

Social Identity and Gender Discrimination of Women Worker in Construction Industry; with Special Reference to Karnataka

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ABSTRACT

Construction work is the second largest employment provider of women and next only the agriculture sector in India. The social relations, women identity and gender discrimination at work place in respect of women worker in building construction is much important area of study. The identity theory proposes that people are motivated to achieve and maintain positive concepts of themselves a fairly direct relationship between positive social identity and self-esteem, the women workers especially in construction industry are socially more vulnerable in all aspects of their life. Social vulnerability refers to the inability of people, organizations, and societies to with stand adverse impacts from multiple stressors to which they are exposed. These impacts are due in part to characteristics inherent in social interactions, institutions, and systems of cultural values. The social identity and gender sensitive factors certainly impact on women vulnerability, therefore in this study the causative factors which are responsible for the devaluation of the women work, the various other research and the available empowering machineries are discussed.

Key Words : Vulnerability, Construction worker, Gender, Discrimination

INTRODUCTION

The social identity theory says that, it is the part of an individual's self-concept originated from their participation in some social group along with the value, belief systems and emotional bondage of that particular membership in the group (Tajfel, 1981), Persons can analyze a group connection as a vital part of how they see themselves as an identity, they think about high value (higher social identification). Equally persons could recognize as a group member to be less significant to their self esteem (lower social identification) leads to vulnerability and social identity threat increases. It is a wide-ranging threat of people understanding when they think that they may be treat harmfully or devalued in a setting merely because of a particular social identity they hold (Hogg and Abrams, 1999, O'Brien and Major, 2005, Tajfel and Turner, 1986). Though stereotype and social

identity threat that occurs when a person vulnerable to experiences of stereotype and other social identity threats. Various stereotype threat targets reduced psychic resources stemming from low self-esteem, low potential, weak determination, and evaluation of anxiety or fear. However, it contends that a person's vulnerability to identity threat need not be intrinsic to him or her. Instead, situational cues may add to experiences of social identity threat among groups.

Gender and social identity:

Any person who is an associate of a label or devalued shared group can experience social identity danger. People could vary in the extent to which they recognize with a group connection (Turner and Tajfel, 1979, Reicher and Wetherell, 1987). The study based on social identity theory suggests that superiorities in the group or communities are the basis for discrimination and

embracing their identities as members of a disadvantaged group fights for equality struggles and motivates similar group members towards activism (Miller, and Gurin, 1980, Walker and Mann, 1987, Smith and Tyler, 1997). According to Crocker and Luhtanen (1990) one's self-esteem emerging from group memberships therefore collective self-esteem individuals from traditionally low social status and discriminated groups often score higher measures of collective self-esteem compare to individuals from socially dominant groups (Ellemers, 1993, Bat-Chava, 1994).

ILO gender and equality:

The ILO will probably advance equivalent open doors for men and women to get respectable Work. This is genuinely paid gainful work did in states of opportunity, value, security and human nobility. ILO considers gender orientation equality a basic component in endeavors to accomplish its four key targets:

- Promote, acknowledge the models and essential standards of rights at work
- Create more noteworthy open doors for all workers justice, humane conditions and salary
- Enhance the inclusion and viability of social assurance for all
- Strengthen tripartism and social discourse

Gender orientation:

The ILO's order to advance gender orientation correspondence in the realm of work is revered in its constitution and reflected in applicable global work principles. The four key ILO gender orientation balance traditions are the equivalent compensation tradition, segregation (employments and Occupation) tradition, Specialists with family obligations tradition and maternity assurance tradition are found in the ILO statement on essential standards and rights at work. The ILO's gender orientation balance order is additionally set with regards to a variety of worldwide instruments propelling balance among men and women. Among others, these include the UN Charter itself, numerous resolutions of the General Assembly, the 1997 UN Economic and Social Council's. Convention on the Elimination of all forms of Discrimination against Women (CEDAW)

Review of literature:

