.
- There is a significant difference between problems faced by the women workers and their type of family in the construction work.

RESEARCH DESIGN

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 problem faced by the women workers in the construction sector.

UNIVERSE AND SAMPLING

The Universe for this research study were taken from the Tiruchirappalli. In this study the researcher adopted the census method. The Universe is 30.

The Total Universe were taken for the research data collection as a respondents.

TOOLS OF DATA COLLECTION

The researcher has collected data with the help of self prepared Interview schedule

RESULTS

DISTRIBUTION OF RESPONDENTS BY THEIR AGE.

| S.NO | AGE (YEARS) | NO. OF RESPONDENTS (NO:30) | PERCENTAGE (100%) |
|------|-------------|----------------------------|-------------------|
| 1 | 21-30 | 10 | 33.33 |
| 2 | 31-40 | 11 | 36.67 |
| 3 | 41-50 | 6 | 20 |
| 4 | 51-60 | 3 | 10 |

The table depicts that the nearly one fourth 36.67 (percent) respondents were the age group of 31-40 years; again the nearly one fourth 33.33 (percent) respondents were the age group of 21-30 years; the one fifth 20 (percent) respondents were the age group of 41-50 years and the 10 (percent) respondents were the age group of 51-60 years.

DISTRIBUTION OF RESPONDENTS BY THEIR EXPERIENCE

| S.NO | EXPERIENCE (YEARS) | NO. OF RESPONDENTS (NO:30) | PERCENTAGE (100%) |
|------|--------------------|----------------------------|-------------------|
| 1 | 0-10 | 27 | 90 |
| 2 | 11-20 | 2 | 6.67 |
| 3 | 21-30 | 1 | 3.33 |

The table explains that the majority 90(percent) respondents were the experience group of 0-10 years; less than one fifth 6.67(percent) respondents were the experience group of 11-20 years and less than one fifth 3.33(percent) respondents were the experience group of 21-30 years.

DISTRIBUTION OF THE RESPONDENTS BY THE PROBLEM FACED BY THE WOMEN WORKERS IN THE CONSTRUCTION WORK

| S.NO | PROBLEM FACED BY THE WOMEN WORKERS | NO. OF RESPONDENTS (NO:30) | PERCENTAGE (100%) |
|------|-------------------------------------|----------------------------|-------------------|
| 1 | PHYSICAL FACTOR HIGH LOW | 5 25 | 16.67 83.33 |
| 2 | PSYCHOLOGICAL FACTOR HIGH LOW | 2 28 | 6.67 93.33 |
| 3 | ECONOMICAL FACTOR HIGH LOW | 2 28 | 6.67 93.37 |
| 4 | SOCIAL FACTOR HIGH LOW | 11 19 | 36.67 63.33 |

The above table describes the problem faced by the women workers in the construction sector as a four dimensions regarding the categories of high and low level of distribution.

Regarding the high level of problem faced by the women workers in the construction sector shows that the physical factor 16.67 (percent), psychological and economical factors are same as 6.67(percent) and social factor 36.67 (percent).

Regarding the low level of problem faced by the women

workers in the construction sector shows that the physical factor 83.33 (percent), psychological and economical factors are same as 93.37 (percent) and social factor 63.33 (percent).

KARL PEARSON'S CO-EFFICIENT OF CORRELATION BETWEEN AGE OF THE RESPONDENTS AND FACTORS OF PROBLEM FACED BY THE WOMEN WORKERS IN THE CONSTRUCTION WORKERS

| S.NO | VARIABLE FACTORS | CORRELATION VALUE | STATISTICAL INFERENCE |
|------|----------------------|-------------------|---------------------------|
| 1 | PHYSICAL FACTOR | 0.423 | P<0.05 Not Significant |
| 2 | PSYCHOLOGICAL FACTOR | 0.208 | P>0.05 Significant |
| 3 | ECONOMICAL FACTOR | 0.345 | P>0.05 Significant |
| 4 | SOCIAL FACTOR | 0.270 | P>0.05 Significant |

The tables depicts that there is a significant relationship between the variable factors of problem faced by the women construction workers and the age of the respondents with the regard of psychological factor value of 0.208, economical factor value of 0.345 and social factor value of 0.270. And there is no significant relationship between the variable factors of problem faced by the women construction workers and the age of the respondents with the regard of physical factor value of 0.423.

