
SOCIO-ECONOMIC STATUS OF WOMEN WORKERS IN CONSTRUCTION INDUSTRY: A CASE STUDY.

Dr. K.A. RAJANNA, Associate Professor and Head
Principal investigator, UGC Major Research Project
Dept. of Post-Graduate Studies in Economics
I.D.S.G Government College, (Affiliated to Kuvempu University)
Chikmagalur, Karnataka State, India – 577102

Abstract:

The construction Industry provides job opportunity to large number of skilled as well as unskilled workforce. The workforce employed in the industry have to face several difficulties at the work place, viz., wage discrimination, gender and sexual harassment, unhealthy job relationship, lower wage, etc., despite all these construction industry overwhelmingly attracts female workers. About one third of these workers are women and children. Their skills are always at the same level and are not upgraded as they assist only the male workforce the work place. The pathetic condition is that women workers in the construction Industry. The paper attempts to analyse the Socio-economic status of women worker in Chikmagalur District of Karnataka. A study of this sector was very important to get an Insight of the present Socio-economic conditions of women construction workers in Chikmagalur District. The case study an attempt was made to socio-economic conditions of women workers in the construction industry. The paper highlights Major findings of the study and recommendations certain policy initiatives for the Socio-economic upliftment of the women construction workers.

Keywords: Construction workers, Gender discrimination, Sexual harassment , pathetic conditions, Unskilled labour,

SOCIO-ECONOMIC STATUS OF WOMEN WORKERS IN CONSTRUCTION INDUSTRY: A CASE STUDY.**Introduction:**

The construction industry place a vital role in the Socio-Economic development of the country. The construction industry is one of India's fastest growing sectors. It is closely associated with nation's economy. Construction Industry is recognized as the Unorganized Sector with vast labour intensity and economic activity after Agriculture in India. This Industry generates demand for both skilled and semi-skilled labourforce. Construction sector is providing employment to 7% of total world employment. Today Indian construction industry employs about 31 million people.

These construction labourers are one of the most vulnerable segments of the unorganized sector as there is no permanent job opportunity for them. However unlike other Industries where they are increasingly employed in semi- skilled and skilled occupations, women are engaged almost exclusively as casual manual Labourers in the Indian construction industry. The construction Industry plays a major role in combating the high level of employment and in absorbing surplus labour from the rural areas. The construction industry as an economic entity has a profound impact of the GDP and overall economy of the Nation. Combining the potential for employment and providing the Infrastructure facilities for practically every economic activity. Therefore, the construction industry plays a decisive role in the development of the Nation.

Women in Construction Sector:

Construction workers are the backbone of the economy as they create the infrastructure necessary for industrial growth. India's three crore construction workers are literally the builders of modern India. About one-third of these workers are women and children. Women are almost unskilled labourers they face serious problems related to work, viz., wage discrimination, gender and sexual harassment, unhealthy job relationship, lower wages, etc..despite all these, construction industry overwhelmingly attracts female workers. Their skills are always at the same level and are not upgraded as they assist only the male work fare the workplace. Their husbands are often drunkards or are found to have other sexual partners and find themselves in debt trap, due to these factors women are unable to strengthen their skills and economic position in the industry. The female employment in the construction industry is very high, even though they work only as the helpers or unskilled workers .The present study aims at reviewing the existing literature to look for various issues of discrimination due to gender.

The building and construction sector is employing a large number of workers in district. The construction work is an important source of absorbing unemployed people because it relies on unskilled labour.

Construction workers as a whole are included in exploited category of workers. Women workers within this category are subject to a more intensive from of job insecurity.

This sector does not guarantee permanent work since it depends on number of factors such as volume construction work, type of work, wage rates etc. Despite these factors, a large number of women in the district contribute in the construction of building, roads, and projects etc.

Objectives of the study:

1. To analyse the Socio-Economic status of women construction workers in the study area.
2. To analyse the working conditions of women workers in study area.
3. To find out major findings of the study area.
4. To suggest the policy recommendations for uplift socio-economic status of women in construction industry.

Research Methodology:

The study was conducted in Chikmagalur District of Karnataka, in India. according to the 2011 census, Chikmagalur District has a total population of 11,37,961 of which 56,6,622 are males and 5,71,339 are females. The total area of Chikmagalur district is 7201 sq. km and number of Hoblies 34, the seven Taluks of the district have been further sub divided into 34 Hoblies (revenue cities) and density population per sq. km 1587 and sex ratio is 1008 in 2011. In this study, multistage stratified random samplings technique has used. A sample of 300 women construction workers in Chikmagalur district were selected for this study.

