



A STUDY ON FACTORS INFLUENCING WOMEN WORKERS TO GO FOR CONSTRUCTION WORK – WITH SPECIAL REFERENCE TO TIRUNELVELI DISTRICT

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ABSTRACT

The main aim of the study is to identify the personal factors and motivational factors influencing the women workers to go for construction work and analyse the social factors and economic factors influencing the women workers to go for construction work. The factors influencing women workers to go for construction work were measured using four factors: personal factors, social factors, economic factors and motivational factors; their perceptions were measured using five point scale, ranging from 1= "Strongly Disagree"; 2= "Disagree"; 3= "Moderately"; 4= "Agree"; and 5= "Strongly Agree". Descriptive analysis was used to determine the factors influencing women workers to go for construction work. So, the mean scores were computed.

The present study is descriptive in nature which describes the factors influencing the women workers to go for construction work. 150 women construction workers were selected. It is concluded that income is sufficient to support family and able to save little amount for future are the important economic factors influencing to go for construction work among the women construction workers who belong to number of dependents of upto 2 members. The study reveals that standard of living improved and able to borrow at the time of emergency are the important economic factors influencing to go for construction work among the women construction workers who belong to number of dependents of above 5 members. The women workers need the safeguard for their life and also getting a maximum benefit from their work this is because to support their family and children.

KEY WORDS: Women Construction Workers, Construction industry, Social factors and Motivational factors

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INTRODUCTION

The construction sector has the largest number of unorganised labourers in India next only to agricultural sector. Women form half the workforce and by choice or by design they are not allowed to acquire specific skills that may

enable them to become masons. Women join as unskilled workers and remain unskilled till the end of their working life span. Traditionally Indian women had been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing



cost of living has made them to go out and choose careers. In a patriarchal society like India it is still believed that a man is the primary bread winner of his family not women. Although Indian women have started working outside their homes but still they have a long way to go both culturally, socially and economically, to bring in positive attitudinal changes in the mind-set of people.

STATEMENT OF THE PROBLEM

The risk involved in construction work is very high particularly for women workers who have to climb great heights with the load on their heads. Accidents involving simple injury occur almost every day, while fatal accidents occur occasionally. The major cause of accidents is falling from great heights, falling of heavy objects or collapsing of ladders. Long working hours, lack of proper nourishment, lack of safe drinking water are some of the occupational hazards due to which women are not being able to work for longer periods. Safety risks, health hazards, low wages, poor working conditions are some of the problems faced by the women labourers. They are not aware of their legal rights ensured by the Government. The study intends to analyze the factors influencing the women workers to go for construction work.

OBJECTIVES OF THE STUDY

- ✓ To identify the personal factors and motivational factors influencing the women workers to go for construction work
- ✓ To study the social factors and economic factors influencing the women workers to go for construction work

HYPOTHESES

H₀: There is no significant difference in personal factors influencing to go for construction work among different age group of women construction workers in Tirunelveli District

H₀: There is no significant difference in social factors influencing to go for construction work among different marital status of women construction workers

H₀: There is no significant difference in economic factors influencing to go for construction work

among women construction workers belong to number of dependents in Tirunelveli District

H₀: There is no significant difference in motivational factors influencing to go for construction work among different educational qualification of women construction workers in Tirunelveli District

METHODOLOGY

The factors influencing women workers to go for construction work were measured using four factors: personal factors, social factors, economic factors and motivational factors; their perceptions were measured using five point scale, ranging from 1= “Strongly Disagree”; 2= “Disagree”; 3= “Moderately”; 4= “Agree”; and 5= “Strongly Agree”. Descriptive analysis was used to determine the factors influencing women workers to go for construction work. So, the mean scores were computed.

The present study is descriptive in nature which describes the factors influencing the women workers to go for construction work. As the population is infinite, the researcher had used the non-probability sampling and adopted convenient sampling method for collecting the sample. 150 women construction workers were selected.

ANALYSIS AND INTERPRETATION

Personal factors influencing to go for construction work among different age group of women construction workers

In order to find out the significant difference in personal factors influencing to go for construction work among different age group of women construction workers, ‘ANOVA’ test is used with the null hypothesis as, “**There is no significant difference in personal factors influencing to go for construction work among different age group of women construction workers in Tirunelveli District**”. The result of ‘ANOVA’ test for personal factors influencing to go for construction work among different age group of women construction workers is presented in Table 1.

