



SOCIO-ECONOMIC CONDITION OF WOMEN WORKING IN THE CONSTRUCTION SECTOR

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ABSTRACT

The research was conducted with female construction labourers employed in the informal sector. The study seeks to investigate the socio-economic circumstances of female labourers, the nature of their employment, their working conditions, salary patterns, wage discrimination, and other challenges encountered in their workplaces. For the purpose of evaluating the socio-economic situation of women working in construction, a sample of 400 women in the construction labour force was chosen. The data for this study has been gathered from both primary and secondary sources. The primary data was gathered via an interview schedule, while secondary data was obtained from websites, journals, and newspapers. The study's findings indicate that a significant proportion of migrant women are involved in the construction sector, where they are working in unskilled and low-wage positions such as coolies, labourers, and helpers. They had numerous challenges as a result of their disadvantaged socioeconomic status.

Keywords: Construction Industry, Unskilled, womenlabour, Socio-economic condition

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1. Introduction

The majority of people are employed in this sector alone, which is the sole unorganized sector in the majority of emerging economies in the world that supports economic development. Thus, in their economies, informal labor is the primary source of income. Keith Hart coined the phrase "informal sector" in 1970 while researching Ghana's metropolitan areas. According to him, the portion of the urban labor force that is not part of the organized labor market is known as the informal sector. The International Labour Organization (ILO)

(1972) conducted a study of Kenya's employment situation under the framework of the World Employment Program, which helped to further define the notion. The Indian economy is currently going through a period of political and socioeconomic upheaval. The entire spectrum of human existence has undergone significant change as a result of the massive population boom, fast urbanization, expanding industrialization, and extraordinary rural-urban mobility. Because they lack resources and are illiterate, workers operating in an unorganized environment lack the strength to fight for their lives.



An important part of the Indian economy is the informal sector. Millions of individuals are able to work for pay thanks to it, and it also makes a sizable contribution to the output of the country. Roughly 90% of Indian families rely on the informal sector directly or indirectly for their existence, with estimates placing its contribution to the country's GDP at two fifths. Despite this, a sizable portion of the unemployed, underprivileged, and defenseless workers in this industry are found in both rural and urban locations. They are prone to numerous infectious and chronic diseases since they live and work in unsanitary environments. These workers do not get statutory social security payments and do not have an established employer-employee connection. They lack the negotiating leverage to stop victimization and discrimination for defending their rights to the kind of life they want.

An important portion of the Indian economy is the unorganized, or informal, sector. The informal sector employs over 90% of the labor force and contributes over 50% of the country's GDP. The informal economy employs a large share of the socially and economically disadvantaged segments of society. In the underdeveloped world, women tend to find more work through informal means than males do. In Asia, the percentage of men and women in non-agricultural informal employment is almost equal to the percentage of those in the informal economy. Approximately 86% of India's labor force and 91% of its female workforce are employed in the informal economy. Women who work informally provide the majority of their families' income. Their family's survival depends on their income.

The few sectors of agriculture, dairy, small-scale animal husbandry, fishery, social and agro-forestry, khadi and village industries, handlooms, handicrafts, etc., comprise the unorganized sector's employment of women. Because of their immobility, limited mobility, low skill levels, and lack of employment possibilities, women are far more numerous in the unorganized sector than in the organized one. The unorganized sector is not governed by labor legislation. As a result, it

cannot ensure employment security or final benefits. The building sector has been facilitated by modernization and industrialization. The building industry has also benefited from the increased urbanization of small towns and cities. Despite sporadic downturns in the building industry or the economy, the sector is growing more quickly.