The present study is based on the primary data. Primary data is collected from respondents with the help of an interview scheduled; as majority of the women construction workers are illiterate an the women construction workers interviewed in the local language such as Kannada and the responses were noted in interview schedule.

Simple statistical tools like percentage, frequency and cross tabulation and for this SPSS-17 statistical package was used for analyzing the data and explaining the results.

Data analysis and Interpretation**Table No-1, Cross Tabulation of Caste and Age Group of the Respondents**

Caste \ Age	10 to 20	20 to 30	30 to 40	40 to 50	50 to above	Total
Scheduled Caste	9	38	56	25	5	133
Scheduled tribes	3	14	20	4	3	44
Nomadic tribes	0	2	1	0	0	3
Backward castes	5	28	45	20	5	103
Forward caste	0	2	5	3	1	11
Others	0	1	5	0	0	6
Total	17	85	132	52	14	300

Source: Field Survey

The table No.1 shows the result of cross tabulation between age and caste. Out of 300 respondents 17 are within the age of 10 to 20 years. 85 respondents come under the age group between 20 to 30. The majority of respondents that is 132 have age of 30 to 40 years. 52 respondents have the age group between 40 to 50 and only 14 respondents are of above the age of 50 years. This result we can observe that the majority of the construction workers belong to SC, STs and OBC. They have been neglected for ages.

Table No-2, Cross Tabulation of Caste and Literacy of the Respondents

Caste \ Literacy	Illiterate	Primary School	Secondary School	High School	Higher Secondary	Total
Scheduled Caste Count	87	18	20	6	2	133
% within Literacy	53.7%	41.9%	32.3%	24.0%	25.0%	44.3%
Scheduled tribes Count	25	5	11	3	0	44
% within Literacy	15.4%	11.6%	17.7%	12.0%	.0%	14.7%
Nomadic tribes Count	3	0	0	0	0	3
% within Literacy	1.9%	.0%	.0%	.0%	.0%	1.0%
Backward castes Count	37	18	27	15	6	103
% within Literacy	22.8%	41.9%	43.5%	60.0%	75.0%	34.3%
Forward caste Count	7	1	2	1	0	11
% within Literacy	4.3%	2.3%	3.2%	4.0%	.0%	3.7%
Others Count	3	1	2	0	0	6
% within Literacy	1.9%	2.3%	3.2%	.0%	.0%	2.0%
Total Count	162	43	62	25	8	300
% within Literacy	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Field Survey

The table No.2 shows that cross tabulation between educational status and caste. Out of the 300 respondents 162 are illiterate, 62 respondents have completed secondary school, 43 respondents have completed primary school, 25 respondents stated that they have completed High school and 8 respondents stated that they have completed Higher Secondary. From this result one can observe that the majority of construction workers are illiterate and educational status is very poor. It is found that is very high in the case of Scheduled caste, Scheduled tribes and backward community women construction workers.

Table No-3

Cross Tabulation of caste and marital status of the respondents

Caste		Marital status				
		Married	Un- married	Separated	Widow	Total
Scheduled Caste	Count	104	14	2	13	133
	% within Martial status	43.3%	56.0%	66.7%	40.6%	44.3%
Scheduled tribes	Count	35	2	0	7	44
	% within Martial status	14.6%	8.0%	.0%	21.9%	14.7%
Nomadic tribes	Count	3	0	0	0	3
	% within Martial status	1.2%	.0%	.0%	.0%	1.0%
Backward castes	Count	84	8	1	10	103
	% within Martial status	35.0%	32.0%	33.3%	31.2%	34.3%
Forward caste	Count	9	1	0	1	11
	% within Martial status	3.8%	4.0%	.0%	3.1%	3.7%
Others	Count	5	0	0	1	6
	% within Martial status	2.1%	.0%	.0%	3.1%	2.0%
Total	Count	240	25	3	32	300
	% within Martial status	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Field Survey

The table No.3 shows that the result of cross tabulation between caste and marital status of women construction workers. Out of 300 respondents 240 respondents are married, 25 respondents are un-married, 32 respondents are widows, and 3 respondents are separated. The majority of respondents are married i.e. 240 respondents out of 300 respondents. It shows that marital status gives lot of self-encouragement and motivation to working of women in income generating activities. From this result it is found that a large proportion of women workers in construction Industry are married. After the marriage they move with their husband's family.

