CHAPTER IV
HEALTH OF CONSTRUCTION SECTOR
WORKERS IN KERALA

Primary Survey Analysis

4.1 Introduction

Construction is one of the oldest organized activities of the human kind employing a large segment of rural people much prior to the origins of industrial development. Hence pre industrial societies advanced labour intensive techniques of construction. Established modes of integrating construction activity were inextricably integrated with the organic structure of society. Work relations and organizational features are inherited for centuries from a pre industrial society. The massive architectural monuments scattered all over the country provide testimony regarding the advanced state of construction techniques in pre industrial India. During the industrialization phase, construction activities moved to cities with the growth of urban metropolis. Further, with planned economic development, these activities in the form of social overhead capital developed by leaps and bounds. The modern construction sector has evolved from the colonial era and naturally therefore, colonial vestiges have come to stay in spite of modernization.
With labour intensive operations, the construction and building industry has a large base for employment and its growth. Since the seventies, employment growth in this industry has been found to be three times the national average. Being project based, much of the construction work is organized through contracts. Typically, workers are constantly on the move from site, project and employer in search of better employment. They are distanced from the principal employer by a long list of intermediaries. The contractors keep only a small team of workers. A large chunk of employment in this sector is temporary/casual. Although much of the work is of unskilled nature, work itself is hazardous and accident prone; besides being arduous and back breaking. The absence of a well enforcing labour law and protective mechanism necessitates the enactment of suitable legislation and executive authority to ameliorate the conditions of the poor and the marginalised workers in the construction sector.

The present chapter explore the manifold issues of workers in the construction sector with due emphasis to the health related problems of women workers. The study has been carried out by using an exhaustive interview schedule by incorporating major challenging health issues of women, particularly in the construction sector. Followed by scanning of the various socio- economic issues, an econometric model has been developed in the subsequent chapter to identify the major determinants of health. It has been followed by discussion with experts for evolving convincing inferences towards better policy decisions.
4.2 Health Status of Construction Workers

Construction sector employs a large number of casual labourers. Women in this sector are forced to perform the less paid and less skilled casual work. Firstly the study attempted a comparison of male and female workers engaged in more or less the same type of construction work and attempted to identify the extent of discrimination found among male and female counterparts.

In the study, 75 samples each from the male and female workers were collected by using stratified random sampling technique. Further the male and female workers were sub divided into three categories – major, minor and casual. The seventy five samples include twenty-five each from the three categories of workers engaged in the construction activities. Equal number of samples was collected from respective groups.

In the study, major companies are those which are doing major construction activities with heavy investment in sophisticated modern machines. Workers are mostly of permanent character with office establishment to meet the needs of the workers and for giving directions about the type of work that they have to perform. The minor category undertakes construction and maintenance activities with medium range of investment and the workers are of semi permanent character. Casual workers are engaged in construction work in a free or uncertain environment. Here they enjoy no regular jobs and are under constant threat of eviction from employment.
It is also to be noted that in the process of data collection, only 3 to 5 samples were collected from a particular work site and that too depending on the total number of workers in the site. The responses were also selected randomly from urban, semi urban, rural and remote rural areas of Thiruvananthapuram district. Workers in both the city limits and those employed in rural areas were given representation based on the number of work sites and total number of people engaged.

Interview schedule has been drafted very carefully by incorporating variables found highly relevant from the review of literature, the responses from pilot survey and the inferences drawn from the discussions with experts, NGOs, social activists and from the workers and contractors. In the interview schedule almost all social, economic, cultural, environmental, religious and political factors are included without any bias or discrimination. Important suggestions and criticisms from social activists, contractors, workers and firms are worked out for avoiding the chances of error in the collection and analysis of data.

4.3. Study Variables.

Marital Status

Relations and family in Kerala has acclaimed international reputation and this in the present study is identified with the marital status of workers. In the study, 39% of aggregate women in the construction sector are either separated, divorced or widowed (Table 4.1). But this becomes only 4% in the case of aggregate male workers
(Table 4.1a). It implies that working women in the construction sector enjoy low social status and most of these workers are from the lowest segment of the working population. In the case of female workers in the major and minor category, this figure is 52% and 36% respectively. In the case of casual female workers, only 28% belong to this category. Casual workers enjoy relatively stable family relation; the reason has been inferred that they are day workers. The worst hit are the workers in the major construction sites.

