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WAGE, INCOME AND EXPENDITURE PATTERN OF (MARGINALIZED) CONSTRUCTION WOMEN WORKERS IN ANDHRA PRADESH – A CASE STUDY IN GUNTUR CITY

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ABSTRACT:

India's construction industry is large and visible, engaging 3.2 crore workers nationwide. For most of these workers, the construction industry is their "principal" source of employment. Thus the construction workers come under the unorganized sector. The term unorganized sector has been defined as those areas which has no proper means and ways of doing works in a systematic way or in organized way. The unorganized sector workers suffer from the cycle of excessive seasonal employment; there is no formal employer and

employee relationship; because there is also lack of social security and protection. Chaotic industry specialists in India incorporate:- little and minimal ranchers, landless farming workers, tenant farmers, anglers, and those occupied with creature cultivation, beedi rolling, naming pressing, building and development laborers, calfskin laborer, weavers, laborers in blocks furnaces and stone quarries, specialists in observed factories and oil plants and so forth, etc. Development is the area which has enrolled an enormous expanded in work in the post change decade. In development, an expected 10.7 million development specialists, representing 83 percent of all development laborers in India in that year, were utilized through temporary workers and did not get least business insurance and advantages at all. The target of the paper is to investigate the Wage, Income and Expenditure example of Construction ladies specialists in urban casual area.

KEYWORDS: Construction Workers, Women, Unorganized Sector,

INTRODUCTION:

The chaotic segment is portrayed by the nearness of components viz. extended periods of time of work, wage segregation of people, absence of professional stability, no base wages, absence of least offices at work spot, abuse, overwhelming physical work and sexual misuse and so forth. The working ladies by and large work in chaotic area. They are

outside the span of Protective Labor Laws and Trade Union Organizations. They are not offered reasonable wages and conventional terms of work. There are not really any chances to improve their salary in light of the fact that in this part, females work by and large as workers in untalented occupations, do customary work as local hirelings. The procedure of globalization, send out situated industrialization and movement of enterprises from the created to creating nations likewise lead to increment in ladies specialists

in sloppy part.

The idea of ladies' work ranges from pay business or independent work, family work and piece appraised work. The pervasiveness of ladies specialists in urban chaotic part is huge in number. They are occupied with exercises like local work, development work, little exchanges like block making, coir and bin weaving, family enterprises and so forth. In provincial sloppy part ladies are occupied with rural exercises, creature cultivation, dairy, fisheries and so on. In the

present paper the status of ladies residential specialists, development specialists and horticulture workers was contemplated through an observational investigation.

The majority of the residential laborers and development specialists are basically ladies who have moved from provincial territories for monetary increase. The inundation of ladies specialists to the urban communities for non-ranch work has soaked the current areas and is one of the fundamental explanations behind her extraordinary abuse. Hardships of city life, nonappearance of fundamental comforts and misuse of these ladies by businesses have added to their wretchedness.

WOMEN CONSTRUCTION WORKERS:

Women occupy an extremely disadvantaged position in the society. They are the victims of multiple forms of oppression. This is because they are women and they are occupied in mostly exploited areas in the society. Despite the existence of various constitutional and legal provisions guarding women is employment particularly in the unorganized sector, suffer from various disadvantages relating to their working lives as well as in their home. Illiterate women engaged only in some fields like agriculture, tailoring, biscuit company and construction work form our study area. Among these fields, in the construction field which is one of the oldest activities of mankind, the chance of getting exploited and dominated is more compared to that in other fields. This is because of the dependence of female workers on male workers. Under this work women are exploited very seriously. There is wage discrimination, harassment, ill-treatment, etc., particularly faced by women. The main work done by the women construction workers are: - breaking stone, digging stone, mortar mixing and carrying load (Mukta, 2001).

After the state bifurcation, the Guntur city has playing very important role, Geographically it was located mid of the state and the Government of Andhra Pradesh announced the new capital of Andhra Pradesh was Amaravathi, it was very near to the Guntur city, and the large number of constructions are taking place, the large number of women workers are engaged in this sector only.

Some of the characteristics of construction industry are:

- 1) High economic vulnerability due to the double combination or irregular and unstable employment and consequent high mobility on the one hand and their utilization only in the lowest grade of job on the other,
- 2) High proportion of female labour and frequent employment of whole family or couples;
- 3) Ignorance, poverty illiteracy and poor health;
- 4) Lack of unionization due to mobility;
- 5) Lack of opportunity for training, skills upgrading and literacy for employed people and of basic education for the children.

Legislations to Protect Unorganized Workers:

In India, the government has adopted various policies of welfare about workers through enactment of legislations and creation of welfare funds and boards. Some of the important legislations are as follow.