Table No-4**Cross Tabulation of Caste and Types of Family of the Respondents**

Caste		Types of family		Total
		Nuclear	Joint	
Scheduled Caste	Count	127	6	133
	% within Caste	95.5%	4.5%	100.0%
Scheduled tribes	Count	44	0	44
	% within Caste	100.0%	.0%	100.0%
Nomadic tribes	Count	3	0	3
	% within Caste	100.0%	.0%	100.0%
Backward castes	Count	102	1	103
	% within Caste	99.0%	1.0%	100.0%
Forward caste	Count	11	0	11
	% within Caste	100.0%	.0%	100.0%
Others	Count	6	0	6
	% within Caste	100.0%	.0%	100.0%
Total	Count	293	7	300
	% within Caste	97.7%	2.3%	100.0%

Source: Field Survey

The table No.4 shows the results of cross tabulation of caste and type of family. Out of 300 respondents 293 respondents (97.7%) are nuclear family out of which 102 respondents (99%) are Nuclear family belong to backward castes, 127 respondents are Nuclear family belong to scheduled caste, and 44 respondents belongs to scheduled tribes. This result shows that majority of the women construction workers have a Nuclear family who belong to SCs, STs and backward community. The type of Nuclear family encourages women to participate in earning, that's way she goes to job along with her husband for construction activities.

Table No-5
Cross Tabulation of Caste and Standard of Living of the Respondents

Caste				
Standard of living		worsen off	Better off	Total
Scheduled Caste	Count	17	116	133
	% within Caste	12.8%	87.2%	100.0%
Scheduled tribes	Count	1	43	44
	% within Caste	2.3%	97.7%	100.0%
Nomadic tribes	Count	0	3	3
	% within Caste	.0%	100.0%	100.0%
Backward castes	Count	28	75	103
	% within Caste	27.2%	72.8%	100.0%
Forward caste	Count	2	9	11
	% within Caste	18.2%	81.8%	100.0%
Others	Count	2	4	6
	% within Caste	33.3%	66.7%	100.0%
Total	Count	50	250	300
	% within Caste	16.7%	83.3%	100.0%

Source: Field Survey

The table No.5 shows cross tabulation between standard of living and caste. Out of 300 respondents 250 respondents have stated that their standard of living was better off after joining the construction industry, remaining 50 respondents (16.7%) say that their standard of living has worsened in the construction industry.

This result reveals that nearly 250 respondents are better off. In total respondents 116 respondents belong to Scheduled caste, 75 respondents (72.8%) belong to backward caste. And 43 respondents belong to scheduled tribes. Numbers of respondents belong to Forward caste; Nomadic tribes and others respectively are 9, 5 and 4. This result we can observe that is majority of Scheduled caste, Scheduled tribes and backward community women worker's standard of living better off due to the construction activities.

Table No-6
Frequency Table of Language of the Respondents

Language	Frequency	Percent	Valid Percent	Cumulative Percent
Kannada	275	91.7	91.7	91.7
Marathi	1	.3	.3	92.0
Hindi	2	.7	.7	92.7
Tamil	2	.7	.7	93.3
Urdu	7	2.3	2.3	95.7
Telugu	13	4.3	4.3	100.0
Total	300	100.0	100.0	

Source: Field Survey

The table No.6 shows the result of Frequency test of Language of construction workers. Out of 300 respondents 275 of respondents (91.3%) women workers spoken language is Kannada. Because they are local and migrate within the district, and remaining 8.3 percent of the respondents are non Kannadigas. They spoke Hindi, Tamil, Marathi, Urdu, and Telugu.

Table No-7
Frequency table of Annual Family Income (2013) of the Respondents

Level of Income	Frequency	Percentage	Valid Percentage	Cumulative Percentage
<10,000	2	7	7	.7
10001 to 30000	11	3.7	3.7	4.3
30001 to 50000	111	37.0	37.0	41.3
50001 to 70000	139	46.3	46.3	87.7
>70000	37	12.3	12.3	100.0
Total	300	100.0	100.0	

Source: Field Survey

Table No.7 shows the result of frequency test of family income of the respondents. Out of 300 respondents 46.3 percent of the respondents stated their income between Rs 50,001 to 70,000 per year. Due to them those who got minimum wages or better wages than the agricultural labours and household work. These studies observe that earning of income is of variation. The variation in income is generally based on the nature of activity and responsibility, variation of wages among the women workers in construction industry.