Table No. 4.1
Marital Status (Aggregate Female)

<table>
<thead>
<tr>
<th>No. of Workers</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>6</td>
<td>8.0</td>
<td>8.0</td>
</tr>
<tr>
<td>Married</td>
<td>40</td>
<td>53.3</td>
<td>61.3</td>
</tr>
<tr>
<td>Widow</td>
<td>15</td>
<td>20.0</td>
<td>81.3</td>
</tr>
<tr>
<td>Divorced</td>
<td>3</td>
<td>4.0</td>
<td>85.3</td>
</tr>
<tr>
<td>Separated</td>
<td>11</td>
<td>14.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Table No. 4.1a
Marital Status (Aggregate Male)

<table>
<thead>
<tr>
<th>No. of Workers</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>19</td>
<td>25.3</td>
<td>25.3</td>
</tr>
<tr>
<td>Married</td>
<td>53</td>
<td>70.7</td>
<td>96.0</td>
</tr>
<tr>
<td>Widow</td>
<td>1</td>
<td>1.3</td>
<td>97.3</td>
</tr>
<tr>
<td>Separated</td>
<td>2</td>
<td>2.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Dependency Burden

Another variable found relevant in the context of health and standard of living is the dependency burden. Dependency is a major factor affecting the nutritional and general health standards. 30.7% of females and 29.3% of males have two dependents each. (Tables 4.2 and 4.2a). But the level of dependency is found to be varied in the case of casual, minor and major categories i.e., 32%, 24% and 36 % respectively.
### Table No. 4.2
Female Dependency

<table>
<thead>
<tr>
<th>No. of Dependents</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>13</td>
<td>17.3</td>
<td>17.3</td>
</tr>
<tr>
<td>1</td>
<td>16</td>
<td>21.3</td>
<td>38.7</td>
</tr>
<tr>
<td>2</td>
<td>23</td>
<td>30.7</td>
<td>69.3</td>
</tr>
<tr>
<td>3</td>
<td>12</td>
<td>16.0</td>
<td>85.3</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6.7</td>
<td>92.0</td>
</tr>
<tr>
<td>5</td>
<td>6</td>
<td>8.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.2a
Male Dependency

<table>
<thead>
<tr>
<th>No. of Dependents</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>3</td>
<td>4.0</td>
<td>4.0</td>
</tr>
<tr>
<td>1</td>
<td>15</td>
<td>20.0</td>
<td>24.0</td>
</tr>
<tr>
<td>2</td>
<td>22</td>
<td>29.3</td>
<td>53.3</td>
</tr>
<tr>
<td>3</td>
<td>22</td>
<td>29.3</td>
<td>82.7</td>
</tr>
<tr>
<td>4</td>
<td>9</td>
<td>12.0</td>
<td>94.7</td>
</tr>
<tr>
<td>5</td>
<td>2</td>
<td>2.7</td>
<td>97.3</td>
</tr>
<tr>
<td>6</td>
<td>2</td>
<td>2.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Dwelling House and Fuels Used

Living environment and living standards is another pointer of the health status. For this, questions have been asked specifically in the context of the ownership of the house, type of fuel used for cooking and the systems of lighting at the house. The house should provide adequate space for family life and related activities which have a direct impact on worker’s productivity, health and family stability. By deductive reasoning, a strong relationship can be established between poor housing and respiratory\ skin infection, morbidity\ mortality, accidents etc. (WHO (1974). Technical Rep. Ser. No.544; WHO (1975) Promoting Health in Human Environment, P-26; Govt. of India (1949). Report of the Environmental Hygiene Committee, Ministry of Health, New Delhi; Social Welfare, Housing Feb. 1987. )

