

Situation of Women in Construction Sector: A Review

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Abstract: Women In Informal Economy Suffer In Silence And Belong To A Class Which Is In A Disadvantaged Position On Account Of Several Barriers And Impediments. Women On The Threshold Of Extreme Poverty Take Whatever Paid Work Is Available To Them. Construction Work Is One Such Area Of Informal Sector Employment. Lack Of Such Skills Leads Them To Take The Least Desirable Informal Sector Jobs Where Women Are Poorly Paid Or Paid In Kind, Which Seems To Be The Outcome Of The Influence Of Existing Social Norms And Practices. The Married Women With Low Economic Background Are Forced To Migrate To Cities When Their Husbands Move In Search Of Jobs. Being Illiterate And Poor, Men Mostly Find Jobs In Informal Sectors In Unskilled Activities And Are Not Able To Meet The Needs Of Their Families Adequately. Thus, The Women Are Usually Required To Step Out Of Their Homes And Find Work To Supplement Their Family Incomes. The Kind Of Jobs They Mostly Work Are Also In The Informal Sector As They Are Also Illiterate And Unskilled. At The Home They Are Expected To Take Care Of The Needs Of Their Children As Well As Husbands By Undertaking The Entire Household Chores And At The Work Place They Are Expected To Work As Per The Expectations Of The Employers Who Mostly Harass Them Mentally As Well As Physically. They Have To Attend To All The Menial Jobs At The Work Place And At Homes Mostly They Have To Face The Violence At The Hands Of Their Husbands While Taking Care Of The Needs Of The Families. They Feel Overburdened In Assuming Various Roles And The Balance In Family And Work Place Gets Disturbed. Therefore, This Paper Highlights The Protective Measures To Be Undertaken At The Workplace In Informal Economy.

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I. INTRODUCTION

Construction Workers Are One Of The Most Numerous And Vulnerable Segments Of The Unorganised Sector In India. The Building And Other Construction Works Are Characterised By Their Inherent Risk To The Life And Limb Of The Workers. The Work Is Also Characterised By Its Casual Nature, Temporary Relationship Between Employer And Employee, Uncertain Working Hours, Lack Of Basic Amenities And Inadequate Welfare Facilities. There Is No Discernible And Permanent Employer-Employee Relationship In The Construction Sector Due To The Migratory Nature Of The Labour, Short Duration Of Projects, And The Numerous Sub-Contractors (Suchitra & Rajasekhar, 2006). Usually, The Principal Employer Never Knows Who Is Actually Working For Him And Nor Does The Worker Know For Whom He Is Working. These Characteristics Also Influence The Practice Of Gender Discrimination, Working Conditions, Social Security, Health And Safety Of The Workers Specially The Women In This Industry. Even Though Construction Is Considered To Be One Of The Principal Industries In The Country, The Workers In The Industry Still Remain Unskilled, Exploited And Discriminated Against (Mathew, 2005). Therefore, Women Workers Face Several Issues And Challenges In Construction Industry.

II. NATURE OF WORK

The Nature Of Employment In The Construction Industry Is Primarily Casual. Workers Lack Formally Written Job Contract When Are Mostly Employed Through A Contractor Or A Subcontractor. Due To Ease Of Entry And Exit, Ignorance And Illiteracy, Lack Of Skills And Irregular Nature Of Employment, Women Choose This Sector For Their Livelihoods. This Concept Of Women To Work As A Supplementing Or Balancing Force In The Family And The Nation's Work Force Has Made Them Susceptible To All Sorts Of Discriminatory Treatment And Exploitation In The Field Of Employment. Participation Of Women In Developing Economy By And Large Remains Unrecognized (David, 1996). Women In Informal Sector In General And Particular In Construction Sector Have No Statistics Of Participation In Economy.

Women In The Construction Industry Are Involved In Those Activities Of Construction Which Invite Only Manual Labour. Under This Sector Women Have To Work Under Insecure Conditions, Without Any Possibility Of Promotion Or Permanence. Women Contract Labourers Are Suffering Heavily Because Of Insecurity Or Work As Well As Absence Of The Provision Of Minimum Wages For Them. Although This

Industry Offers Difficult Jobs, Women Are Employed To Undertake Certain Specific Work. Wage Differentiation, Turnover Of Equal Work And More Submissive Nature Of Women Are Important Attraction For The Employers To Use Women In This Sector. There Are Three Main Considerations Behind The Employment Of Women Workers In The Construction Industry, Cheap Labour, Docility Of Personality, Male Reluctance For Certain Work.