Shegal (2012), here researcher tries to examine the status of woman in Indian Society, irrespective of class

and caste, background of the women still remains same at large, means even today women are looked as machine delivering babies or care taker of elderly and family. Very few are exposed to the reality who challenged and questioning patriarchy societies, most of the Indian families prefer son over a daughter even today considering them as a commodity, this clearly can be seen in the sex ratio of the country, on one hand we see increased literacy rate among women but when it comes to professional occupational position they're not seen nowhere, though constitution of India gives equal opportunity and status to women still at every domain like education, health, occupation, politics but they're not given chances yet (Shegal, 2012)

Patel and Pitroda (2016), researcher here interpreting their perspective and trying explain the role of women worker in Construction sector, even though participation of women in science and engineering technology the presence of women are not seen/under-represented as expected due to gender-biased attitude, harassment (both physically and mentally), safety issue etc., these attitudes will not change easily due to social acceptance, this is very reason why women are seen handling secondary or temporary jobs, women represent very minimal in technical position which is because most of these jobs expect worker to be present for longer period and no flexibility in time, women are more vulnerable compared to men when it comes to MSD (Musculoskeletal Diseases), lactating mothers find it very difficult to feed babies due to long duration of work women cannot attend babies regularly, unavailability of crèche is another breach by employer who do not find necessity, children's of these women are usually play and rest around cement and mud etc., even after employing women in pivotal and primary roles women are not considered as full employees by contractors, accidents are inevitable factor in construction industry some new addition given by researcher are electrocution, excessive noise, handling heavy materials, failure of scaffolding are few. Social customs need to be addressed women need to be trained in legal which makes them aware of their rights, women should be considered as primary workers they should be retained (Patel and Pitroda, The role of Women in Construction Industry: An Indian Perspective, 2016)

McGinn and Oh (2017), here authors talks about influence of social class on women at familial and occupational level, unlike upper class or middle class

women, lower class women find it difficult in controlling activities surrounding them, author furthermore argue that at each levels like psychological, institutional, interactional and culture are constructed based upon gender. Lower class women are unaccounted when it comes to unpaid household work, caregiver task or motherhood, as these women has no command nor power, but we see most of them being employed at low-earning jobs, also author findings shows that not just women even men who belong to lower class and confined to low-earning do not able fulfil the task, and even at workplace gender plays vital role in hiring, promotions, benefits etc. at times women of upper class or middle class employment is just an optional rather necessity (McGinn and Oh, 2017)

Barnabas *et al.* (2009), according to the researcher there is a huge pay gap between men and women worker, it ranges from Rs. 51-160 per day no women exceeds Rs. 160 and almost Rs. 100 less compared to men whose average pay is around Rs. 71 to 250 and also many women workers are getting less wages that of government fixed minimum wages which is Rs. 120 per day (Govt Gazette-2008), they also noticed that work disparities with men. According to the results of their study's, contractor and male workers opinions that female workers are lacking of physical strength and hydrophobia while working, and women cannot equate them with male therefore cannot give training to upgrade their skills, but the majority of the respondents in their study opinions that working women in all other professionals perform equally with men. If proper training is provided on masonry work women is able do better equal with male workers (Barnabas *et al.*, 2009)

Anvekar and Manjunath (2015), According to author due to huge demand Construction industry employs skilled, semi-skilled and unskilled labour to complete assignments in given timeframe. Women workers are considered mainly in unskilled category who carry out manual and assorted works. Major difficulties faced by women in construction workspace is that wage discrepancies, work-life balance, safety and harassment which are constant structures in Constructions industries. Mostly women are employed in the form of buffer after the task completed they are either idled and forced to shift the jobs, but when the demand for labour is high usually women are given preference over men, as a vice-versa if demand goes down they'll be targeted. Mostly workers employed here are migrants from nearby district and states no matter from where they're the situation and

challenges around these women are all the same, whereas men are employed paid highly for jobs like electrical, carpentry, masonry etc. also introducing innovating machinery these unskilled women are being targeted. Irregularities of government officers in labour department cause damages to these sect by not monitoring nor inspecting construction sites officers are indirectly responsible for losses and State government careless attitude towards the workers is not appreciable too (Anvekar and Manjunath, 2015).

METHODOLOGY

Objective of the study:

To study the Social Identity and Gender Discrimination of Women Worker in Construction Industry.

Universe and sample size:

The four districts of Karnataka Bangalore, Bijapur, Uttara Kannada and Kolar the sample size is 382 units.

