

GENDER BASED WAGE DISCRIMINATION AMONG CONSTRUCTION WORKERS IN CHENNAI IN TAMIL NADU

¹Jayasuriyan B

¹Student, 1st year BA.LLB (Hons), Saveetha School of Law, Saveetha Institute of Medical and Technical Sciences, Saveetha University, Chennai-77, Tamilnadu, India.

²Kirubakaran K

²Assistant Professor, Saveetha School of Law, Saveetha Institute of Medical and Technical Sciences, Saveetha University, Chennai-77, Tamilnadu, India.

¹jayasuriyancool@gmail.com, ²garan24@gmail.com

Abstract

Construction Industry is one of the most important industry in India and it plays a vital role on employing huge number of skilled, semi-skilled and unskilled workers and it is also considered as one of the hazardous profession in which that may also lead to certain injuries and sometimes death while working and the current paper made its effort to analyse the workers in the construction industry to find whether there is wage discrimination among the people on the basis of the gender and while undergoing the survey it is found that the a gender and age are the two most important factor in which that affects the wage of the people and most importantly those two factors are interlinked with each other and those two factors must be concerned with the other factors and it is found that there is discrimination of wages on the basis of gender and age as well and it is mostly fond on large scale construction industries.

Keywords: Construction, Workers, Wage, Discrimination, Large Scale Construction Industry, Small And Medium Scale Industry.

Introduction

Construction industry is the backbone of a country as in which it shows the growth of a country on the basis of the kinds and ways in which a place or thing(buildings) creates the infrastructure necessary for economic and industrial growth. In India and it employs the

labours who are skilled, semi-skilled and also unskilled workforce due to its huge demand. The workforce employed in the construction industry has to face several hardships at the work since it is considered one of the hazardous occupation and it is because of the accidents in which that occurs in the workplace of such occupation. In India the second largest industry is construction industry in India, in which it employs almost 30 million people in which 30% are women. And there are various kinds of discrimination among construction workers and which in turn leads to wage gap and that are not believed as a reason. (Bhattacharyya and Korinek). Construction industry is a black box of a country and women were on the ratio of 40:60 on the work. The process of ill-treating them on work still prevails. (Sunil et al.). Construction workers were made to work in irregular time periods and the workers were sometimes forced to work more than 8 hours and women workers were sometimes made to work in an improper manner with a very lower wage. ((Bystydzienski; OECD; Gould)) one of the harsh realities of 21st century is wage difference and it is based on physical imbalance of the labour and it is mostly on the basis of gender and sometimes it is because of certain personal notion of employers or to an employee (Augustine and Singh; Salami and Salami). The construction sites are the sites in which that provides major safety malfunction and even in such workplace women struggled hard there's no place for them and on considering the progress of wage gap both men and women involved in this progress (Bhattacharyya and Korinek; "The Formation of Social Constructions of Female Marriage Migrants and Female Work Migrants in South Korea") Gender diversity is one of the common issue that prevails more the major problem was the different amount of wages are given to the people who does the same work in the same place but by the difference on the basis of their gender. (Borpatragohain, R. C. "Safeguarding the Dignity of Women under the Criminal Law Amendment Act 2013-A Critical Analysis." *Space and Culture, India*, vol. 1, no. 2, 2013, p. 44.) and Gender based discrimination is a universal phenomenon, and women comprise half of the world's population and perform two thirds of the work but earn only a third of the total income and own less than a tenth of the resources. (Bystydzienski, Jill M. "The Effects of the Economic and Political Transition on Women and Families in Poland." *Women and Political Change*, 1999, pp. 91–109.

Chakravarty, Deepita. "Docile Oriental Women' and Organised Labour." *Indian Journal of Gender Studies*, vol. 14, no. 3, 2007, pp. 439–60.). And women were considered to be the one who gets dominated mostly in various formal and informal sectors moreover they were paid with lower wages. And they were also not treated equally as compared with men. According