2. Construction Industry

When it comes to worker status and welfare, the construction sector stands apart from most other industries due to a number of factors. Since most constructions don't require much maintenance after construction is over, most construction sites are of a transient nature. This aspect, which facilitates labor mobility in the construction business, poses unique challenges on building sites where welfare facilities must be provided with temporary arrangements. The unorganized sector includes those employed in construction. Their highly fractured and disorganized state limits their ability to combat injustice and bargain, even if they are not the only ones in this situation. Their employment and the labor they do at a specific location are both temporary or seasonal in nature. The supply of welfare facilities may also be impacted by the mobility of some building sites. Certain work sites, like those for building houses, are permanent, while others, like those for building roads, railroads, canals, and water mains, shift as the project is completed, making the site conditions even more ephemeral. Due to the nature of the construction industry, many building sites are occasionally located far from both the typical social and medical facilities connected to a town as well as the houses of the workers. In these situations, a variety of social amenities must be set up in addition to temporary accommodation, which may need meticulous planning and financial outlay.

It implies that the welfare needs at the location itself would be significantly impacted by the existence or lack of social amenities in the surrounding area. One major issue that people in large cities like Bombay, Delhi, and Kolkatta deal with is transportation. They are required to go alone.

Their time, money, and energy are greatly depleted by having to travel from their residence to the workplace and back. For many, who are unskilled or semiskilled and find it impossible to obtain better work in their hometowns, migration has become a way of life. Workers who move from other states and regions, abandoning their home villages in pursuit of daily employment, are known as construction laborers. Along with their families, they move from one work location to another, living in temporary shelters that are either provided by the construction company's owner or in a neighboring region. It is by its very nature disorganized. It gives the laborers direct employment. The construction sector draws both qualified and unskilled laborers, and while there is potential for upward mobility, migrants from weaker castes and tribes typically stay in low-paying unskilled occupations.

2.1 Women in Construction Industry

Women make up a sizable share of the labor force in India's construction sector. Women are contributing significantly to the building industry as well. Due to their responsibility for caring for their spouses, elderly parents, and children, women in the construction industry face additional challenges on the job site. Additionally, the temporary housing they occupy demonstrates the absence of privacy and social stability. The majority of female construction workers are illiterate, and they are well-versed about the prevalence of workplace discrimination in the industry. It is also underlined that, depending on the relationship between employers and employees, women are paid less and face discrimination in their earnings as construction laborers. Numerous studies show that women employees in the construction sector face a number of issues, including their health. All professions and trades are impacted by the gender gap in the construction industry's general male-to-female employment ratio. Building is viewed by many men and women as "men's work." The persistent effects of these gendered perceptions are seen in the low number of women who try to overcome these obstacles

and glass ceilings in order to climb the corporate ladder. Although they still make up a small and unknown portion of this workforce, more and more women are currently employed in urban building projects. Employers and legislators alike continue to fail to appropriately address the issues facing women in the workforce. The building industry in Tirunelveli city is booming, and this has led to a large migrant floating population.

The current study attempts to address the socio-economic and health issues that female construction workers encounter on the job. The primary aim of the research was to evaluate and characterize the socioeconomic position of women as well as their health. The study's findings have led to a number of recommendations being made to the Tamil Nadu government and other relevant parties, including contractors, in order to help them establish environments that are supportive of women. The construction sector is a direct result of urbanization, industrialization, and modernization. The building industry has also benefited from the increased urbanization of small towns and cities. The rapidly expanding construction industry has drawn a lot of workers due to its general lack of better employment opportunities elsewhere and its rapid expansion.

Workers in the construction industry are laborers who move from other states and regions, leaving their home villages in pursuit of everyday employment. Along with their families, they move from one work location to another, living in either temporary shelters made by laborers or accommodations supplied by the owners. Their line of work allows them the greatest degree of mobility. Large-scale residential apartment building, road construction, industrial construction, retail center construction, and city beautification projects are among the tasks performed by these laborers. Even after seven decades of independence, these construction workers continue to be the most vulnerable members of the unorganized sector. The majority of migrant construction workers to cities and metro areas come from low-income families and lack formal education. Their

options are severely constrained due to their lack of education and expertise. Upon arriving in large cities, they encounter numerous issues due to their inexperience and lack of training.