- Firstly, Women Labourers Are Cheaper Than Male Labourers.
 - Secondly, They Are Docile By Social Conditioning And Better Disciplined.
 - Thirdly, There Are Some Jobs Which Male Workers Are Reluctant To Accept.
- The Industry Does Not Guarantee Permanent Work Since It Depends On A Number Of Factors Such As Volume And Intensity Of Construction Work, Type Of Work, Contractors, Choice, Wage Rates, Etc. Despite These, Thousands Of Women Have Contributed In The Construction Of Buildings, Projects, Dams, Roads And Other Monuments Of Progress. There Are Several Factors Which Pull And Push Women To Enter The Work Force. The Ministry Of Labour, Government Of India Has Pointed Out That Whatsoever The Stage Of Economic Or Social Development Of A Country Four Factors Prevail Which Lead Women To Join The Working Force. They Are As Follows:
- The Inadequate Income Of The Principal Earner Which Forces A Woman To Work And Supplement The Income.
 - Mishaps Such As Incapacity Of The Bread Winner.
 - Death Of The Breadwinner And
 - A Women's Desire For Economic Independence.

The Demands Of Household Work And Child Rearing Often Cause Women To Seek Part-Time Employment As A Compromise Or Solution To The Conflicting Demands Of Women At Home And Work. Part-Time Employment Has The Advantage Of Enabling The Married Women Under Certain Circumstances And In Specific Period, Of Life To Reconcile To "Two-Roles", Viz. The Family Role Which Is The Basis Of Our Indian Civilization And The Occupational Role Which In Addition Provides Her With Source Of Enrichment.

Issues And Challenges Of Women In Construction Industry

Outside The Agriculture, Manufacturing And Service Sectors, Which Together Employ More Than 80 Per Cent Of Women Workers, A Significant And Gradually Increasing Proportion Of Women Workers Are Engaged In The Construction Sector (Shah, 2002). Among The Informal Sector Workers, Women Doing Construction Are Some Of The Worst Victims Of Discrimination And Deprivation. Working On Construction Sites Is A Very Difficult Task. Unlike Other Industries Where Women Are Employed In Semi-Skilled Or Sometimes Even In Skilled Jobs, In The Building Industry They Are Employed Only As Unskilled Labourers. The Industry Does Not Allow Its Women Workers To Acquire Skills. Consequently, Women Begin At The Lower Rung Of The Job Hierarchy And Remain There Till The End Of Their Working Life. They Can Never Aspire To Be Good Painters, Masons Or Carpenters (John & Sharma, 2002). Despite This, Construction Industry Attracts Female Workers.

Women That Are Poor And Vulnerable Accept A Raw Deal From The Contractor Or Employer At Minimum Wages. Moreover, Migrant Women Don't Have Access To Basic Facilities Like Health Care Facilities, Drinking Water, A Proper Living And So On. A Regional Language Works As A Barrier When They Work At The Migrated Place And Consequently, They Are Cut Off From The Local Populace (Chandola, 1995). The Following Are The Issues And Challenges Which Women Workers Face In Their Work Life:

Employment

According To Harilal (1986) Construction Workers In India Are Overwhelmingly Rural Landless Migrants Compelled To Seek Employment In The Construction Sector Due To Indebtedness, Inadequate Employment And Insufficient Income.

In India, 97% Of The Female Construction Workforce Is Informal. Women Dominate The Informal Sector. It Is Therefore Not Unusual That It Is The Least Regulated And Most Unprotected Sector In The Economy. Employment Is Permanently Temporary And Workers Do Not Have Any Employer-Employee Relationship. The Nature Of Employment In The Construction Industry Is Primarily Casual. Workers Lack Formally Written Job Contract When Are Mostly Employed Through A Contractor Or A Subcontractor. Due To Ease Of Entry And Exit, Ignorance And Illiteracy, Lack Of Skills And Irregular Nature Of Employment, Women Choose This Sector For Their Livelihoods. This Concept Of Women To Work As A Supplementing Or Balancing Force In The Family And The Nation's Work Force Has Made Them Susceptible To All Sorts Of Discriminatory Treatment And Exploitation In The Field Of Employment. Participation Of Women In Developing Economy By And Large Remains Unrecognized (Sewa, 2000).