't' TEST BETWEEN THE TYPE OF FAMILY OF RESPONDENTS AND THE FACTORS OF PROBLEM FACED BY THE WOMEN WORKERS IN THE CONSTRUCTION WORKERS

| S.NO | TYPE OF FAMILY | MEAN | S.D | STATISTICAL INFERENCE |
|------|--------------------------------------------------------|------|-------|------------------------------------------------------------------------------|
| 1 | PHYSICAL FACTOR JOINT FAMILY NUCLEAR FAMILY | 5.00 | 0.877 | t= 2.285, df= 28 P >0.05 Significant |
| | | 4.19 | 1.047 | |
| 2 | PSYCHOLOGICAL FACTOR JOINT FAMILY NUCLEAR FAMILY | 4.79 | 0.699 | t= 1.480, df= 28 P >0.05 Significant |
| | | 4.38 | 0.806 | |
| 3 | ECONOMICAL FACTOR JOINT FAMILY NUCLEAR FAMILY | 4.79 | 0.802 | t= 1.480, df= 28 P >0.05 Significant |
| | | 4.38 | 0.719 | |
| 4 | SOCIAL FACTOR JOINT FAMILY NUCLEAR FAMILY | 5.36 | 0.745 | t= 1.510, df= 28 P >0.05 Significant |
| | | 4.94 | 0.772 | |

The table describes that there is a significant difference between the type of family of the respondents and the factors

of problem faced by the women workers in the construction workers with regard of physical factor value of t= 2.285, psychological factor value of t= 1.480, economical factor value of t= 1.480 and social factor value of t= 1.510. The researcher found that the calculated values of factors are more than the table value at 5% significant level. Since the calculated value is more than the table value is inferred that there is a signification difference between the type of family of the respondents and the factors of problem faced by the women workers in the construction workers.

FINDINGS

Majority 36.67 (percent) respondents were the age group of 31-40 years.
Majority 90(percent) respondents were the experience group of 0-10 years
Majority 36.67 (percent) respondents perceive high level of problem faced by the women workers in the construction sector in social factor
Majority 93.37 (percent) respondents perceive low level of problem faced by the women workers in the construction sector in psychological and economical factors.
There is a significant relationship between the variable factors of problem faced by the women construction workers and the age of the respondents.
There is a significant difference between the type of family of the respondents and the factors of problem faced by the women workers in the construction workers.

SUGGESTION

Majority of the respondents perceive the high level of social factor that means they facing problems socially in the work place. It is because of temporary work, social exploitation and poverty. The higher superiors can give equal support to the women workers and increment in their everyday wages. They also attaining little bit problem in psychological factor because of work stress and in that they can also be relax by chatting with their family or going out at week end. To reduce the work stress in the work place, they can also work by listening songs or singing songs etc. It will reduce the stress in the work place. Increment in the everyday wages will also reduce the economical problems of the respondents. The superiors and male co workers can motivate the women workers in the workplace to reduce the problem faced by the women workers in the construction sector.

CONCLUSION

The problems of women construction worker in the workplace are one of the major issues in the contemporary social problems. It has various factors to know the problems faced by the women construction workers. This is the time to give awareness about the problems of women construction workers rather than organized workers/professionals. When these levels of factors are equalized, then automatically the problems will be reduced. Their standard of living will also be increased with betterment life. The study was made in Trichy District where construction work was held.

REFERENCE

Dr. Vandana Dave (2012). Women workers in Unorganised Sector. Research Officer, Women's Studies Research Centre, Kurukshetra University, Kurukshetra. WOMEN'S LINK, VOL. 18, NO. 3 | Saran, A.B. and Sandhewar, A.N 1990, "Problems of Women Workers in Unorganised Sector (Brick Klines, Quarries and Mines of Bihar and West Bengal)", Northern Book Centre. | Unni, Jemmol 1989, "Changes in Women Employment in Rural Areas 1961-81", Economic and Political Weekly, pg. 23. | Visva Bharathi 2013. Key labour Issues in the Unorganised Sector of Birbhum, West Bengal".