The goal of the current study is to evaluate the scope of issues facing construction workers. wherein the business class population is migrating more and the building industry is growing quickly. Since housing is a necessity, the building sector is likewise experiencing unprecedented growth. The urbanization of small towns and cities is driving growth in the building sector. Despite India's economic swings, the construction sector is nevertheless expanding at a quicker rate. Because of the growth in the construction sector, which creates new job opportunities An increased number of workers are drawn to the sector. Compared to other industries, construction in the building and civil engineering sectors carries a higher risk of gradually impacting workers' health and resulting in illness.

3. Review of Literature

In 2020, MaheswariThe majority of women begin their careers in the unorganized sector. In addition to working long hours in subpar circumstances in the unorganized sector, these women must raise their children and take care of household tasks alone, without assistance from men. The unorganized sector provides the most employment chances for women. Due to factors like poverty, ignorance, illiteracy, and a lack of skills, the majority of women labor for lower pay. Socially deprived women in the city have options to create jobs and make money in the unorganized sector. To make money, these women laborers from within and outside of the city work in this industry. Even though women who work in the unorganized sector get little money, it is their only source of income. The purpose of this study is to understand the socioeconomic status of female workers in the unorganized sector.

Jasna and Maneesh, (2017)The purpose of the study is to ascertain the challenges faced by women employed in the Kannur district as well as the social and

economic standing of female construction workers. Using a random sampling technique, fifty females from the district were selected as the sample size. A response schedule that was well-organized was given. Regression analysis and basic percentages were used to interpret the data. According to the report, 82% of laborers have financial difficulties, 100% of laborers deal with health-related concerns, and 30% of laborers deal with other problems like a lack of hygienic facilities, access to clean water, and salary challenges. Employees frequently have allergies, asthma, coughing, and sore muscles, among other health problems. The total number of workers impacted by these problems is about 8%. Roughly 86% of female construction workers think that working in the industry has improved their social standing.

According to Tiwary (2011), 79.20 percent of the respondents were illiterate and the bulk of the respondents (60.80%) were married and from a nuclear household. Madhya Pradesh accounted for 45% of the respondents who worked on building sites, with Uttar Pradesh (28%), West Bengal (16%), and Bihar (11%). While the majority of respondents (62%) from the business site were from Madhya Pradesh, many (46%) from the residential site were from Uttar Pradesh. Nandal also revealed that a larger proportion of women than men work in Haryana's construction sector, with the majority of workers hailing from other states.

According to Kumar's assessment, only 20.4 percent of construction sites had access to drinking water, and 73.8 percent of sites lacked restrooms. A sizeable portion of laborers must rely on multiple sources, such as public water supply (13.7%), tanker lorry water (31.4%), and bore wells (34.1%). Furthermore, water is not available in 29% of the sites. Temporary sheds were set up at neighboring building sites by Builder Company. The majority of construction companies (72.2%) do not cover the worker's medical expenses. In 18.8% of construction enterprises, the laborer and the builder are partially responsible for covering their medical expenses.

In their study, Thayyil, J., Thomas, B., Rao, B., and George, B. discovered that workers encountered numerous issues as a result of unfavorable and hard climatic circumstances, such as rain, extreme heat, and high temperatures, which also contributed to psychosocial pressures. A construction worker's living and working environments expose them to many risks. They are subjected to risks related to the environment, psychology, biology, chemistry, and ergonomics.

According to a 2010 Buckle PW(2002) study on Tamilnadu workers, 20% of the workers experienced at least one musculoskeletal disease in a given month, and 35 workers (or 27% of the sample) also reported morbidity on the WHO healthy day's module in the month prior to the study. The study also showed that among the workers, back or neck issues were the most prevalent health issues, followed by arthritis.

Gangopadya P.K. and Tiwary, G. (2011) Repetitive postural shifts, such as bending forward or standing up and carrying weight, can lead to various pains, including neck, low back, and backaches. According to a 2005 study by Gaurav R.B., Kartikeyan, S. Wayal R, and Joshi S.D., there was little variation between the two groups' reported prevalence of musculoskeletal issues at 1.1%. It was reported in varying degrees in earlier investigations as affecting the neck to the foot (4%, 60.7%, and 40%).