Gender Discrimination

Gender Discrimination As Defined By The International Labour Organisation (ILO, 2003a), Is Any Distinction, Exclusion Or Preference Made On The Basis Of Race, Colour, Sex, Religion, Political Opinion,

National Extraction Or Social Origin Which Has The Effect Of Nullifying Or Impairing Equality Of Opportunity And Treatment In Employment Or Occupation Is Discriminatory. The Ilo (2003a) Distinguishes Between Direct And Indirect Discrimination. The First Form Arises If, Without Being Less Qualified, Certain Groups Of Society Are Explicitly Excluded Or Disadvantaged By The Legal Framework Due To Characteristics Such As Gender. Indirect Discrimination Occurs If Intrinsically Neutral Rules Or Laws Negatively Affect Certain Groups, Like Female Workers. Discrimination Of Part-Time Workers Against Full Time Employees Is Still Present In Nearly Every Country. As A Major Proportion Of Part-Time Workers Are Female, This Disadvantages Women As Well. The Discrimination Of Gender Which Occurs In Various Forms In Everyday Life Is Identified By (Busse And Spielmann, 2003). Discrimination In Economic Opportunities Can Be Both At Entry To The Labour Market And During The Contract. This Means Women Participate Less In The Official Labour Market And Tend To Work In Certain Occupations.

Ilo (2007) Report States That Severe And Persistent Discrimination At Work Contributes To Poverty And Social Exclusion. Prejudices Based On People's Social And Family Backgrounds Often Prevail Over Their Actual Skills And Aspirations, Thus Forcing Them To Social Immobility. Deprivation Is Especially Severe For People Who Face Multiple Discriminations, Such As Those Who Not Only Happen To Be Poor But Also Belong To A Religious Or Racial Minority, In Addition To Being Older. This Is Why The Incidence Of Discrimination Is So High Among The Poor And Why Poverty Prevents People From Escaping Discrimination. It Is Clear From The Above That Only Deliberate Policy Interventions By The State, The Social Partners And Other Stakeholders Can Effectively Overcome Structural Discrimination, Along With Direct And Indirect Discrimination.

A Field Survey In The Two Cities Of Ahmedabad And Trivandrum In India Reveals The Gender Discrimination In The Construction Industry (Kakad, 2002). The Results Show That Women Construction Workers Are Unskilled And Receiving Low Wages When Compared To Men. The Study Reveals The Wide Gender Gap In The Areas Of Education, Skill Development, Upward Mobility, And The Importance Of Women's Earnings To Family When Compared To Men's Earnings. Kakad (2002) Suggests Amendments In The Building And Other Construction Workers Act, Enforcement Of Its Implementation, And Market- Based Mechanisms Where The Demand For Higher Skill Levels And Better Services Might Create Conditions To Arrest Gender Discrimination And Inhuman Exploitation In The Construction Industry. Regarding Training Of Women It Is Found That, Due To Most People's Cultural And Social Orientations, Women Are Rarely Taught The Skills That Are Considered 'Male Work,' And Women Who Have Skills Must Be Taught New Emerging Techniques To Retain Their Employment (Jhabvala & Sinha 2002). At The Same Time It Is Important To Help Younger Women To Break Into The Higher Paid Employments That Were Traditionally Reserved For Men And Remove Gender Discrimination.Wage Discrimination

In India, Various Empirical Studies Have Shown That The Wages Of The Women Workers In The Unorganised Sector, Particularly In The Construction Industry, Have Been Significantly Below The Minimum Wage (Anand, 1998; Cherian & Prasad, 1995; Khanna & Mathew, 1979; Sinha & Ranade, 1975).