Long and continuous hours of household duty coupled with no rest adversely affect health. Small houses along with poor ventilation and wood as fuel make the health condition of women worse. Household duties, particularly cooking has been observed to be time consuming and ultimately leads to severe health problems. Living environment and hygiene are proved to be the principal factors influencing health and work efficiency. It has been noted that 94.7% of both male and female workers are living in own houses (Tables 4.3 and 4.3a). Equally important is the fact that 92% of female workers use firewood for cooking (Table 4.4)
### Table No. 4.3
**Type of house (Female)**

<table>
<thead>
<tr>
<th>Type of House</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rented</td>
<td>4</td>
<td>5.3</td>
<td>5.3</td>
</tr>
<tr>
<td>Owned</td>
<td>71</td>
<td>94.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.3a
**Type of house (Male)**

<table>
<thead>
<tr>
<th>Type of House</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rented</td>
<td>4</td>
<td>5.3</td>
<td>5.3</td>
</tr>
<tr>
<td>Owned</td>
<td>71</td>
<td>94.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.4
**Cooking Fuel (Female)**

<table>
<thead>
<tr>
<th>Type of Fuel</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wood</td>
<td>69</td>
<td>92.0</td>
<td>92.0</td>
</tr>
<tr>
<td>LPG</td>
<td>6</td>
<td>8.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Survey
Lighting

Houses of 80% of aggregate female workers and 84% of aggregate male workers are electrified (Tables 4.5 and 4.5a). However only 64% among casual female workers, while 88% among major and minor female workers enjoy electricity. It implies the lower level of living amenities of casual workers.

Table No. 4.5
Lighting (Female)

<table>
<thead>
<tr>
<th>Type of Lighting</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>4</td>
<td>5.3</td>
<td>5.3</td>
</tr>
<tr>
<td>Electricity</td>
<td>60</td>
<td>80.0</td>
<td>85.3</td>
</tr>
<tr>
<td>Kerosene</td>
<td>11</td>
<td>14.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.5 a.
Lighting (Male)

<table>
<thead>
<tr>
<th>Type of Lighting</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>1</td>
<td>1.3</td>
<td>1.3</td>
</tr>
<tr>
<td>Electricity</td>
<td>63</td>
<td>84.0</td>
<td>85.3</td>
</tr>
<tr>
<td>Kerosene</td>
<td>11</td>
<td>14.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Work and Work Relations

From the observations related to work and work relations, it has been found that there is no vertical mobility of labour. All the three categories of male and female workers responded that there is no change in the nature of work done. The casual workers are not in the habit of moving away from their houses, whereas in the case of contract workers of minor and major categories, though they do not experience any change in the nature of work done as they are under contract type of employment, they show willingness to shift from one worksite to another. It has been noted that in the major construction cites, only a very small number of female workers are engaged.

Skill

Women workers in the construction sector are mostly unskilled. Most of the masonry work is being done by male workers which need some expertise. Female workers join the construction sector as apprentices; continue as long as health permits and ultimately retire\terminate when found unfit for hard physical labour. In their field of operations, no skill or expertise is needed.

Seasonality of Work

The unorganized nature of construction by itself makes the nature of employment seasonal. In the study 69.3% of aggregate female workers and 50.7% of aggregate male workers reported their work as seasonal (Tables 4.6 and 4.6a). 92% of females in the casual category reported construction as seasonal while it is 84% in the minor and 32%
in the major category. This seasonality in the nature of work in the casual sector is a major threat to the life and health of workers there.