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Table 1
Personal factors influencing to go for construction work among different age group of women construction workers

Personal factors	Age Group (Mean Score)					F Statistics
	Below	20-30	31-40	41-50	Above	



	20 years	years	years	years	50 years	
Easy job opportunity and availability	4.4575	4.1346	4.0682	3.9231	3.7381	1.903
More scope for construction sector	4.1346	4.1250	4.0455	3.9615	3.6119	2.893*
No other job	4.0625	4.0192	4.2727	3.9519	3.6595	3.107*
Sufficient breaks during working hours	4.0000	3.7577	3.6558	3.5643	3.5318	3.078*
No need of educational qualification	4.0105	3.9231	3.9423	3.8409	3.6286	2.747*
To run their family livelihood	4.2500	3.8846	3.9519	3.9318	3.7143	1.577
Choose - workload according to their capacity	4.4375	4.2045	4.1538	4.0673	3.9405	1.411
Able to manage work (Unskilled work)	4.3125	4.0682	4.0577	3.9423	3.5357	2.502*
Chance to change the occupation	4.1250	3.9231	3.7788	3.6591	3.5452	3.060*
Feel happy to work with the family and friends	4.0250	3.7500	3.6058	3.5214	3.5000	2.154

Source: Primary data

*-Significant at five per cent level

From the above table, it is understood that easy job opportunity and availability and choose - workload according to their capacity are the important personal factors influencing to go for construction work among the women construction workers who belong to the age group of below 20 years as their mean scores are 4.4575 and 4.4375 respectively. It is further understood that choose - workload according to their capacity and easy job opportunity and availability are the important personal factors influencing to go for construction work among the women construction workers who belong to the age group between 20-30 years as their mean scores are 4.2045 and 4.1346 respectively. Table further shows that no other job and choose - workload according to their capacity are the important personal factors influencing to go for construction work among the women construction workers who belong to the age group between 31-40 years as their mean scores are 4.2727 and 4.1538 respectively. Table further reveals that choose - workload according to their capacity and more scope for construction sector are the important personal factors influencing to go for construction work among the women construction workers who belong to the age group between 41-50 years as

their mean scores are 4.0673 and 3.9615 respectively. Table further highlights that choose - workload according to their capacity and easy job opportunity and availability are the important personal factors influencing to go for construction work among the women construction workers who belong to the age group of above 50 years as their mean scores are 3.9405 and 3.7381 respectively. Regarding the personal factors influencing to go for construction work among different age group of women construction workers, more scope for construction sector, no other job, sufficient breaks during working hours, no need of educational qualification, able to manage work (unskilled work) and chance to change the occupation are statistically significant at 5 per cent level.

Social factors influencing to go for construction work based on Marital Status

In order to find out the significant difference in social factors influencing to go for construction work among different marital status of women construction workers, 'ANOVA' test is used with the null hypothesis as, **"There is no significant difference in social factors influencing to go for construction work among different marital status of women construction**



workers”. The result of ‘ANOVA’ test for social factors influencing to go for construction work based on marital status is presented in Table 2.

Table 2

Social factors influencing to go for construction work based on Marital Status

Social factors	Marital Status (Mean Score)					F Statistics
	Married	Unmarried	Divorced	Widow	Separated	
This job has enhanced social status	4.2927	4.0882	4.0789	4.0667	3.9348	1.680
Work one among their villagers leads support	4.0976	3.9706	3.9888	4.0217	3.6667	1.420
Family maintenance	3.9024	3.6912	3.8261	3.5955	3.4000	1.951
Easy to balance work and family	4.2561	3.8824	3.8043	3.6000	4.2360	3.434*
No experience in other work	4.0225	3.9024	3.5652	3.6882	3.4667	5.178*
Traditional work	3.9888	3.5882	3.5217	3.6667	3.9024	4.091*

Source: Primary data

*-Significant at five per cent level

From the above table, it is understood that this job has enhanced social status and easy to balance work and family are the important social factors influencing to go for construction work among the women construction workers who are married as their mean scores are 4.2927 and 4.2561 respectively. It is further understood that this job has enhanced social status and work one among their villagers leads support are the important social factors influencing to go for construction work among the women construction workers who are unmarried as their mean scores are 4.0882 and 3.9706 respectively. Table highlights that this job has enhanced social status and work one among their villagers leads support are the important social factors influencing to go for construction work among the women construction workers who are divorced as their mean scores are 4.0789 and 3.9888 respectively. Table further highlights that this job has enhanced social status and work one among their villagers leads support are the important social factors influencing to go for construction work among the women construction workers who are widow as their mean scores are 4.0667 and 4.0217 respectively. Table further reveals that easy to balance work and family and this

job has enhanced social status are the important social factors influencing to go for construction work among the women construction workers who are separated as their mean scores are 4.2360 and 3.9348 respectively. Regarding the social factors influencing to go for construction work among different marital status of women construction workers, easy to balance work and family, no experience in other work and traditional work are statistically significant at 5 per cent level.

Economic factors influencing to go for construction work among women construction workers belong to number of dependents

In order to find out the significant difference in economic factors influencing to go for construction work among women construction workers belong to number of dependents, ‘ANOVA’ test is used with the null hypothesis as, **“There is no significant difference in economic factors influencing to go for construction work among women construction workers belong to number of dependents in Tirunelveli District”**. The result of ‘ANOVA’ test for economic factors influencing to go for construction work among women construction workers belong to number of dependents is presented in Table 3.