It Has Been Observed That Despite Our Constitution Assuring Equality Of Men And Women, Discrimination Is Widely Prevalent In Our Society. The Masonry Work Done By Men And Women Are Similar But Carry Differences In The Wage Payment. The Women Carry The Bricks, Stones, Cement Mortar And Other Unskilled Work. The Female Labourers Are Forced To Accept The Discriminatory Wages For Bare Survival Because For A Woman To Run The Family Is Important. On The Other Hand Men Take Up Unskilled Job, Otherwise Remain Unemployed Without Bothering About Their Income.

The Social Stigma Makes Women To Lag Behind In Acquiring Skills But The Lack Of Knowledge Is Not The Only Reason Why Women Earn Low Wages. Even For The Same Kind Of Unskilled Work, Women Are Sometimes Paid Less. This Is Because Women Are 'Expected To Have Lower Earnings'. Sexual Harassment At Workplace

Sexual Harassment Is A Serious Problem For Female Construction Workers. 74 Per Cent Of The Respondents Reported Sexual Harassment At Work Place. Studies Also Revealed That Insecure Nature Of Employment, Particularly For Women, Creates A Vicious Trap In Which Women Are Forced To Please A Subcontractor In Order To Get Work. It Is Evident That The Overwhelming Majority Of Women In The Industry Are Young, Being Between The Ages Of 16-40 Years (Rai And Sarkar 2012).

Lingam (1998) Reported That Women Remained As Head-Loaders While Men Had An Opportunity To Move Up To Become A Helper, Mason, Supervisor, Labour Agent Or Even Contractor. Ironically, Women Workers Were Preferred To Men Workers Because They Were Docile, And Carried Out Strenuous Jobs Without Complaint And For Fewer Wages. The Poor And Uneducated Women Migrated From Rural Areas Search Out For Generating Their Livelihood In Informal Sector. Several Studies Have Shown That Women Construction Workers Are Subject To Various Forms Of Harassment At Workplace. As The Women Labour Worked Under Constant Supervision Of Maistries And Skilled Workers Who Are Men, They Also Constantly

Face Threats Of Sexual Harassment From Them. They Are Abused Verbally With Sexual Overtones And Occasionally Even Physical Harassment Is Reported.

III. INVISIBILITY OF WORK

In The Note On Proceedings Of “Tripartite Meeting On The Construction Industry In The Twenty-First Century: Its Image, Employment Prospects And Skill Requirements” (ILO, 2001b) Ms. Christine Nathan Presented An Overview Of Women Workers In The Construction Industry In India. She Said That The Construction Industry Was The Second Largest Employer Of Women In India. According To Her Estimates, About 35 Per Cent Of The 20 Million Construction Workers Were Women. Yet Despite The Importance Of Women In The Workforce They Were Largely Invisible. Most Women Construction Workers Were Hired In The Rural Areas By Subcontractors. They Were Generally Hired And Paid Through Their Husbands, Which Meant That Their Names Were Not Listed In The Payroll Record Of The Subcontractors. The Traditional, Male-Dominated Social System In India, The Nature Of Women’s Work As Casual Labourers And The Subcontractors’ Unwillingness To Disclose The Number Of Women Workers To Avoid The Obligation To Pay Social Costs, Contributed To Their Invisibility.

The Invisibility Of Women Workers Hindered Them From Improving Their Working And Living Conditions. Women Workers Were Forced To Work In Unsafe And Unsanitary Environments For Long Hours. They Suffered From Many Kinds Of Injuries And Accidents At Work Which Often Harmed Their Reproduction Capacity. Companies Did Not Provide Safety Equipment Or Maternity Leave, And Miscarriages Were Common. Although Contractors Provided Living Quarters For Workers, These Were Inhumane, With No Water Or Toilet Facilities And No Electricity. Women Workers’ Wages Were Lower Than Male Workers’ Wages. Needless To Say, The Industry Took Advantage Of This Situation. Contractors Sometimes Threatened That They Would Not Hire Women Workers If They Insisted On Receiving Equal Pay. The Inequality Was Rooted In The Lack Of Skill, As Well As The Failure To Recognise Skills, Among Women Workers. The Traditional System Whereby Skills Were Transferred From Father To Son Prevented Women Workers From Receiving Skill Training, Which Was Given Only To Male Workers. But Even When Women Workers Did Possess Skills, They Did Not Receive A Fair Evaluation And Contractors Would Never Hire Them As Skilled Workers. At The Time When Labourers Were Hired, Any Obstacles To Women Taking Jobs Should Be Removed (For Example, By Advertising The Jobs In Places Where Women Were Found) And Efforts Should Be Made To Ensure That Women Were Fully Aware Of Their Terms Of Employment.