Type of research:

Descriptive research design.

Sampling:

Simple Random sampling.

RESULTS AND DISCUSSION

It is an important part of the study and the observations are clearly evaluated. This section of the study consists of two elements such as social identity and gender discrimination. In order to examine the comments of the respondents towards these two elements the above hypotheses is formulated.

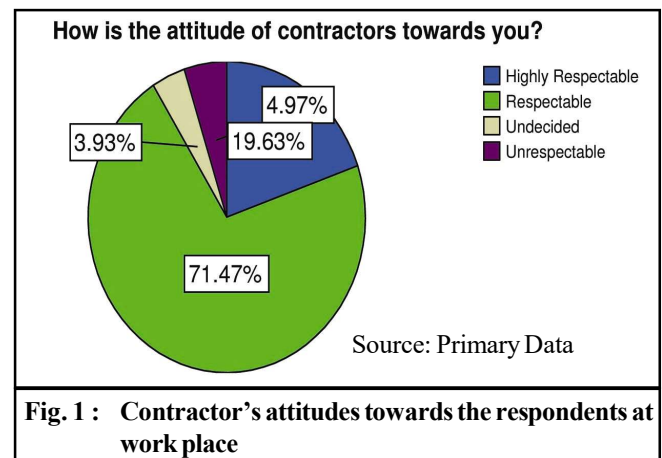
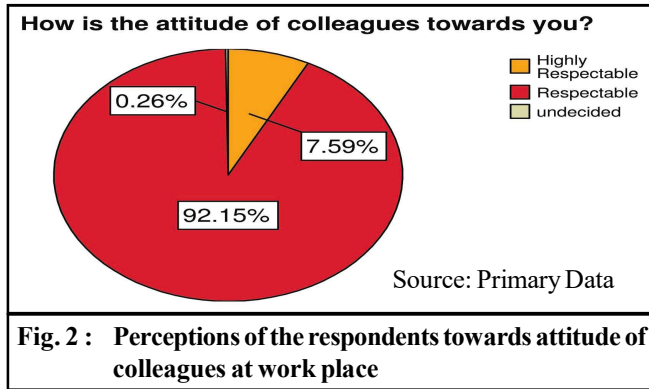


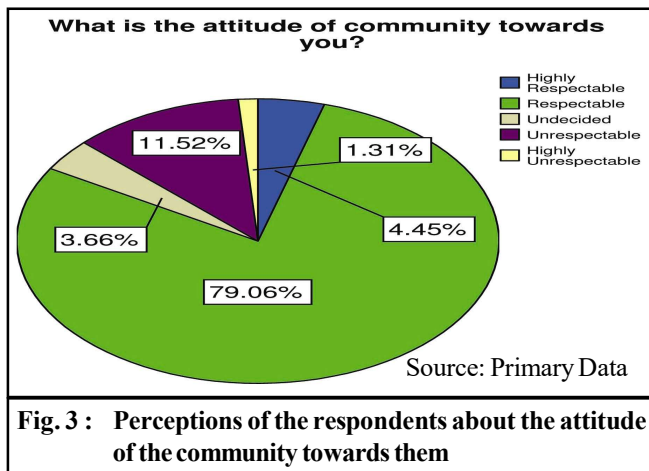
Fig. 1 : Contractor's attitudes towards the respondents at work place

The Fig. 1 shows that contractors attitudes towards the respondents at work place. 71.63% of women said that contractors are respectable to women worker; 19% of respondents are said highly respectable, 4.97% are answered undecided and only 3.93% are opines that contractor’s are unrespectable towards women worker. It concludes that, overall 90% respondents enunciated that, the attitudes of the contractors are respectable at working place.

The Fig. 2 shows that colleagues attitudes towards the respondents at work place. 92.15% of women said that colleagues are respectable towards women worker; 7.59% of respondents are said highly respectable, and only 0.26% are opines that colleagues are unrespectable towards women worker. It concludes that, almost 100% respondents are enunciated, the attitudes of the colleagues are respectable at working place.