### Table No. 4.6
**Seasonal Nature of Work (Aggregate Female)**

<table>
<thead>
<tr>
<th>Seasonality of Work</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>23</td>
<td>30.7</td>
<td>30.7</td>
</tr>
<tr>
<td>Yes</td>
<td>52</td>
<td>69.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.6a
**Seasonal Nature of Work (Aggregate Male)**

<table>
<thead>
<tr>
<th>Seasonality of Work</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>37</td>
<td>49.3</td>
<td>49.3</td>
</tr>
<tr>
<td>Yes</td>
<td>38</td>
<td>50.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Alternative Job Opportunity

Getting employment in the construction sector is a chance and not a choice, since the type of work is seasonal. 64% of females and 61.3% of males ruled out the possibility of alternative job (Tables 4.7 and 4.7a). 32% of female workers in the casual, 76% in the major and 84% in the minor category reported it as seasonal and commented only little scope for other jobs.
Table No. 4.7
Alternative Job (Aggregate Female)

<table>
<thead>
<tr>
<th>Reason</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No job</td>
<td>48</td>
<td>64.0</td>
<td>64.0</td>
</tr>
<tr>
<td>Seasonal</td>
<td>15</td>
<td>20.0</td>
<td>84.0</td>
</tr>
<tr>
<td>Low Income</td>
<td>12</td>
<td>16.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.7a
Alternative Job (Aggregate Male)

<table>
<thead>
<tr>
<th>Reason</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No job</td>
<td>46</td>
<td>61.3</td>
<td>61.3</td>
</tr>
<tr>
<td>Seasonal</td>
<td>16</td>
<td>21.3</td>
<td>82.7</td>
</tr>
<tr>
<td>Low Income</td>
<td>13</td>
<td>17.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Time \ Duration of Work

In the case of duration of work, significant difference has been observed in the case of female and male workers. 85.3% of females work 8 hours on the average; but 84% of males perform on the average 9 hrs a day (Tables 4.8 and 4.8 a). 72% of casual female workers, 100% of minor category female workers and 84% of major category female workers toil 8 hour a day.
### Table No. 4.8
**Duration of Working Hours (Aggregate Female)**

<table>
<thead>
<tr>
<th>Working Hours</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>4</td>
<td>5.3</td>
<td>5.3</td>
</tr>
<tr>
<td>7</td>
<td>7</td>
<td>9.3</td>
<td>14.7</td>
</tr>
<tr>
<td>8</td>
<td>64</td>
<td>85.3</td>
<td>100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100</strong></td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.8a
**Duration of Working Hours (Aggregate Male)**

<table>
<thead>
<tr>
<th>Working Hours</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>6</td>
<td>8.0</td>
<td>8.0</td>
</tr>
<tr>
<td>9</td>
<td>63</td>
<td>84.0</td>
<td>92.0</td>
</tr>
<tr>
<td>10.5</td>
<td>6</td>
<td>8.0</td>
<td>100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100</strong></td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

**Leisure Enjoyed and Food Intake**

Irrespective of male and female and the type of organization (major, minor or casual) in which they are working, all workers enjoy one hour leisure in between the agreed daily hours of work. Equally same inference has been observed in the case of food intake of workers in all the three categories. The workers are satisfied with the quantity of food that they take; but none of them are aware of the quality or nutrient
value of the food they consume. It has been found informally that the food consumed is inferior in quality and this has been identified to be one of the important reasons for the different types of ailments which they suffer.

Nutrition may be defined as the science of food and its relationship to health. Good nutrition which is a cornerstone of socio economic development implies a nutritional status that enables us to grow well and enjoy good health. (WHO (1979). Health Aspects of Food and Nutrition, Manila Regional Office; ICMR (1990). Recommended Dietary Intake for Indians, New Delhi.)

**Period of Employment with the Same Employer**

In major construction sites, 32% of female workers and 36% of male workers have been found working with the same employer for more than two years. But the workers belong to the minor construction sites work with the same employer for a time period in between one and two years. Female workers in the minor firm and male workers in the major firm continue with the same employer for a longer period, see tables 4.9 and 4.9a. In the table instability of employment is rampant in the case of casual workers.
### Table No. 4.9
Period of Employment with same employer (Female)

<table>
<thead>
<tr>
<th>Period</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Casual workers</td>
<td>25</td>
<td>33.3</td>
<td>33.3</td>
</tr>
<tr>
<td>Up to 6 months</td>
<td>15</td>
<td>20.0</td>
<td>53.3</td>
</tr>
<tr>
<td>1 Year.</td>
<td>9</td>
<td>12.0</td>
<td>65.3</td>
</tr>
<tr>
<td>2 Years</td>
<td>10</td>
<td>13.3</td>
<td>78.7</td>
</tr>
<tr>
<td>More than 2 Years</td>
<td>16</td>
<td>21.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.9 a
Period of Employment with same employer (Male)