4. Objective of the study

1. To research the socioeconomic status of female laborers in the building sector.
2. To examine the main problems faced by female laborers in the construction industry and analyze pay rates and working conditions

5. Hypothesis

- ❖ The null hypothesis: There is significant association between socio-economic status and working conditions of women construction labour.
- ❖ The alternative hypothesis: There is no significant association between socio-economic status and working

condition of women construction labour.

6. Data and Methodology

For this investigation, the researcher employed a descriptive design. The researcher is looking to conduct research on female construction workers. The goal of the study is to provide a description of the socioeconomic standing of female construction workers. For this study, a sample of 400 female construction workers from the Tirunelveli area was chosen. Both primary and secondary data form the foundation of the study. With the aid of an interview schedule, primary data was gathered from respondents, while secondary data was gathered from newspapers, journals, government reports, and websites.

7. Need and Importance of the Study

Those who work in construction face a number of severe issues, such as physical stress, poor health, inadequate dietary intake, unsanitary conditions, low literacy, economic difficulties, and issues related to their line of work. The researcher is eager to learn about the issues faced by female construction workers in Tamilnadu's Tirunelveli city. The current study, in the researcher's opinion, will be useful in identifying the issues facing female construction workers. It might be helpful in putting new welfare programs for Tirunelveli's female construction workers into action. Thus, the primary focus of this study is on the socioeconomic and health issues facing Tamilnadu's Tirunelveli city's female construction workers.

8. Statement of the Problem

Women who work as construction workers in Tirunelveli city and district face a variety of issues, including low pay, health risks, sexual assault, exploitation, and denial of their rights. They also live as a community. Supervisors at the workplace take advantage of the women who work in construction. Their kids don't receive quality medical treatment or daycare. The female construction workers lack adequate lodgings for their stay. The researcher will be able to find issues with economic, occupational, and health status in the field

study with the aid of this study on women in the construction industry. Women employed in construction have higher levels of workplace stress, which can result in a number of physical and mental health issues. In addition to workplace risks, women experience various types of overt and covert harassment, such as sexual harassment. The expansion of the construction industry and the increasing disorganized character of women's employment are to blame for the worsening working conditions.

9. Research design

The current investigation is built upon a descriptive design. In order to characterize the current state of the phenomenon and provide information about women workers in construction, this study used a descriptive research design. Using a diagnostic methodology, the researcher examined the relationship between a few chosen personal characteristics and issues faced by female construction workers in Tirunelveli city. Even Nevertheless, a number of past research on the issues facing female construction workers may provide different insights into their living and working environments. This study attempts to concentrate on the unique health and occupational issues, with a primary focus on the exploitation that women workers experience, notably in the construction industry.

10. Area of the Study

Since the region is selected for the "Smart City" and the bifurcation of the state, there is required to enhance infrastructure in the city, so, the construction works are increased at a greater rate. About 400 samples of female workers are chosen from thousands of

construction sites. Identify the women a worker in construction sector is quite challenging. In Tirunelveli city, four locations are covered for 400 samples.

11. Sampling

The researcher used a straightforward random sampling procedure to choose 400 samples.

11.1 Tools for data collection

An interview schedule was used as the study's data gathering instrument. The interview schedule was created based on the body of literature on the subject and with senior faculty advice. The interview schedule is divided into sections covering the respondents' personal information, problems at work, general health issues, and other issues they are facing.

11.2 Pre-Testing

To test the tool, the researcher interviewed 160 respondents (40 from each area east, north, south and west). Since the researcher has find out some changes in the interview schedule. It was re corrected, then and the researcher continued with the data collection.

Sources of Data: The data was obtained from two sources. The primary data was collected from the respondents working in construction site. They were interviewed (with the permission of contractor or site supervisor) face to face by the researcher using an interview schedule.

12. Data Analysis and Interpretation

12.1 Analysis of Socio-Economic conditions of women workers in Construction industry

The socioeconomic circumstances of women employed in Tirunelveli city's construction industry were the main focus of the study. To investigate the socioeconomic circumstances of female labourers involved in building projects, the subsequent analysis is provided.