Table 3

Economic factors influencing to go for construction work among women construction workers belong to number of dependents

Economic factors	Number of dependents	F Statistics
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	[Mean Score]			
	Upto 2	3 to 4	Above 5	
Prompt receipt of wages in full and on time	3.8136	3.7765	3.5211	1.560
Able to meet basic needs of the family	4.1882	4.0556	3.6316	3.352*
Able to meet children’s education	4.1582	4.0588	3.8947	1.005
Meet out personal needs or other expenses independently	4.1356	4.0824	3.8158	1.339
Income is sufficient to support family	4.2486	4.1529	3.9211	1.594
Able to save little amount for future	4.2203	4.0353	3.8158	2.841*
Able to borrow at the time of emergency	4.1243	4.0595	3.9263	1.126
Standard of living improved	4.1469	4.1059	4.0000	1.336

Source: Primary data

*-Significant at five per cent level

Table 3 highlights that income is sufficient to support family and able to save little amount for future are the important economic factors influencing to go for construction work among the women construction workers who belong to number of dependents of upto 2 members as their mean scores are 4.2486 and 4.2203 respectively. Table further indicates that income is sufficient to support family and standard of living improved are the important economic factors influencing to go for construction work among the women construction workers who belong to number of dependents of 3 to 4 members as their mean scores are 4.1529 and 4.1059 respectively. Table further exhibits that standard of living improved and able to borrow at the time of emergency are the important economic factors influencing to go for construction work among the women construction workers who belong to number of dependents of above 5 members as their mean scores are 4.0000 and 3.9263 respectively. Regarding the economic factors influencing to

go for construction work among women construction workers belong to number of dependents, able to meet basic needs of the family and able to save little amount for future are statistically significant at 5 per cent level.

Motivational factors influencing to go for construction work among different educational qualification of women construction workers

In order to find out the significant difference in motivational factors influencing to go for construction work among different educational qualification of women construction workers, ‘ANOVA’ test is used with the null hypothesis as, “There is no significant difference in motivational factors influencing to go for construction work among different educational qualification of women construction workers in Tirunelveli District”. The result of ‘ANOVA’ test for motivational factors influencing to go for construction work among different educational qualification of women construction workers is presented in Table 4.

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Table 4

Motivational factors influencing to go for construction work among different educational qualification of women construction workers

Motivational factors	Educational Qualification [Mean Score]					F Statistics
	Illiterate	Upto 5 th Std	6 th Std to 10 th Std	11 th Std to 12 th Std	Others	
Receipt of full payment without deduction	3.8780	3.9967	3.6957	3.7889	4.5047	3.728*
Work within their locality	3.5435	3.6387	3.7561	3.8767	4.4500	5.376*



Support of colleagues	3.3261	3.8067	4.1279	3.9024	3.5750	4.302*
Freedom to work	3.6739	3.9580	4.5209	4.0000	3.2250	3.799*
No need of professional skill	3.5435	3.9870	4.4442	4.1512	3.3500	4.320*
Work with friends and relatives	3.9565	4.1176	4.4302	4.1463	4.3750	4.313*
Able to return home on fix time	4.2609	4.2957	4.3372	4.2063	4.2967	1.188

Source: Primary data

*-Significant at five per cent level

It is understood from the above table that able to return home on fix time and work with friends and relatives are the important motivational factors influencing to go for construction work among the women construction workers who are illiterates as their mean scores are 4.2609 and 3.9565 respectively. Table reveals that able to return home on fix time and work with friends and relatives are the important motivational factors influencing to go for construction work among the women construction workers who are upto 5th Std as their mean scores are 4.2957 and 4.1176 respectively. Table further reveals that freedom to work and no need of professional skill are the important motivational factors influencing to go for construction work among the women construction workers who are 6th Std to 10th Std as their mean scores are 4.5209 and 4.4442 respectively. Table further indicates that able to return home on fix time and no need of professional skill are the important motivational factors influencing to go for construction work among the women construction workers who are 11th Std to 12th Std as their mean scores are 4.2063 and 4.1512 respectively. Table further highlights that receipt of full payment without deduction and work within their locality are the important motivational factors influencing to go for construction work among the women construction workers who are other educational qualification as their mean scores are 4.5047 and 4.4500 respectively. Regarding the motivational factors influencing to go for construction work among different educational qualification of women construction workers, receipt of full payment without deduction, work within their locality, support of colleagues, freedom to work, no need of professional skill and work with friends and relatives are statistically significant at 5 per cent level.

SUGGESTIONS

- ✓ Encourage the construction workers saving habit through initiating banking awareness and ensure adequate insurance facilities for the construction workers.
- ✓ Ensure equal wage for the work in the unorganised sector and renew the wages yearly
- ✓ Give proper guidelines and awareness about medical insurance, various schemes and financial support, programmes offered through welfare board and initiative workers to take membership in the welfare board.
- ✓ Provide awareness about different welfare scheme to workers and need to have an adequate intervention from the government authorities required ensuring the health, safety and welfare of the construction workers.

CONCLUSION

It is concluded that income is sufficient to support family and able to save little amount for future are the important economic factors influencing to go for construction work among the women construction workers who belong to number of dependents of up to 2 members. The study reveals that standard of living improved and able to borrow at the time of emergency are the important economic factors influencing to go for construction work among the women construction workers who belong to number of dependents of above 5 members. The women workers need the safeguard for their life and also getting a maximum benefit from their work this is because to support their family and children.

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