

A Socio - Economic Analysis of Migrant Women Workers in the Construction Industry: A Case Study of Mumbai

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Introduction

This study on women workers employed in India's alternate - largest assiduity, which employs nearly 30 million people, including about 30 of women and numerous settlers, serves as the foundation for this exploration. In numerous corridor of India, migration, especially of the seasonal and indirect variety, has come a crucial element of pastoral ménage livelihood strategies as further and further people of pastoral origin including men, women and children move in hunt of employment openings.

This study focuses on womanish settlers who work in the construction sector and addresses a number of aspects of the indigenous experience that are important to women's social status relative to males and relative to non-migrant population. The exploration focuses on the migration process, the networks where settlers are active and whether womanish settlers actually acquire social and profitable autonomy through geographic mobility

The study also evaluates how well womanish migratory workers in unorganised sectors are suitable to pierce and/ or take advantage of current social security and weal programmes as well as their living and working situations.

Women work substantially as unskilled labourers and have major plant issues like pay envelope demarcation, sexual importunity, poisonous work connections and lower pay. Despite this, the construction sector disproportionately recruits female workers. Since they primarily help men in the plant, their skills are not developed and remain at the same position.

Review of Literature

The review of the literature relates to some of the significant studies and publications about the position of women in the construction assiduity that have been published by different experimenters. The review's primary focus is on issues including gender bias, sexual importunity and women's family circumstances working in the construction assiduity.

Multitudinous academics have studied women who work in colorful diligence. Still, fairly many people have conducted study on the issues facing womanish construction workers.

Anand (1998) examined the traits of construction workers, the maturity of whom were migratory workers, as well as the intervention tactics used to help these women workers access services and come apprehensive of their rights. He stated that unionisation and cooperatives would be effective in the fight for advanced pay and working conditions, and NGOs and other organisations might play a significant part through advocacy and active engagement by raising mindfulness among these women workers.

Kalpanadevi U.V. Kiran (2013) in her paper named " Status of Female Workers in Construction Industry in India", notes that the construction business offers employment openings to numerous good and unskilled workers. The pool employed in this sector deals with a number of challenges at work. The main focus of exploration among academics is a number of enterprises relating to health, job stress, and plant injuries. She lists the important rudiments affecting women's employment status in the sector. She contend that women witness a number of disadvantages relative to men including the fact that they perform unskilled labour. Due to a number of factors, including sexual importunity, gender bias and payment demarcation, it's delicate for them to work in certain surroundings.

Dave Vandana (2012) did exploration on women working in the unorganised sector. The study concentrated on womanish domestic, agrarian, and construction workers. This study's thing was to learn further about the workers' living, working and socio- profitable circumstances. Data was gathered from 350 womanish workers in civic and pastoral areas of three sections of Haryana, Panipat, Kaithal, and Kurukshetra using the multistage stratified arbitrary slice fashion. Workers had to deal with the issues including pay envelope demarcation against women. Working hours were flexible and workplace importunity was frequent.

Rationale

The urbanisation of the world and the construction sector have both educated significant growth. Women in Informal Employment Globalising and Organising (WEIGO) estimates that roughly half (51%) of all construction workers in the nation are women. Being a working woman increases the difficulty of working in the unorganised member of the frugality. The body of

being exploration has exfoliate light on the variety of challenges faced by womanish workers. It's pivotal to take over exploration on this subject in order to understand the goods of current programs and develop new policies in the future.

Integrating qualitative exploration ways will help to give a thorough understanding of a certain miracle. To completely comprehend the profile and issues of women workers, a combination of quantitative and qualitative methodologies is demanded for this study. It's used to comprehend the type and confines of differences and demarcation as well as the degree and extent of differences, and to have knowledge of the prejudice against womanish construction workers.

Scope

Construction will have a 10 emulsion periodic growth rate by 2027, making it one of India's most competitive diligence. We'll be the third- largest global construction request in 2025.

Objectives

The study's objectives include:

- To learn about the socio - economic circumstances faced by women who work in the construction industry.
- To research the issues that female construction employees confront.
- To ascertain the relationship between the social-economic, professional, domestic, and familial facets of female construction workers.
- To offer advice to female construction employees on how to handle their circumstances.
- To examine the disparities in work at the building site based on gender.
- To comprehend the challenges women workers on construction sites confront.
- To investigate the working conditions and occupational health risks faced by female employees.

Research Hypothesis

H01: "Family issues aren't significantly different among the women construction workers living in different neighbourhoods."

H02: "There's no perceptible difference in the particular issues of the women construction workers."

H03: "Women workers in the construction assiduity don't significantly differ from their manly counterparts in terms of problems at work."

H04: "The health - related issues among the women construction workers differ significantly."

Research Methodology

The research methodology was created to examine the socio - economic circumstances of migrant women employed in the construction industry and to draw conclusions about the most pressing problems they encounter as well as the services and facilities they receive, potentially offering suggestions to the research findings. As research requires a thorough examination of the main research problem, it involves descriptive and quantitative research.