Table-1 –Labour Categorization in Construction industry

| Categorization of Labour | Noof Labour | Percentage(%) |
|--------------------------|-------------|---------------|
| RoadRepairs | 50 | 10.50 |
| HouseConstruction | 65 | 18.25 |
| Housererepairs | 59 | 13.75 |
| ApartmentConstruction | 110 | 28.50 |
| Road construction | 60 | 16.0 |
| Officeconstruction | 56 | 13.0 |



| | | |
|-------|-----|--------|
| Total | 400 | 100.00 |
|-------|-----|--------|

Source:Survey report

In the above Table-1 400 respondents were interviewed from four areas (East, West, North and South) in the city. 430 sample were selected and interviewed but only 400 respondents were given required information so 400 sample was fixed for the study and collected information about their socio-economic conditions, causes of their employment in construction work and

problems faced by them. After survey was over, each of individual questionnaires were scrutinized and the data were processed in the tabulation form according to the requirement of various aspects of the study. In the above table 27.5 percent of 1 respondents are engaged in apartment construction works, less percentage (12.5) of women are engaged in road repair works.

Table-2 Nature of Employment in Construction Works

| Nature of job | Number | Percent(%) |
|---------------|--------|------------|
| contractual | 67 | 17.75 |
| casual | 289 | 71.25 |
| seasonal | 31 | 6.75 |
| permanent | 13 | 4.25 |
| Total | 400 | 100.00 |

Source:Primary data

Table-2 shows that the nature of employment in construction works are, 72.25 percent of respondents are casual in nature. Only 16.75 percent are contractual and very less (3.25%) percent are continuing as permanent workers.

Table-3 – Age of Women Construction workers

| Agegroup | Noofworkers | Percentage |
|-------------|-------------|------------|
| Below-20 | 70 | 18.5 |
| 20-30 | 90 | 21.5 |
| 30-40 | 126 | 30.5 |
| 40-50 | 65 | 17.5 |
| 50-andabove | 49 | 12.00 |
| Total | 400 | 100.00 |

Source;primarydata

Table-3 shows that, the age groups of total respondents among four areas. The highest percent 47.50 is in 30-40 year age group. In 60 and above age group is only 0.75 percent that to in only one area it is found. During 40-50 age groups only 22.75 percent was found.

Table-4 Marital Status of the Respondents

| Maritalstatus | Maritalstatus | Total(%) |
|---------------|---------------|-----------|
| Married | 336 | 85 |
| Unmarried | 33 | 7.25 |
| Widowed | 14 | 2.5 |
| Divorced | 17 | 5.25 |
| Total | 400 | 100.00 |

Source:primary data

Table-4 shows that, the marital status of the respondents is given. Out of total respondents 84 percent are married. Only 8.25 percent are unmarried. Widowed and divorced are 3.50 percent and 4.25 percent respectively in the study.

Table-5 - Age at Marriage of sampled Women

| Women Construction workers | Age at Marriage(Year) | | | | Unmarried | TotalPercentage |
|----------------------------|-----------------------|-------|-------|----------|-----------|-----------------|
| | Below-20 | 20-25 | 25-30 | Above-30 | | |
| | | | | | | |



| | | | | | | |
|------------|-------|------|-------|------|------|-----|
| Number | 129 | 176 | 57 | 05 | 33 | 400 |
| Percentage | 33.25 | 43.0 | 13.25 | 2.25 | 8.25 | 100 |

Source:Primary data

The above table -5 shows that the age at marriage of women workers engaged in sampled construction sites of Tirunelveli city. Out of 400 sampled women workers, 33 are unmarried. So the rest of 367 women workers are either married or widow or divorced. It can be said that, at one point of time 367 were married. Out of 367 women married workers, 129 (32.25 percent) got married within the age group of below 20 years. 176 (44.0 percent), 57 (14.25 percent) and 05 (1.25 percent) got married in the age group of 20-25 years, 25-30 years and above 30 years respectively as depicted in table-5