The Fig. 3 shows that clearly gives the perceptions of the respondents towards attitude of the community towards women worker. 4.45% of women said that community people are highly respectable towards women worker; 79.06% of respondents are answered respectable, 3.66% are said undecided, 11.52% are given



unrespectable and 1.31% are said highly unrespectable towards women worker. It concludes that, 83.51% respondents are said, the attitudes of the community are respectable towards women worker.

The Fig. 4 shows that the opinion of respondents about their work undervaluation 20.42% of women strongly agreed that they are undervalued by society 39.79% of respondents are given agreed response, 6.81% are answered undecided, 31.94% are disagreed and 1.05% are given answer strongly disagreed. It concludes that, overall 60.21% respondents enunciated that, the undervaluation of women work in construction industry is existing

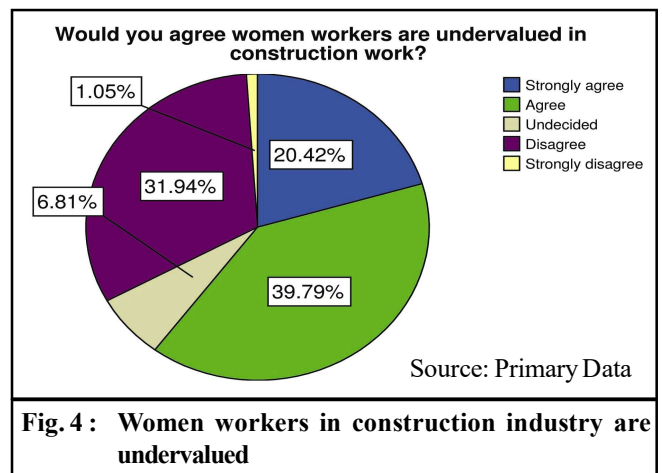


Fig. 4 : Women workers in construction industry are undervalued

The Table 1 shows the perception of the respondents towards wage per day. It has been found that, majority of women respondents (40.1%) have received a wage of rupees between 151-200 per day, 34% of the respondents have received a wage of rupees between 100-150 per day whereas, 22.3% of the respondents have received a wage of rupees between 201-250 per day and lastly, 3.7% of the respondents have received a wage of rupees between 251-300 per day. Therefore the mean value of women is 172 rupees per day.

The Table 1 shows the perception of the respondents towards average wage per day for men. the male respondents (24.6%) are getting a wage of rupees between 251-300 per day, 19.6% of the respondents are getting a wage of rupees between 301-350 per day, 16.5% of the respondents are getting a wage of rupees between 201-250 per day, 15.7% of the respondents are getting a wage of rupees between 351-400 per day, 8.9% of the respondents are getting a wage of rupees between 401-450 per day whereas, 6.5% of the respondents are

Table 1 : Perceptions of the respondents towards the wage per day

Wages	Women		Men	
	Frequency	Per cent	Frequency	Per cent
100-150	130	34.0	5	1.3
151-200	153	40.1	26	6.8
201-250	85	22.3	63	16.5
251-300	14	3.7	94	24.6
301-350			75	19.6
351-400			60	15.7
401-450			34	8.9
450-500			25	6.5
Total	382	100.0	382	100.0

Source: Primary Data.

getting a wage of rupees between 451-500 per day and a small portion 1.3% of the respondents are getting a wage of rupees between 100-150 per day. Therefore the mean value of men wage is 299 rupees per day.

Conclusion:

The subject of work and human development was dealt with in the 2015 *Human Development Report* (UNDP 2015), which renowned women’s disadvantages, as well as in terms of work load, wage discrimination, opportunities and the safety of their privileges. These gaps need to be closed, when women increase access to gainful paid work and manage income. Women’s labor force contribution has been a channel for women’s empowerment, which might be reflected in health and education information with more encouraging leanings towards gender equality. Women in community have an exhibition effect as well, patriarchal norms are there and the creation of gender has not been fundamentally challenged, but a definite acceptability has grown in relative to women’s roles, mobility and choice. Critical hurdles to women’s empowerment during paid work continue, including wage inequity, double days, the burden of care and reproductive work, the glass maximum, an

devastating absorption of women in repetitive and stressful work due to their ‘nimble fingers’, and be deficient in of access to training, recognition or other facilities.

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