Table No-8, Frequency Table of Annual Family Expenditure (2013) of the Respondents

Level of expenditure (in Rs)	Frequency	Percentage	Valid Percentage	Cumulative Percentage
<5000	15	5.0	5.0	5.0
5001 to 10000	5	1.7	1.7	6.7
10001 to 20000	44	14.7	14.7	21.3
20001 to 30000	95	31.7	31.7	53.1
30001 to 60000	141	47.0	47.0	100.0
Total	300	100.0	100.0	

Source: Field Survey

Table No.8 shows the result of frequency test regarding the family expenditure of respondents. Out of 300 respondents 47 percent of the respondents to spend between Rs 30,001 to 60,000 and above. 31.7 percent of the respondents to spend Rs 20001 to 30,000 and above. 14.7 percent of the respondents spend Rs 10,001 to 20,000. 1.7 percent of the respondents spend Rs 5001 to 10,000. 5 percent of the respondents have to spend less than Rs 5000 per year.

Table No-9**Frequency table of Types of construction work of the Respondents**

Types of Construction work	Frequency	Percent	Valid Percent	Cumulative Percent
Shopping Centers	77	25.7	25.7	25.7
Residential Apartments	97	32.3	32.3	58.0
Commercial Apartments / Blocks	46	15.3	15.3	73.3
Hotel Construction	10	3.3	3.3	76.7
Governments Administrative Buildings	37	12.3	12.3	89.0
Educational Institutions	19	6.3	6.3	95.3
Pools and Bridges	2	.7	.7	96.0
Temples	10	3.3	3.3	99.3
Infrastructure facility work	2	.7	.7	100.0
Total	300	100.0	100.0	

Source: Field Survey

Table No.9 shows the result of Frequency test regarding the type of construction workers. Out of 300 respondents 32.3 percent of the workers working at residential apartment, 25.7 percent of the women workers working at shopping centaurs, 15.3 percent of the women workers working at Commercial apartments, 12.3 percent of the women workers working at Government Administration Buildings, 6.3 percent of the women workers working in Educational Institutions, 3.3 percent of the respondents working at construction of Hotels and 0.7 percent of the respondents are from construction work of pools and Bridges and Infrastructure facilities.

This result reveals that majority of construction activities are building construction like Shopping centres, Residential apartments, Commercial Block, Govt. Buildings, and Educational Institutions etc.

Table No-10**Frequency table of Satisfaction of Job of the Respondents**

Satisfaction of job	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Satisfied	34	11.3	11.3	11.3
Not satisfied	266	88.7	88.7	100.0
Total	300	100.0	100.0	

Source: Field Survey

The above table No 10 shows the result of frequency test of satisfaction job of women workers, out of 300 respondents 88.7 percent of the women workers are not satisfied with their job. 11.3 percent of the women workers are satisfaction with job.

This result reveals that majority 88.7 percent of the women workers are stated not satisfied with job. It is because hard work, low wages, long working hours, exploitation by male workers and

contractors, harassment, lack of basic amenities at the workplace, hazards of working condition and discrimination of gender by various reasons etc.

Table No-11

Reasons for not Satisfied with construction work of the Respondents

S.No	Reasons	Opinion of Respondents	Percentage
1	Hard work	127	42.33
2	Low income	173	57.66
3	Long working hours	39	13.00
4	Exploitation	10	3.37
5	Harassment	07	2.33
6	Lack of basic facilities	14	4.66
7	Hazards working condition	11	3.66

Source: Field Survey

The table No.11 shows the results of reasons for not satisfied the construction women workers. Out of 300 respondents 57.66 percent of the respondents not satisfied with reason of low wages, 42.33 percent of the respondents are stated hard work, 13 percent of the respondents are stated long-working hours of the work site, 4.66 percent of the respondents are stated lack of basic facilities, 3.66 percent of the respondents are stated that hazards working condition and 2.33 percent of the respondents were stated harassment.

This result reveals that majority of the workers not satisfied with construction work due to multiple reasons i.e. low income, hard work and long working hours etc.

