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### WORK LIFE BALANCE OF WOMEN WORKERS IN CONSTRUCTION INDUSTRY

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#### ABSTRACT

The word Work-life balance is used to describe the practices in maintaining a Balance between the stress of employees (i.e. in family and work life). The Demands and work make difficult to devote the proper time for balancing the Activities in work-life. It causes the more advancement in the women who Participate in work-life. The position and status of the women shows its best in Socio-economic and cultural achievements of that society. The industry deals with the infrastructure which is necessary for the industrial growth is the construction industry. Most of the industries contains one-third of the women having low level of skills and education which may lead to the very serious problem related to work, viz, wage discrimination, gender, sexual harassment and unhealthy job relationships. In today's study the existing literature in concerned with work-life balance in the constructions and was reviewed. The positions of women in India over the years have been changed today but these changes are not uniform. The past decades have shown the positive results in working conditions of the construction industry and efforts have been made to reduce the heavy lifting and carrying, but hard physical labour, static work, climatic influence, noise and dust are still considered as burdens for construction workers. Many women planned to postponed the childbirth or decided to remain childless in order to continue there working career. The increase in women's labour force participation may thus entail a certain polarization of behavior.

**Keywords:** *Work-life balance, socio-economic, industrial growth, wage discrimination, climate influence, polarization*

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#### I. INTRODUCTION

In ancient era, the Word “WOMEN” were given the position of Goddess, which meant the most prestiges thing in the world. In India, men do not share on most of the household chores, it is Women who take care of all such kind of things such as-making food, clean the house, wash clothes, do the dishes, get their children ready for school etc. Due to increases in prices or getting income for family, women have to work outside for their increasing need for money to run their house well. The major burden of running the family is on the shoulders of women. Women considered 48 per cent of population of India , but their role of participations for development is very few in number. After Globalisation, women have more and more Job opportunities. There are number of institutions , special legislations and reforms, who supposed to serve their needers. Although women now, cater their services in dimensions field and occupy their positions. Now the status of Indian women are more Independent and they are more aware of their legal rights, such as

RIGHT TO WORK , EQUAL TREATMENT, RIGHT TO AGAINST EXPLOITATION, FREEDOM OF EXPRESSION. The status of Indian women has undergone considerable change. There are other factors that affect the life of quality of women such as age of marriage, extent of literarcy and so on. In many families, women do not have a voice in anything while in several families, the women may have a dominating role. The result is that the empowerment of women in India is highly unbalanced and with huge gap. Pandit Jawarhar Lal Nehru once said that by merely looking at the condition of women, one can figure out the growth of the nation. WOMEN, Being the integral part of our So called democratic nation have always been looked down under the dictatorship of men. Women not only suffer in the rural India but the problem remain the same in the urban sector of the society too.

#### II. WOMEN IN CONSTRUCTION INDUSTRY

In India, the construction industry took second largest and a fastest growing sector. Many national companies have been competing to each other since the mid-1990s. In India, the labour force has been estimated at 30 million people, about half are WOMEN. There has been a reduction of demand for unskilled labor since mid-1990s.

Construction industry is the major source of employment for worker in the unorganised sector. Construction is one of the few industries where people try to work their way to top from the bottom level. But women in india are denied promotional opportunities in the construction sector. A woman working in construction is on the increase. There are about 37 per cent of new entrants into the industry that came from higher education are women, proving that this industry quickly becoming one for the girls, not just the boys!

Women workers are almost exclusively unskilled, casual, manual laborers:

1. Carrying bricks,cement,sand,and water
2. Digging earth,mixing cement,breaking stones

There are roughly 9% of workers in the United States construction industry are women, with the remaining 91% being men.Women working in construction are also facing a unique set of issues at work- many report being treated worse than male colleagues,having to share toilets with male colleagues and being targets of sexual harassment in the workplace.Getting more women working in construction is a tremendous area of opprotunity for general contractors and larger construction firms today.According to figures from STEM (Science, Technology, Engineering and manufacturing,)excluding health-related occupations,the percentage of women in STEM occupations has increases in the last few years,to a still very modest 13%.

Organisations such as the Union of Construction, Allied Trades and technicians have carried out surveys to get an understanding of the set of issued that women have to faced in the industry. There are several perceptions that people have, that directly impact the uptake of jobs by women.