Table-6 Number of Children of each women worker amongst the sample

| Women Workers | Number of Children | | | | Unmarried | Total |
|---------------|--------------------|-------|------|----------|-----------|-------|
| | 1 | 2 | 3 | 4 &above | | |
| Number | 107 | 204 | 37 | 19 | 33 | 400 |
| Percent | 26.75 | 51.00 | 9.25 | 4.7 | 8.25 | 100% |

Source;primary data

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The above table-6 depicts that 51 percent of women workers in the study have 2 children each, 26.75, 9.25 percent, and 4.7 percent of the women labour have one, three and four and more children each. Total Number of women workers is 400. Here 8.25 percent workers have been taken into consideration as they were unmarried.

Table-7 Sources of Family Income of the Construction women workers

| Women workers | Sources of Family income | | | | | | Total |
|----------------|--------------------------|--------------|----------------|--------------|--------|--------------------|-------|
| | Agriculture works | Daily labour | Small business | Servant maid | School | Other type of work | |
| Number | 32 | 120 | 76 | 80 | 55 | 37 | 400 |
| Percentage (%) | 8.0 | 30.0 | 19.0 | 20.0 | 13.75 | 9.25 | 100 |

Source; Primary data

The above table depicts that Daily labour and Small businesses are the major sources of livelihood of the family members of the women workers in the construction industry. The next source of family income is servant maid job(20.0%). The family members are engaged in the above said activities to maintain the family for livelihood. They are depending on other activities, as the construction works are not available times. So, all the workers cannot depend solely on the work of construction industry, round the year. During not availability of construction works, they engage themselves either as servant maid, daily labour small business etc.

13. Suggestions

Based on the current study's findings, the following workable recommendations are made regarding the investigation of the

socioeconomic and health conditions of women employed in construction in Tirunelveli City, as follows: The majority of respondents believe that a high level of social element suggests they are dealing with social issues at work. It is a result of poverty, social exploitation, and temporary employment. Higher-ranking supervisors have the ability to provide female employees with equal assistance and raises in their regular pay. Due to the stress of their jobs, they are also developing minor psychological issues, however they may still decompress by spending time with their families or going out on the weekends. In order to lessen the issues faced by female employees in the construction industry, supervisors and male co-workers can inspire female employees.



- ✓ Raise awareness of women's rights in construction and establish redressal methods.
- ✓ Ensuring appropriate contract systems and good working conditions, as well as offering construction women and their children adequate health care.
- ✓ It is necessary for the government to take sufficient action to guarantee the wellbeing, security, and well-being of female construction workers.
- ✓ The proficient execution of labor regulations aimed at enhancing the well-being, security, and health of female construction workers.
- ✓ Set up free medical camps in areas with building works.
- ✓ To lessen the issues facing women who work as construction laborers, the government must conduct frequent and continuous inspections.
- ✓ To lessen the issues faced by women who work as construction laborers, the government must conduct ongoing inspections.
- ✓ Encourage the construction labourers saving habit by introducing banking awareness.
- ✓ Make sure women working in construction have sufficient insurance options.
- ✓ According to the survey, migratory women workers require sufficient medical assistance.
- ✓ Because most female workers are exposed to a lot of sun light at work, the employer is required to supply protective gear.
- ✓ A few participants report experiencing physical harassment at their place of employment. Those responsible for harassing female employees must face harsh consequences.
- ✓ It was discovered that the respondents frequently suffered issues connected to heat stress, noise, dust-associated disorders, and stress at work.

- ✓ Raise awareness of the various government programs available to women who work in construction.