Table No-12

Rate of exploitation of women workers in construction Industry

Sl.No	Nature of work	Actual wages(In Rupees)	Paid wages(In Rupees)	Difference	Rate of Exploitation
1	Water Feeding	300	230	70	23.33
2	Material Supply	300	250	50	16.66
3	Mall Mixing	300	260	40	13.33
4	Brik Handling	300	250	50	16.66
5	Other	300	250	50	16.66

Source: Field Survey, Discussion with the workers on the site

The table No.12 shows the result of Rate of exploitation of women works. Women workers doing the works like water feeding, material supply, mall mixing, brick handling and other work. Actual wages of these works Rs 300 for among the women workers and them get continues work in the work site. But wages are paid Rs 230 per day by contractor. Difference of actual (expected wage) and paid wage to workers is 70 per day. Exploitation rate is 23.33 percent and next is also rate of exploitation by the contractors is 16.66 percent and 13.33 percent in various work among the women construction workers.

This result reveals that the majority of women workers are exploited by contractor in the form of wages. Rate of exploitation is variation according with the nature of work among the women workers. This type of wage exploitation exists in the construction workers; it is because women workers are illiterates, insecurity of job, and discrimination of gender.

Table No-13**Harassment of women workers at the work place**

Sl.No	Name of the Harassment	Opinion of the Respondents	Percentage
1	Abused/Scolded	270	90
2	Humiliated	255	85
3	Beaten	50	16.66
4	No Harassment	100	33.33

Source: Field Survey

The table No.13 shows the results type of harassment of women workers. Out of 300 respondents, 90 percent of the respondents are stated abused or scolded by mestri or contractor or male workers. Further 85 percent of the respondents humiliated. 16.66 percent of the respondents are stated that beaten by mestri or contractor. Remaining 33.33 percent of the women workers stated there is no harassment from work site.

This result shows that we can observe majority of women workers are harassment by mestri or contractor or male workers in the work site in the form of abused, humiliated and beaten. It is because gender discrimination is also in the construction industry, illiteracy, low skills, and no knowledge of legal education of women workers.

Major Findings

1. The results reveal that the majority of the women workers (45%) i.e.132 respondents out of 300, belong to age group of between 30 to 40 years. 133 respondents belongs to scheduled caste, 103 respondents belongs to backward class and, 44 respondents are scheduled tribes. The study observes that the majority of women workers belong to SC, STs and OBC. They are from low caste and depressed classes which have been neglected for ages.
2. The study found that majority of the women construction workers are illiterates with percentage of 54(162), the women workers with education are having only primary or secondary education with 43 percent out of the total respondents.
3. This study reveals that majority of the women worker are married i.e. 240 respondents are married, 25 respondents are not married, 32 respondents are widows, and 3 respondents are separated out of 300 samples. Further this study also found that 104 respondents are married who belongs to scheduled caste, followed by 84 respondents are backward classes. Next total of 35 respondents are married belongs to scheduled tribes. It shows that majority of women construction workers are married in SC, STs and OBC compared to forwarded group of the society.
4. The study found that majority of the women workers i.e. 293 respondents (97.7%) are nuclear family. The type of nuclear family is encourages women to participate in earning activities, that's way she goes to job along with her husband for construction activities.
5. The study also found that 83.3 percent of the women workers have stated that their standard of living was better off after joining the construction industry.
6. This study found that annual family income of the majority of the women workers are ranging from 30 to 70 thousand rupees per year which constitute 83 percent of total respondents. Annual expenditure of pattern of households shows that 150 out of 300 respondents spent their income on the various activities from 30 to 60 thousand rupees.
7. The study found that majority of women construction workers have to work in multiple types of construction works like water feeding, material supply, mixing cement and stone shaping with percent of 77.33 out of 300 respondents. It is due to because of nature of industry itself.

8. This study found that of the women workers stated multiple reasons for not satisfied with construction work i.e. low income with percentage of 57.66, followed by hard work with percentage 42.33 and long working hours with percentage of 13 out of 300 respondents.