Facilities At Workplace

Kaveri (1995) Notes That Women Construction Workers In Tamil Nadu Are Employed Only On A Temporary And Casual Daily Basis As Unskilled Workers (Lifting Earth Loads, Cutting Soil, Mixing Cement, Breaking Stones) And Not As Masons. There Is Also Considerable Hostility From The Contractors And Male Workers To Women Masons.

Lakhs Of Children Are Growing Up On Construction Sites, Playing In Dust And Rubble. A Large Number Of Women Construction Workers Work With Their Children At Construction Sites. These Sites Are Particularly Hazardous For Young Children. First Aid Facilities Are Usually Unavailable And Access To Health Care Is Difficult. Unfortunately, These Workers Are Instrumental In Developing New Facilities, Once A School Or Hospital Is Ready,

The Construction Workers Are Migrant From Villages Put Up Their Huts In The Working Places And Later On That Would Become A Slum Or Resettlement Colony. The Huts Are Usually Situated In Unauthorized Places So There Is Always A Threat From The Police. Being Temporary Shelters They Are Not Provided Or Have Any Access To Water, Sanitation, And Electricity. The Condition Of These Workers Is Worse During Rainy Seasons. They Are Always Caught By Job Insecurity, Seasonal Employment, And Repeated Indebtedness (Sengupta, 2007). Women Workers Have No Protection Cover In This Informal Sector.

There Are Welfare Provisions In The Building And Other Construction Workers (Regulation Of Employment And Conditions Of Service) Act, 1996 States Contractor Or Sub-Contractors To Provide For Facilities In The Workplace Such As Safe Drinking Water, Urinals, And Toilets Separately For Male And Female Workers, First-Aid, And Crèche For Children Of The Workers On Sites, Where The Number Of Women Workers Is Greater Than 20. But In The Present Context, Women Construction Workers Are Exposed To Severe Hardships With No Basic Amenities Such As Toilets, Crèches, Drinking Water Facilities And Health Care During Pregnancies. When Mothers Are In Construction Work, Children Are Left Uncared With Lack Of Shelter, Food And Nutrition (Pal, 2000). Construction Sites Are Highly Dangerous For Small Children Since They Have No Safety Wall.

Health Hazards

The Construction Workers Are Exposed To Multiple Risks At Working And Living Places As They Are Exposed To Physical, Chemical, Biological, And Psycho Social Risks. When Workers Reside Near The Project Sites It Expose Them To Health Risks Even After Working Hours. Due To Poor Environmental

Conditions At Work Sites Chances Of Diseases From Poor Sanitation And Unsafe Drinking Water Is High. Since The Construction Workers Are Working In Air Polluted Dusty Environment In Different Climatic Conditions They Are Prone To Allergic And Respiratory Problems. There Are No Rules For Safety In Construction As Workers Are Not Provided With Any Safety Measures.

Women Migrants Face Socio-Psychological Costs Viz. Sexual Exploitation, Insecurity Of Job, Lack Of Facilities For Child Care And Themselves, Increased Work Load, Difficulty In Sustenance. There Are No Fixed Rest Hours For These Workers. They Are Given Hardly An Hour Break For Lunch. Long Hours Of Work Involving Continuous Handling Of Cement Lime Or Other Corrosive Construction Materials Lead To The Feet And Hands Being Bruised, Burnt And Eaten Away. Women Workers Who Carry The Cement Mix And Wet Bricks On Their Heads Suffer Serious Problems Like Head-Ache And Fever. Pregnant Women Who Carry Heavy Loads Run A High Risk Of Abortion (Sengupta, 1960).