to their belief women were considered to be weak to get over in these kind of business (Deshpande, Ashwini, et al. "Bad Karma or Discrimination? Male–Female Wage Gaps Among Salaried Workers in India." *World Development*, vol. 102, 2018, pp. 331–44. Devi, Kalpana, et al. "Status of Female Workers in Construction Industry in India: A Review." *IOSR Journal Of Humanities And Social Science*, vol. 14, no. 4, 2013, pp. 27–30.). And women were the one who were constantly struggling in their workplaces (construction site) and they were not treated as same as men even though they were made work under irregular time period and also mentioned that the gender bias still prevails in the society. (Pandi Dev. M (2016)). construction industry is one of the unorganised sector in which people involved in it has no job security and people were still compelled to work in an inappropriate manner. (S. Rasheedha Ban and Dr. S. Sampath (2018)) in Ahmedabad there were more number of construction workers in other words less number of educated representatives and there were large no of women who were all in the stage of deployment. (IIT in ILO on Indian labour market on Ahmedabad) (Devi, Kalpana, et al. "Status of Female Workers in Construction Industry in India: A Review." *IOSR Journal Of Humanities And Social Science*, vol. 14, no. 4, 2013, pp. 27–30. Gandhi, Nandita. "Purple and Red Banners: Joint Strategies for Women Workers in the Informal Sector." *Confronting State, Capital and Patriarchy*, 1996, pp. 330–59.) ("Gender Discrimination in Sports: Depleting Respect of Women Players in India." *International Journal of Science and Research (IJSR)*, vol. 6, no. 12, 2017, pp. 1493–97. (Gogia, Jyoti, and Neha Sikarwar. "Realizing the State of Women Domestic Workers in Urban Informal Sector." *Asian Journal of Research in Social Sciences and Humanities*, vol. 5, no. 12, 2015, p. 27.)

The nature or the surrounding of a construction worker is an unsophisticated one, and the major amount of people were left their jobs because of insufficient wages and also because of the wage discrimination on the basis of their gender. (Dr. Ranjana . K) women are equal in both physical and psychological aspect as compared to men. Joseph (Ambarasu (2009)). And the major objective of this paper is to analyse the factor in which that influence wage discrimination on the basis of their gender, then to compare the factor in which that affect the wage rate among the construction worker on the basis of their gender and also to suggest remedial measures for the factors in which that influence wage discrimination among men and women. The current paper aims to analyse the gender based wage discrimination among the construction workers, to analyse the factors in which that affect the gender discrimination, causes of gender discrimination in Chennai in Tamil Nadu. Mohanty, Siba

Sankar, et al. "Gender Wage Gap among Salaried Workers in India: Results of a Principal Component Analysis of State Level Statistics." *Economic Affairs*, vol. 59, no. 2, 2014, p. 175.(Nandal, Santosh. "Women Workers in Unorganized Sector: A Study on Construction Industry in Haryana." *International Journal of Development Issues*, vol. 5, no. 2, 2006, pp. 119–32.)(Nathan, Christine. "Trade Unions and Adult Learning for Women Construction Workers in the Informal Sector." *Technical and Vocational Education and Training: Issues, Concerns and Prospects*, pp. 119–29.)

Hypothesis:

Null Hypothesis: There is no significant difference in the wages received by men and women among construction workers in Chennai.

Alternative Hypothesis: There is significant difference in the wages received by men and women among construction workers in Chennai.

Methods and Materials:

The current paper is made on the basis of empirical format in which it includes survey, statistics, analysis, etc... and the current paper is based on stratified random method of sampling and the population size is 1.5 lakhs approximately(source: www.ncbi.nlm.nih.gov) and the sample size is limited to 600 and the survey is taken on Chennai area only. And there are various researches were done regarding this issue but most of the researches were mostly concentrated on women workers only and this paper tends to view this issue on warning both the men and women by giving equal attention and most importantly the survey was made in an authenticated way for appropriate results and also tries to reveal the actual truths regarding this issues. This paper also includes various secondary sources to get through the current issue, but the results will be focused mainly on the primary data.

Results:

About 80% of the people has responded that the employees were discriminated based on wages in large scale construction industry and 78% of the people responded that there is no sort of wage discrimination in small and medium scale construction industries. In large scale construction industry 55% of the people responded that the men were discriminated on

the workplace. and about 87% of the people responded that the wage is given on the basis of the work done and 77% of the people responded that to certain extent the gender play a major role in the large scale construction industry and 62% of the people responded that the gender plays a major role in the small and medium scale industries, and 77% of the people responded that age play a major role on the large scale industries and about 73% of the people responded that the age play a significant role in the small and medium scale industries,es the age play a significant role on wage discrimination and about 80% of the people had responded that the personal plays a significant role on determining the wage and 60% of the people responded that there must be monitoring authority to control these kind of issues.And people had responded that people aged 24-35 gets dominated in a larger amount in the construction industries, and about 90% of the people responded that women are the that gets dominated in the construction industry, the 65% of the people had responded that women workers have higher leverages as compared with male workers.

Discussion:

There are various researches were done regarding this topic but most of the results will be focussing only on the women's perspective but this paper will tends to analyse on both of their perspective which both men and women .

According to **Dholaki R. (1990)** in his research paper it is stated that wage discrimination is no due to the difference in human capital or marginal productivity but due to monosomy practices.