14. Recommendations

The research on the socioeconomic and health status of women workers in the construction industry in Tirunelveli city, Tamilnadu state, is recommended to be undertaken based on the study's findings and methodology. Women who work in the construction business are not unionized or affiliated with any associations. Through the formation of several unorganized labour organizations, people are able to forge their own identity and fight for justice, whether it is against exploitation or financial gain. In addition to organizing at the local level, they ought to associate with the state and national Federation of Women Construction Workers. They must to get together under their organizations at least once a year to talk about the issues facing their areas of responsibility and come up with solutions. Women employed in the construction industry should be eligible for a number of insurance plans, and the government should also cover the cost of the premiums. Payments must to be made promptly following the worker's death or the accident. The government may also require the building's owners to contribute to the premium and provide compensation in the event that a worker is killed or seriously injured. The building owners should provide an interim wage payment to keep the workers in their positions if construction is put on hold for a while.

Housing schemes should be expedited in order to give women who work in construction access to housing. It is already clear that Tirunelveli city's sanitation, toilet, and clean drinking water facilities have improved along with the quality of housing built by women employed in the construction business. Furthermore, programs such as social sector incentives and electrical facilities should be implemented with thoroughness.

The number of women employed in the construction business has increased relative to the agricultural sector, as the former employs more women than the latter.

The majority of those surveyed are wed. Hence, in comparison to single workers, they are in a safer position. Workers, who are not married, widowed, or living apart from their families have all been shown to be exploited. Ensuring the safety and security of female construction workers can be achieved through the provision of counselling to co-workers and the implementation of legislation prohibiting harassment against women. Early marriage is typical of the economically disadvantaged groups. The labour classes ought to be subject to rigorous enforcement of the marriage age regulations.

The majority of female workers lack literacy, so there needs to be a special literacy campaign, especially for female construction workers. Raising women's literacy rates and increasing their knowledge will benefit them both financially and in terms of being able to educate their children. Programs like SSA (SarvaShikshaAbhayan) and RMSA (RashitriyaMadhyamikaShikshnaAbhayan) are insufficient but informal education and the education of construction workers—especially women workers—should also receive priority from the government. Low pay and a lack of skills are caused by illiteracy, and the labour they do further depresses their salary level. In order to improve their social and economic standing, these workers ought to be trained in their fields via the national skill development program.

Given that the bulk of female employees are between the ages of thirty and forty. They essentially come from a lower social class. It is advised that the department of women and child welfare handle the delivery of all benefits to these groups. They should have access to medical services because many people in this age range suffer from common ailments like anemia.

In the construction industry, women workers are less satisfied with their jobs. They have been physically mistreated and harassed in addition to working long hours for little pay. The human rights commission ought to investigate the unethical behavior that is taking on in this industry and issue a warning against such abuses.

The majority of female construction workers has an elementary, secondary, and advanced secondary education degree. They can be convinced to continue their study by the Tamilnadu State Distance study system, for which the government should pay for all costs.

According to this report, the majority of female employees are between the ages of 20 and 50. They primarily come from social groups with lesser economic standing, such as OBC, SC, and ST. It is advised that the Department of Women and Child Welfare handle the delivery of all benefits to these groups. They should have access to medical services because many people in this age range suffer from common ailments like anemia.

15. Conclusion

One of the main drivers of the expanding Indian economy is the construction sector, which creates jobs and improves infrastructure. After the agriculture sector, the construction industry in India employs the greatest number of unorganized laborers. Women make up a sizable portion of India's labor force and a sizable portion of the unskilled labor force in the construction industry. In the construction industry, women are becoming more and more involved in the workforce. Numerous issues affect women who work in the unorganized sector, particularly in the construction industry. Respondents stated that they lacked access to both medical and bathroom facilities, which are fundamental utilities. The public water supply came next in order of supply, with bore wells coming first. The majority of people lived outside the site, then close by and inside the site. The study found that women in the construction business lacked skills and had a variety of health issues; as a result, government and non-governmental groups ought to create training programs. Their fundamental rights and responsibilities were infringed in numerous ways, including wage discrimination, sexual harassment at work, occupational risks, and inadequate safety precautions. These violations have a significant negative impact on women workers' mental health and their ability to

perform their jobs with dignity. The current study's objectives are to review the body of research, examine the socioeconomic and health conditions of women employed in the construction sector in Tirunelveli City, and draw the conclusion that most of the women are illiterate, having only completed their primary education.

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