Welfare Measures For The Women Workers

The Labour Legislation In India Has Been Designed In Such A Manner As To Protect Women And Children From Undue Exploitation. But Law Itself Cannot Offer Protection Unless There Is A Sense Of Awareness Of Its Existence Among The Workers. In This Direction, Education Of Women Requires To Be Given Top Most Priority So That They May Not Only Become Conscious Of Their Rights And Responsibilities But Also Take Advantage Of The Statutory Privileges. Moreover, It Is Also Necessary To Ensure Proper Implementation Of The Various Labour Laws (Bhatia, 1975).

It Has Been Observed That Despite Our Constitution Assuring Equality Of Men And Women, Discrimination Is Widely Prevalent In Our Society. In Informal Sector, Women Workers Don't Get Same Wages For Same Nature Of Work For Same Hours Done By Men. They Are Exploited At Workplace. According To Fundamental Rights, Constitution Of India, The State Shall Not Discriminate Against Any Citizen On Grounds Only Of Religion, Race, Sex, And Place Of Birth Or Any Of Them. [Article 15 (1)], Nothing In This Article Shall Prevent The State From Making Any Special Provision For Women And Children [Article 15(2)].

Ilo (2001a), Reports That In Most Countries, Construction Jobs Are Undertaken Almost Exclusively By Men. However, In The Countries Of South Asia, Women Play An Important Role Which Consists Of Performing Unskilled Tasks For Low Pay. For Example, In India It Is Estimated That Up To 35 Per Cent Of The Construction Workforce Are Women. They Are Integrated Into The Building Workforce At The Bottom End Of The Industry, As Unskilled Workers Or Head-Load Carriers. Access To Training Is Denied To Them. Discrimination In Pay Is Widespread. A Survey Of 2,600 Construction Workers In Five Cities Found Open Inequality In Pay With Women Earning 10-20 Per Cent Less Than Men For Similar Work. Moreover, Women Are Often Employed As Part Of A Family Work Unit, As The Piece-Rate System Encourages Workers To Engage Their Wives And Children To Increase Output, And In These Circumstances Women May Work But May Not (Directly) Receive Any Payment At All. In The Survey Noted Above, No Female Workers Were On The Payroll Of Any Contractor, Although They Comprised 41 From 23 Per Cent (Hyderabad, Delhi) To 34 Per Cent (Mumbai, Pune) Of The Construction Workforce. Not Surprisingly, No Site Had Separate Rest Areas For Females Or Nurseries For Children And No Women Had Received Maternity Benefit Payments.

The Various Provisions Have Been Made In The Labour Legislations For The Protection And Welfare Of Women Workers. These Labour Welfare Legislations Are Of Two Kinds. The First Category Contains Those Statutory Enactments Which Are Exclusively For Women Workers, E.G. The Maternity Benefit Act, 1961, And The Equal Remuneration Act, 1976. In The Second Category Are Included Those Labour Statutes Which Provide Measures For The Workers At Large But Contain Special Provisions For The Welfare Of Women Workers. The Statute In The Second Category Are (I) The Factories Act, 1948 (Ii) The Mines Act, 1952 (Iii) The Plantation Labour Act, 1951 (Iv) The Beedi And Cigar Workers (Conditions Of Employment) Act, 1966, (V) The Contract Labour (Regulation And Abolition) Act, 1970 (Vi) The Inter-State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979 (Vii) Building And Other Construction Workers' (Regulation Of Employment And Conditions Of Service) Act, 1996 (Viii) Minimum Wages Act, 1948 (Ix) Payment Of Wages Act, 1936 (X) The Employees' State Insurance Act, 1948 (Xi) The Workmen Compensation Act, 1923, (Xii) The Employees Provident Funds And Miscellaneous Provisions Act, 1952 And (Xiii) Payment Of Gratuity Act, 1972.

Due To Improper Implementation Of Law, Women Workers Are Forced To Work And Live In Miserable Conditions In Unorganized Sector. They Are Working In Very Risky And Insecure Work Conditions. They Are Not Benefited With Adequate Wage And Medical Facilities. There Are Proper Laws For Making Their Conditions Better And To Prevent Them From Health Hazards. They Don't Get Proper Overtime For Extra Hours And Leave. There Is No Social Security For Them In Unorganized Sector. Moreover, They Are Exempted From Maternity And Child Care Facilities. Safety, Healthcare And Social Security For This Large Group, Are Provided By The Building And Other Construction Workers Act (Bocwa), 1996 And The Benefits Are Available Only For Workers Registered Under This Act. However, Registration Is Still Low Due To

Apparent Complexities In The Registration Process, And Therefore, Many Remains Outside The Ambit Of This Law (Soundararajan, 2013).