- **Primary Data**

Interviews and surveys using a structured questionnaire were used to gather Primary Data.

Along with participant interviews, a two-part questionnaire was created and distributed. The first section of the questionnaire consisted of tabular inquiries about the availability of fundamental human needs. Open-ended questions based on various socio - economic characteristics of the participant's lifestyle made up the second portion of the questionnaire.

In the event that a participants were not literate enough to respond to the written questionnaire, they were verbally interviewed in addition to receiving the questionnaire. The interview was held in Hindi or Marathi to help with the communication gap.

- **Secondary Data**

Secondary data is the information that has already been gathered from primary sources and is available for use in other researchers' studies. Secondary data was gathered from previously conducted investigations, books, journals, published sources, websites and research papers.

- **Data Collection**

The Data were gathered using a structured questionnaire. The questionnaire was distributed physically and it was also answered in-person at the interview. There were both open-ended and closed-ended questions in the poll. Data were collected in and around Mumbai City because the sample was restricted to Mumbai due to access restrictions.

- **Sample Design**

Sample Size: 50 female construction workers

Nature: Migrant female workers in construction industry

Area: Mumbai

Age Group: All age groups

- **Technique Employed**

Convenient Sample Method

Hypothesis Result

H01: To determine the significant difference in family problems among the women construction workers belonging to different residential area, test is used with the null hypothesis as "**Family issues aren't significantly different among the women construction workers living in different neighbourhoods.**"

It is known that among women construction workers, the main family issues are the husband's unwillingness to go to work and her inability to take care for the children because of her late arrival from work.

H02: In order to determine whether there is a difference in personal issues among the female construction workers who live in different neighbourhoods, test is used with the null hypothesis, **"There's no perceptible difference in the particular issues of the women construction workers."**

It is acknowledged that among female construction employees, a lack of talent and a lack of confidence are the two major personal issues. It is further believed that women construction workers' main personal issues are a lack of skill and feeling insecure as a woman. It also demonstrates that among women in the construction industry, having to take care for children and juggling a job and a house are significant personal issues.

H03: To determine whether there is a significant difference in work-related problems among women construction workers who live in different residential areas, test is designed with the null hypothesis "Women workers in the construction assiduity don't significantly differ from their manly counterparts in terms of problems at work."

It is acknowledged that the main workplace issues for female construction workers include managing contractors'/owners' attitudes because of their haughtiness or abuse and carrying building materials up and down a temporary built ladder.

H04: To determine whether there is a significant difference in health-related problems among the women construction workers who live in different residential areas, test is used with the null hypothesis **"The health - related issues among the women construction workers differ significantly."**

It is well known that among women construction workers skin-related illnesses, backbone, and disc disorders as well as uterus-related illnesses, are the major health-related issues. Other problems include dust and allergy-related illnesses including Tuberculosis and Asthma.

Findings

- Less than one-fourth (24%) of the women respondents are between the ages of 26 and 45 which indicates that the respondents' need to work at this age is a result of their poor economic conditions.
- Married status is held by more than half (62%) of the respondents. More than half of the respondents only have an elementary or secondary education.
- The pay range for more than half (64%) of the respondents is between Rs. 5001 and 7000.
- Joint families make up almost half (48%) of the respondents' family types.
- More than a quarter (28%) of the respondents' families has six or more people.
- Only 42% of respondents (or those who responded) live in terraced homes.
- More than half of the respondents (66%) own their home.
- More than (56%) of the respondents lack access to a toilet.
- Most respondents' families (66%) have two wage earners.

Suggestions

- There needs to be a compassionate system in place and the workers' free time needs to be extended. The construction workers must join the construction workers federation and build a fence around them to protect them in order to resolve all of these issues.
- The Board for Construction Workers must step up and offer incentives and support to female workers.
- The female employees must have access to accident and death benefits. Women workers should be included in social security programmes. Workers in the construction industry ought to sign up to join unions. Together, they need to be organised. Thus, they might profit from the organised sector.
- To encourage more women to participate in self-employment training programmes, nationalist banks that administer these programmes must expand their services to rural areas.

Conclusion

The study examined the work-related gender inequalities that exist on the construction site. Due to the prevailing patriarchal social norms, there have been significant inequalities in the gendered division of labour. Due to the lack of opportunity for women to earn more than males, this work disparity is the primary cause of the wage gap between men and women. Because of this, men workers are in a superior position. The working conditions for women are appalling; they are still uninformed of their legal rights and don't even have the leverage to demand them.

The difficulties that women now experience in the construction industry indicate that numerous actions must be taken in this direction. Workers must be made aware of their rights and the many programmes that are available to them. The different informal sector organisations are tasked for maintaining the operations and procedures of the building industry.

It also becomes vital to educate the male employees on these matters. The results of this study encourage additional study in the area and exploration of employers' and regulatory bodies' viewpoints on this industry, while also raising concerns about its flaws.

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