- Workmen's Compensation Act, 1923
- The Trade Union Act, 1926
- Minimum Wages Act, 1948
- The Maternity Benefit Act, 1961
- The Equal Remuneration Act, 1976
- Bonded labor System (Abolition)) Act, 1976
- Contract labor (Regulation and Abolition) Act, 1970
- Inter State Migrant Workmen Act, 1979
- Building and Construction workers Act, 1996
- Beedi and cigar workers welfare fund Act, 1976
- The Child Labor (Prohibition and Regulation Act, 1986

- The Payment of Gratuity Act,1972
- The Payment of Wages Act ,1936
- The Employers' Provident Fund and Miscellaneous Provisions Act,1952
- The Employees State Insurance Act, 1948
- The Payment of Bonus Act ,1965 Child labor (Abolition and Rehabilitation) Bill, 2006,

Besides, the first National Commission on labour Report 1969 recommended various suggestions on the working conditions in unorganized sector workers. The Second National Commission on labor was set up in 1999. The implementation of labor policy however, is the responsibility of the state governments. A large number of workers in the unorganized sector have almost no social security. (Suriyan, 2009).

REVIEW OF LITERATURE:

Anand, (1998) analyzed the characteristics of the construction workers, predominantly migrant workers and the intervention strategies adopted to facilitate the reach out services to these women workers along with awareness of their rights and utilization. He suggested that NGOs and other organizations can play a vital role through campaigning and active participation by creating awareness amongst these women workers and unionism and cooperatives would yield results as far as struggle for better wages and working conditions are concerned.

Rajasekhar, D., Suchitra, J.Y., (2006) conducted a study on Employment Security for The Unorganised Sector Workers in Karnataka. This study covered agriculture, construction and domestic workers of 4 districts of Karnataka. The objective of this study was to examine the requirement of employment security in unorganized sector and the problem faced by workers without employment security. It was found that inter and intra-sectoral heterogeneity among these occupational groups was the main factor for the policies aiming at ensuring their employment security. Results indicated that the same policy for all occupational groups of unorganized sector would not work as different groups have different problems

Subramani, et.al (2015) conducted a study to find how ongoing migration in different parts of India and how it is crucial towards the improving livelihood. The construction industry is important for Indians migrate rural to urban area. Setting a unique example of Public Private Partnership, the Department of Community Medicine collaborated with a construction company in Vidyavihar (West), Mumbai, employing a large number of migrant workers, to provide comprehensive health services during the working hours of the hospital over 90% of urban construction workers are rural migrants, and majority of them work in construction. The author's review of the literature regards the work related risks, also analyses the risks embedded in their work and social status. In depth interviews of 20 persons with construction workers, carried out to demonstrate the risks. The results suggest that rural construction workers in cities were exposed to problems such as not being paid for their work in time, their miserable living conditions, to pay their own healthcare by them and no savings in the old age. This paper also highlights the problems of policy implementation that failed to recognize the complexity faced by these workers.

Sarika Patel and Rameshwari Pandya (2017) Study has shown that the economic and social condition of women is dismal. These women workers suffered from recurrent periodic spells of unemployment, contributing to high degree vulnerability, further impeding the prospects of economic and social mobility. The work available to these women is almost always poorly paid, mentally and physically unhealthy, demeaning and insecure. Women workers lives and works under many constrains. They faces a crushing work burden of work for income, work for subsistence and work for the household and care and work for children and the aged.

Pandi Devi, I (2018) Shows her survey are women workers have to perform dual role of both outside employment with or without violent working conditions and also manage their homes. Lack of education and low income of the family is the compelling factor for the women folk to opt for seeking jobs in unorganised sectors to augment the family earning to sustain lively hood. Most women workers do not have any social security or access to health care benefits.

NEED FOR THE STUDY:

Expanding productive employment is central to sustained poverty reduction as labor is the main asset for majority of the poor. In Andhra Pradesh considerable number of workers are in the organized sector. In other words, organized workers form only around 5.5 per cent while unorganized workers constitute 94.5 per cent of the total in Andhra Pradesh. The vast majority of workforce including agricultural labor, construction labor and labor in traditional leather tanning, handloom, fishing, forestry, salt making, household industry etc., as also village artisans, urban informal workers coming under the general categories of unorganized sector are wholly out of any reckoning into various statutory laws in the state. These workers are unprotected by legislation and most of them tend to be poor. This city Geographically located in the mid of the state, here large number of construction works are going on and many women workers also engaged in this sector and particularly in Guntur city. Hence it is urgency to study the socio-economic conditions and their problems in the selected area.

OBJECTIVE:

The objective of the study is to analyze the socio-economic, Wage, income, expenditure, savings, debt and also understand attitudes and health of Construction women workers in urban informal sector.