IV. CONCLUSION

The Majority Of Rural Women In Then Unorganized Sector Is Landless Who Works In The Fields, Look After Animals; Involve In Food Production, Food Processing, Forestry And Rural Industry. They Also Participate In Construction Work, Engage In Factories, Work In Mines And Engage In Trade And Vending. Besides, They Also Bear The Burden Of Children, Collection Of Firewood And Water, Which Pressurize Their Time And Energy. Growing Agricultural Poverty Has Led Many Male Members To Migrate In Search Of Work, Leaving Their Families Behind To Face The Consequences. Moreover, The Increasing Pauperization In Rural Areas Has Led To Streams Of Migration And Polarization Between Rural And Urban Areas With Considerable Concentration Of Wealth And Social Services In The Urban Economy.

There Have Been Migrants Because Of Displacement By Development By Development Projects Of Irrigation, Industries, Etc. Which Influence Women Substantially. If The Male Member Migrates The Female Members Shoulders The Total Responsibility For The Family Left Behind. If The Entire Family Migrates, Women Themselves Confront The Problems Of Performing The Dual Role Of Earner And Home-Worker While Living And Working Conditions Which Lack Even The Basic Sanitary Facilities. Even The Women Suffer Exploitation At The Hands Of The Contractors In Construction And Have To Move From Place To Place In Search Of Employment.

The Labour Laws Are Exclusively Applicable To Organized Sectors Where As In Small Mines And Other Activities Employers Mainly Private Persons Do Not Adhere To Such Laws. Several Efforts Have Been Made To Improve The Economic Status Of The Rural Women By Providing Them Employment Opportunities. But All Such Endeavors Have Not Brought Desired Results. The Key To Better Employment Is The Education Of Women And Diversification Of Opportunities Supported Either By Government Projects Or By Private Investors. Government Through Its Plans And Policies Can Empower Women By Ensuring Employment And Raising Income Levels. To Ensure The Benefits To The Rural Women, The Administrative Machinery Has To Be More Vigilant Towards Security Of Employed Women In Rural Areas.

Finally, It Can Be Concluded That The Development Of Our Country Is Intrinsically Linked To The Social, Economic And Political Empowerment Of Our People Especially Women. Ensuring Gender Equality By Removing Gender Discrimination Mainly Among The Marginalized, Unprotected, Unorganized And Informal Women Labourers Is Key To Real Empowerment.

Moreover, The Sustainable Development Of An Economy Is Intricately Related To Empowerment Of Women. Progress Of Women Can Only Ensure Steady Economic Growth. Discrimination Against Women Is Incompatible With Human Dignity Which Impedes The Full Realization Of The Potentialities Of Women. When The Creative Abilities And Personal Contribution Of Half The Population Are Subject To Constant Subjugation, Socio-Economic Progress Is Bound To Be Jeopardized. All Kinds Of Actors (From The Architect To Construction Labourer To The Manufacturer Of An Air Conditioning Plants) And Factors (Tools, Technologies, Materials, Bylaws) Influence The Process And Shape The Product. It Is Important That The Players, While Pursuing Their Agenda And Immediate Goal—Speed And Profit, Luxury And Comfort, Aesthetics And Utility—Remain Sensitive To The Wider Picture And Make Conscious Efforts To Prevent Damage To The Environment And Society.

Construction Is A Vehicle And Also An Expression Of Development. Unsustainable Development Cannot Promote Sustainable Construction. Unsustainable Construction Cannot Produce Sustainable Cities And Settlements. And Unsustainable Cities And Settlements Cannot Lead To Sustainable Happiness-- Everyone's Ultimate Pursuit. Therefore, It Is Necessary To Protect The Ones Who Contribute In Our Happiness. Providing Safe Workplace Is The Women's Legal Right.

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