### III. CHALLENGES FACED BY WORKING WOMEN

Working Women have to face a set of problems and challenges, which directly impact our society and in family. This sphere where we live in has changed a great deal in last hundred years and is expected to change in last hundred years too. But the change remains constant in the social discrimination of women, the talk of gender equality, women empowerment and female education. We think we have come this far evolving civilizing, modernizing. The lots of women is very less changed in reality.Though we have evolved much in the case of development. Women has started working in MNC's, and many more important sectors. Yes, we can see the change in gender equality but the thing that still abound is the challenges the working women faces.Women is a very small word with a very illimitable responsibilities. She has to play rolls of a mother, daughter, sister and many more. Women are considered to be a multi-tasker, from cooking food to raising kids, from making a home to making a office, she just works for her whole life and never ever complains. But, Is it what they deserve?

The definition of a women have to be changed and you have to be the change ! You want to she in this world.In this modernized the tasks and challenges have increased much. A women have to tackle a lot between career, kitchen, kids, husband, household, society, personal health, desires and passion. Between all these stuffs she just face many challenges and difficulties each and every single moment. The financial conditions are becoming fiercer by day.we continouse such challenges that is faced by working women by dividing two sub heads i.e in FAMILY and in the SOCIETY

#### Working women in family:

The Financial demands on the Indian families are becoming challenging by day. The sky rocketing cost of living, increasing expenses in education, increasing cost of housing property in India force every family in India to look for ways and source of increasing the household income. As a result, Women in India who were mostly known for homemaker are forced to go for jobs.

#### Working Women in the Society:

Men and Women are two main pillars of the society. Role of both is equally important.so, for a healthy society we should consider the role of both and their rights should also be equal.Our society is a male dominant society but nobody can deny the role of women in the society.Many people think that women is born to be bound only for

household chores ,they do not work outside for fulfillment of financial demand in family . Many efforts are being made by different social organizations for the provisions of women rights in the society and law. Women have to face the problems like Social class discrimination.Women having strong backgrounds are considered more respectable rather than women from lower class or middle class. It is all about physical and mental perspective.Due to increment crimes yday against women especially from middle class are not allowed to do job and only 40% of working women are from middle class.According to those working women, men are the only reason by which they have to faced problems because they don't want that the women to work alongside them.

Many NGOs are emphasizing on the issue that why women have not liberty to do job, which not a right practice is done by our society. If a woman is getting all the facilities of life and her all wishes are being fulfilled by her loving one,than there is no need of doing job.But women can do and should do job if she needs that. Women should have courage to face cruel society norms and don't trust anybody blindly.

#### IV. DISCRIMINATION AT WORK PLACE

Challenges starts to enter in a women's life as soon she starts her work life. Men retire at the age where they can't work and women's retirement is marked by her marriage. This has become the mental level of peoples that a women will not work after her marriage.

#### V. CHALLENGES TO SAFETY

A women will not only face challenges at work but also after the work. When she returns to her home. Her safety, life and pride is all at stake. Cases of theft, sexual harassment, eve- teasing are some of the examples.

#### VI. NON-ACCEPTANCE OF TALENT:

A working women who's beautiful and is social with everyone and reaching heights where many men couldn't even think, instead of being complimented their character, talent and dignity is questioned that how come they reaches to this or that position!

#### Crimes

Every single day of a women when she steps out, stays out whole day, working in office, in field, in canteen and everywhere she is subjected directly or indirectly to sexual abuses, indirectly in their talks and directly on women's face. Sometimes eyes and shout is enough to hurt a women, some of them ignore but for some that stare stays in their heart and makes them depressed and hurt every moment.

Problem also arose when before marriage women's parents are forced for dowry and after marriage women is being forced and if she deny she faces domestic violence and sometime her life has to pay the dowry. Result of this is not only paid by women but also by her parents.

#### Inequality at Work

Inequality at work is one of the most depressing challenge a women faces despite all their qualifications, skills, talent and hard work, she is just rated low than her male colleagues. This is the reason why women's prefer to settle for a less challenging jobs.

#### VII. BALANCING WORK AND FAMILY

It takes a lot for women to balance her work and family life. She just gets confused whether to follow her dreams or her kids who is running away from food. She has faced the drama of her husband if she is working somewhere then of her boss. A women handles and balances a big lot of stress, which deprives her of peace, rest, sleep and luxury to be herself.

## VIII. CONCLUSION

Policies and legal mechanisms alone cannot help in curbing the problems faced by women at work place - the overall attitude and acceptance level of the people of needs to change. Just letting women work outside home does not mean that society treats men and women equally. The issues and problems that women face in their workplaces should be put to an end and then only it can be said that men and women have equal status. Although there are various laws that are made for protection of women even in workplace but due to lack of proper implementation and interpretation of law, it has not been quite effective in protecting women from the crimes and inequality in the workplace. Organizations are going out of their way to ensure they provide safe work environment for their women employees, and are also putting up policies to ensure the women feel motivated to work and continue their career, even after child birth.

There should be a change in mentality of the society so that after sometime there must not be any law on the protection of women.

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