METHODOLOGY:

The Office of Assistant Commissioner of Labour and other sources are consulted for data. There are five labour circles namely Chuttagunta, Arundelpet, R.T.C.Colony, Lakshmipuram and Housing Board Colony in Guntur City. These areas are purposively selected for the present study.

The data for the present study have been collected from both primary and secondary sources. The secondary data have been collected from both published and unpublished sources of various Government Offices viz office of the Labour Commssioner, Guntur, Offices of Assistant Labour Commissioner of different areas in the city. Office of Census of India; Directorate of Economics and statistics, Guntur office of Municipality and Town Planning.

The Primary data have been collected from 100 samples of construction women workers working in Guntur City through a specially well designed schedules to know their socio-economic, wage, income, Expenditure, Saving, debts and Attitudes of women towards work and Health of the Construction women workers in the study area using the convenience sampling technique.

RESULTS & DISCUSSION

Table - 1
Socio-Economic & Demographic Characteristics

Age	No of Respondents	Percentage
Below 25	27	27.0
25-30	43	43.0
30-35	14	14.0
35-40	7	7.0
Above 40	9	9.0
Total	100	100.0
Marital Status		
Marital Status	No of Respondents	Percentage
Married	80	80.0
Widower/Widow	11	11.0
Divorced	3	3.0
Separate	6	6.0
Total	100	100.0

Education	No of Respondents	Percentage
Literate	24	24.0
Primary	4	4.0
Middle/Higher	2	2.0
10 pass/ Inter	1	1.0
illiterate	71	71.0
Total	100	100.0
Type of family		
Type of family	No of Respondents	Percentage
Joint	11	11.0
Nuclear	89	89.0
Total	100	100.0
Type of Residency		
Type of Residency	No of Respondents	Percentage
Owen	43	43.0
Rent	57	57.0
Total	100	100.0
Type of House		
Type of House	No of Respondents	Percentage
RCC	47	47.0
Kutchha	53	53.0
Total	100	100.0
Caste Category		
Caste Category	No of Respondents	Percentage
B.C	32	32.0
S.C	48	48.0
S.T	20	20.0
Total	100	100.0

Socio-Economic & Demographic Characteristics of the sample respondents (Table - 1) reveals that majority (43.0 per cent) of the respondents were in between 25-30 years of age, followed by 27.0 percent of the respondents were in below 25 years of age, only few (9.0 percent) of the respondents were above 40 years of age. Majority (80.0 percent) of the respondents were married, 11 per cent of the respondents were Widows and only 6.0 percent of the respondents were separate and only 3.0 per cent of respondents were divorced. Nearly one third (71.0 per cent) of the respondents were illiterate and the rest of the respondents were literate. Majority (89.0 per cent) of the respondents are in nuclear families and the rest (11.0 percent) of the respondents are joint families. More than half of the respondents (57.0 per cent) are living in rented houses and the remaining (43.0 per cent) of the respondents have Owen houses. Regarding the type of house, more than half of the respondents (53.0 percent) are in Kutchha house, followed by 47 per cent of the respondents are in RCC house. Nearly half (48.0 percent) of the responds were S.C's, followed by 32 per cent of the respondents were B.C's and only 20 per cent of the respondents were S.T's.

Table - 2
Wages, Income, Expenditure, Savings and Debts of the Responds

Average wage per day	No of Respondents	Percentage
Below 300	7	7.0
300 - 350	11	11.0
350 - 400	53	53.0
400 - 450	17	17.0
Above 450	12	12.0
Total	100	100.0
Family monthly income	No of Respondents	Percentage
Below 10000	8	8.0
10000 - 15000	22	22.0
15000 - 20000	49	49.0
20000 - 25000	15	15.0
Above 25000	6	6.0
Total	100	100.0
Family monthly Expenditure	No of Respondents	Percentage
Below 10000	15	15.0
10000 - 15000	57	57.0
15000 - 20000	26	26.0
Above 20000	2	2.0
Total	100	100.0
Family monthly Savings	No of Respondents	Percentage
.00	24	24.0
Below 5000	68	68.0
10000 - 15000	4	4.0
Above 15000	4	4.0
Total	100	100.0
Debts	No of Respondents	Percentage
Below 10000	11	11.0
10000 - 20000	20	20.0
20000 - 30000	7	7.0
30000 - 40000	26	26.0
40000 - 50000	12	12.0
Above 50000	24	24.0
Total	100	100.0

Source: Primary data

More than half (53.0 percent) of the respondents are receiving wages between Rs. 350-400 per day and very few (12 percent) of the respondents are receiving wages above 450 per day.

Regarding earnings, nearly half (49.0 percent) of the respondents are earning between Rs. 15,000 – 20,000 per month and followed by 22 percent of the respondents are earning between Rs. 10,000 – 15,000 per month and only very few (6.0 percent) of the respondents are earning above Rs. 25,000 per month.