Recommendations and Policy Implications:

1. Since the majority of the women workers belong to the age group of 32 to 40 years. They are basically from lower status of society such as SC, ST and OBC. It is recommended that all the benefits available to such categories should be delivered through the department of women and child welfare. They should be provided with medical facilities because these age group suffering from anemia and from various common diseases.
2. Since most of the women workers are illiterates is a special campaign of literacy is required particularly for women construction workers, awareness about literacy and making them literate will not only improve the socio-economic status of women but also with helps to educate their children. It is not enough of that programmes like SSA (SarvaShikshaAbhiyan), RMSA (RashitryaMadhyamikaShikshanaAbhiyan), RUSA(RashityaUcchatarShikshaAbhiyan) are concentrated on formal education but government should give importance to informal education and education of construction workers particularly women workers.

Illiteracy is the cause of low wages and lack of skills and their work further deteriorates their wage level. Under the national skill development programme of 12th five year plan these workers should be trained in their field so that they can increase their economic and social status.

3. Since marital status provides safety and security married women. Women construction workers are in a better position compared to unmarried workers. Unmarried workers, widows and workers separated from family are proven to exploitation at all levels. Any case of harassment with them should be treated as criminal offence even married women face appreciation and exploitation from their drunkard husbands. This has created a turmoil among married women construction workers. Counseling the co-workers and through the implementing the laws against women harassment, the safety and security of the women construction workers can be assured.

Early marriage is common among economically depressed classes. The rules regarding the marriage age should be strictly imposed among labour classes.

4. No doubt that after joining the construction industry the women workers lives have improved but it is only temporary economic satisfaction for them. Long term security and special insurance programmes for these workers will still improve standard of living. Since most of them are from SC, ST and OBC group a sense of self-esteem has to be developed. So that they will feel secure and respected in social life also.
5. Majority of the women construction workers not only belong Hindu religion almost 50 percent of them have completed primary, secondary and higher secondary education. They can be persuaded to continue their education through crash courses of Karnataka state Open University for which all expense should be met by the government.
6. Since most of women construction workers are females with the local language Kannada many programmes of the government can very easily reach them through mass communication like radio and television and even with mobiles.
7. Majority of the women construction workers earn income between 30,000 to 70,000 rupees per year. In an average around 5000 rupees per month which is insufficient to lead descent standard of living but still worse is those SC, ST and OBC women workers whose income is below 30,000 rupees per year i.e. an average of rupees 2500 per month or an average of rupees 80 per day which is grossly inadequate to lead at least a subsistence level. No food security bill or health programmes through primary health centres will uplift the standard of living of these people unless they are covered under various insurance schemes like health insurance, risk insurance,

accident insurance and provided with additional benefits their conditions cannot be improved. Even minimum wages can save them lower status.

8. This analysis is with regarded to women construction workers and hence 98.6 percent of them are chosen from building construction activities and only 1.4 percent them are randomly selected from road/bridge's construction. Just to have a passing comparasion because the problems of building women construction workers are more than that of women construction workers in other fields.
9. There is no job satisfaction among women workers in construction industry. They have been exploited through long working hours with low wages along with physical exploitation and harassment. Human Rights Commission should look in to the ill practices prevailing in this field and warn against such exploitations.
10. The exploitation in these industry are mainly the work supervisor or mestri they should be trained in legal affairs and human relation through labour department and it should made compulsory are all mestries are registered under Karnataka state building and other construction workers welfare board and given identification number so that they will not escape after any criminal act done by them. Most of the criminal records so that such mestri's after conducting crime they move to different building constructions far away from their place and some time they move other state. Individual identification will stop such crimes against women workers.

Conclusion

Construction industry provides much needed work opportunities for some of the poorest and most marginalized sections of the society. In reality, women all the creators, Protectors and destroyers. All the energies of women, their intellect, their strength and their skill are devoted to catering to the needs of men. In India as the literacy level among women is increasing, but still women occupy a disadvantage position in the society. Women construction workers in Chikmagalur district of Karnataka more than ten thousand. Large numbers of women workers are un skilled and work as an agricultural labourers as soon as the season ends, they shift to the construction industry which increases their employment level in the industry by doing so they support to their husband in income generation, for meeting their house hold expenditure. Majority of the women workers are married, after the marriage they move with their husband.

Women should be provided education and training to enhance their sense of self-worth and self-esteem and to enlighten them regarding their right to good health. Therefore a credible employment strategy needs to focus to enhance educational level of the workers, the socio-economic status of the women only can be improved when major transition in the society occurs and that can be achieved by mind set transition. The socio-economic and cultural development must empower women at greater choices and giving in change of their own future and makes them self-reliant and confident.

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15. Programme Implementation, Government of India, New Delhi