According **Anu Rai (2013)** in her research paper it is stated that the construction sector has huge number of employees where men and women are not treated equally. And which lead to discrimination wages and that may lead the people to get out their profession and tends to the situation of jeopardy.

According to **Ghothoskar (2003)** in his research paper it is stated that the construction work includes various types of works and it needs more importance and it has more flows on the way in ehich they treat their employees.

According to **Edge worth (1922)** in his research paper it is stated that the gender discrimination is the major aspect of the downfall of the country's economy.

According to **Seema Qasim** (1989) in the research paper it is stated that construction workers in Delhi were made to work all day with irregular time periods and with major sort of gender discrimination in their wages.

According to **Fawatt (1989)** in his research paper it is stated that the discrimination is manifested not as unequal pay for equal work but rather as job assignment. And he constantly stated that equal payment was not allowed in certain sector and one of the sector is the construction sector.

Construction industry is one of the most important industry in which it plays a main role on showing the growth of the people in industries, countries, etc.... and while it comes to the place of work people commonly have some issues in their workplace and such problems shall be majorly classified into two, they are,

- Personal problems and
- Common problems.

And these two kinds of problems are considered to be the most vulnerable problems in which that affects both the people and the work in which they were made to do.

Personal problems:

Personal problems are the problems in which that are made or created by having or not having intention of such problems which affects a particular person or a group in which it has a same agenda or an objective.

Common problems:

Common problems are problems in which that are made or created by not having any intention on affecting any person in the workplace.

And the act of wage discrimination stands in between those two kinds of problems and it is because it has both characteristics in a partial manner and there are certain acts in which that are in existence for the purpose of wage discrimination are Equal Remuneration Act, etc...., and these acts plays a major role on preventing the act of wage discrimination.

And most of the people were aware and has knowledge on these kinds act but they don't know the actual names of the act. And while undergoing this survey after having a constant and a frequent conversation with queries the current paper has found that according to the people there is wage discrimination among the people in the construction industry and

it is because of both the age and the gender of the worker and in this case it is constantly stated that the age of the person and the gender of the person are inter-related with each other and this statement was commonly accepted by most of the people in the construction sector and it also constantly proved that there will be no sort of discrimination on wages for the people with the same and the opposite gender whose age is between 24-35 approximately and it is believed in such a way because according to people they are constantly stating that the people who are under the above mentioned age groups were considered to be fit on both physically and mentally irrespective of their gender and if there is any sort of discrimination on wages found means then it is a sign in which indicates that such person or group has some personal problem which affects or even relates to the work in which they were made to do and in such cases this issue will fall under personal problems.

And it is also found that most of the discrimination on wages falls under kind of personal problems and there are some problems which affects the people such as like the wage discrimination in which the current paper deals with.

According to the survey it is shown that about 80 % of the people were responded that there is no discrimination of women based on wages and about 84 % people were responded that there is no discrimination of men based on wages.

On considering the remaining 15 – 20 % people, they fall under the age between 24 - 35 and when the current paper asked the same question to the people who falls under the above mentioned age criteria it shown that about 93% of the people were responded that there is discrimination on their workplace regarding their wages and the people who gets discriminated are mostly women and they are between their age of 24 -35.

About 96% of the people responded that the number of women workers are considerably very higher in large scale construction industry and the common reason for that was, the women were the one who seeks for a job due to their personal problems and most of the employers will make use of it as their advantage to complete their work with lower wages on hiring people like this and this reason also happens with men as well but the wage gets differs even in this kind of situation

And then about 88 % of the people responded that the number of women workers in their workplace is considerably lower in a small and medium scale industry and according to them the common reason in which most of the people were said was that women were considered to be less fit on compared with men.

And even this reason gets satisfied by the survey in which the current paper has also enquired about the number of male and female employees and the total number of employees in their work place on both large, medium and small scale industries and the people were responded that there is a large at least equal number of female employees in their workplace as compared with number of male employees (large scale industries). And according to small and medium scale industry it is said that the number of female employees is comparatively very lower.

And with the help of the survey it is clearly proven that there is wage discrimination on the basis of gender in construction industry and it is not just by their gender but also it includes the age and the problems in which they face, and these three issues must be considered equally as they are interlinked with each other.

And from the above results it is also clearly said that there must be a monitoring authority to control these issues and the laws must be implemented properly and there needs to be certain updates in the law in which that satisfies the above mentioned issues.

Conclusion:

Construction workers play a major role in our country and more over they were not treated equally in the society and wage discrimination is the one that affects them the most and from the above results it is also clearly said that there must be a monitoring authority to control these issues and the laws must be implemented properly and there needs to be certain updates in the existing law in which that satisfies the above mentioned issues. And hence the alternative hypothesis is true.

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