Regarding expenditure, more than half (57.0 percent) of the respondents were expenditure between Rs. 10,000 – 15,000 per month, followed by 26 percent of the respondents were expenditure between Rs. 15,000 – 20,000 per month and only 15 percent of the respondents were expenditure below Rs. 10,000 per month. Majority (68.0 percent) of the respondents were savings below Rs. 5,000 per annum and nearly one fourth (24.0 per cent) of the respondents were not saving. More than one fourth (26.0 percent) of the respondents were have debts between Rs. 30,000 – 40,000 per annum followed by 24 percent of the respondents were have debts above Rs.50,000 per annum and 20 percent of the respondents were have debts between Rs. 10,000 – 20,000 per annum and only few (11.0 percent) of the respondents were have debt below Rs. 10,000 per annum.

Table- 3
Attitudes of Women towards Work

Sl.No	ATTITUDES	No of Respondents	
		Yes	No
1	Do you work because of Force	0 (0.0%)	100 (100.0 %)
2	Is it your duty	100 (100.0 %)	0
3	Is it Obligation	0 (0.0%)	100 (100.0 %)
4	Poverty	100 (100.0 %)	0 (0.0%)
5	Are you Comfortable	59 (59.0 %)	41 (41.0%)
6	Is Education Necessary for Women	100 (100.0 %)	0 (0.0%)
7	Is women's Education useful for family's Good Relationships	100 (100.0 %)	0 (0.0%)
8	Do you feel you are treated well	100 (100.0 %)	0 (0.0%)
9	Do you feel you are abused	0	100 (100.0 %)
10	Does your own money make you proud	100 (100.0 %)	0 (0.0%)
11	Can you work independently	74 (74.0%)	26 (26.0%)
12	Harassment at their work place (or) elsewhere	63 (63.0%)	37 (37.0%)
13	Do you go to another place for work	16 (16.0%)	84 (84.0%)

Source: Primary data

All the (100.0 percent) respondents were not working because of force. All the (100.0 percent) were said that about attitude of work, they feel like it is their duty. All the (100.0 percent) respondents were not working because of obligation. All the (100.0 percent) were working because of poverty. More than half (59.0 percent) of the respondents were not comfortable at their work and followed by rest (41.0 percent) of the respondents were comfortable at their work. All the (100.0 percent) respondents were said that education is necessary for every woman. All the (100.0 percent) respondents were stated that women's education is useful for making good relationships in families. All the (100.0 percent) respondents were felt that, they treated well in their family. All the (100.0 percent) respondents were felt that, they are not abused in their family. All the (100.0 percent) respondents stated that their own money make them proud. Majority (74.0 percent) of the respondents said that, they can work independently and the rest (26.0 percent) of the respondents were not work independently. Majority (63.0 percent) of the respondents stated that, they are facing harassment at their work place and the

rest (37.0 percent) of the respondents are not facing any harassment at their work place. Majority (84.0 percent) of the respondents stated that, they did not go to another place for work and the rest (16.0 percent) of the respondents said that, they go for work to another place.

Table - 4
Health of Women Workers

1	Are you Healthy	No of Respondents	Percentage
	Yes	37	37.0
	No	63	63.0
	Total	100	100.0
2	Do you feel Tired after work	No of Respondents	Percentage
	Yes	78	78.0
	No	22	22.0
	Total	100	100.0
3	Did you receive any extra facility as a female labour	No of Respondents	Percentage
	Yes	17	17.0
	No	83	83.0
	Total	100	100.0

Source: Primary data

Majority (63.0 percent) of the respondents were not healthy and the rest (37.0 percent) of the respondents were healthy. More than three fourth (78.0 percent) of the respondents were said that they feel tired after work and the rest (22.0 percent) of the respondents were said that they didn't feel tired after work. Majority (83.0 percent) of the respondents were not receiving any extra facilities as a female labour and the rest (17.0 percent) of the respondents were receiving extra facility as a female labour at their work place.

SUGGESTIONS

- It is found that, majority of the respondents are not aware about the labour Laws. So, Government should be conduct awareness training programmes for construction women workers for their social security.
- It is found that, majority of the respondents stated that, their wages are very meager. It is not sufficient to run their families. So, Government should be taken necessary actions on contractors to maintain minimum Wage Act.
- The unorganized welfare association must to organized general health camp twice in a year for construction women workers.
- The superiors and male co-workers can motivate the women workers in the work place to reduce the problem faced by the women workers in the construction sector.

SUMMARY

The construction labour is mostly unskilled and rural migrants who come to the cities in search of livelihood. Women are most exploited in the construction. Organizing construction workers is an tricky task considering the scattered nature of construction sites, the migrant nature of the work, and the contract system of employment prevailing in the industry. There is an urgent need to regulate and protect the working and living conditions and welfare of the unorganized construction labour.

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