<table>
<thead>
<tr>
<th>Period</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Casual worker</td>
<td>22</td>
<td>29.3</td>
<td>29.3</td>
</tr>
<tr>
<td>Up to 6 months</td>
<td>8</td>
<td>10.7</td>
<td>40.0</td>
</tr>
<tr>
<td>1 Year.</td>
<td>9</td>
<td>12.0</td>
<td>52.0</td>
</tr>
<tr>
<td>2 Years</td>
<td>9</td>
<td>12.0</td>
<td>64.0</td>
</tr>
<tr>
<td>More than 2 Years</td>
<td>27</td>
<td>36.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Wage Bargaining

81.3% of female workers and 64% of male workers have responded that there is no scope for bargaining (Tables 4.10 and 4.10a). 100% of casual female workers and 92% of minor category female workers stated that wage bargaining is beyond any expectations. Exceptions to this are workers in the major construction site who enjoy wage bargaining power. The reason being that in major sites certain trained labourers are very crucial for daily activities and are in a better position to bargain for higher wages.

### Table No.4.10
Wage Bargaining (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>61</td>
<td>81.3</td>
<td>81.3</td>
</tr>
<tr>
<td>Yes</td>
<td>14</td>
<td>18.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No.4.10a
Wage Bargaining (Aggregate Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>48</td>
<td>64.0</td>
<td>64.0</td>
</tr>
<tr>
<td>Yes</td>
<td>27</td>
<td>36.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Availability of Drinking Water and Water Consumption Ratio

Just like food intake, female workers have fully expressed their satisfaction about the availability of drinking water in the worksite; but they are least concerned about the purity of the drinking water. All responded positively towards the availability of sufficient pure drinking water. But in the case of male workers, the answer to the question of sufficient pure drinking water is only 96% (Tables 4.11 and 4.11a). Water consumption ratio is higher at worksite than at home (Tables 4.12 and 4.12a).

Table No. 4.11
Water availability at the worksite. (Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>75</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.11a
Water availability at the worksite. (Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>3</td>
<td>4.0</td>
<td>4.0</td>
</tr>
<tr>
<td>Yes</td>
<td>72</td>
<td>96.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Table No. 4.12
Quantity of Water intake at the worksite. (Female)

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Ltrs</td>
<td>2</td>
<td>2.7</td>
<td>2.7</td>
</tr>
<tr>
<td>3 Ltrs</td>
<td>34</td>
<td>45.3</td>
<td>48.0</td>
</tr>
<tr>
<td>4 Ltrs</td>
<td>22</td>
<td>29.3</td>
<td>77.3</td>
</tr>
<tr>
<td>5 Ltrs</td>
<td>17</td>
<td>22.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.12a
Quantity of Water intake at the worksite. (Male)

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Ltrs</td>
<td>22</td>
<td>29.3</td>
<td>29.3</td>
</tr>
<tr>
<td>4 Ltrs</td>
<td>30</td>
<td>40.0</td>
<td>69.3</td>
</tr>
<tr>
<td>5 Ltrs</td>
<td>23</td>
<td>30.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Basic Amenities including Toilet

Toilet is one of the basic necessities without which female workers cannot carry out their routine work comfortably. This becomes more serious when women are engaged in physical work during periods of menstruation. In the study 78.7% of females and 74.7% of males expressed their dissatisfaction about the basic facilities including toilet (Tables 4.13 and 4.13a). Frustration and discomforts due to the absence
of such facilities have been seriously affecting their health and working relations.

### Table No. 4.13
Toilet Facilities at the worksite (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>59</td>
<td>78.7</td>
<td>78.7</td>
</tr>
<tr>
<td>Yes</td>
<td>16</td>
<td>21.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.13a
Toilet Facilities at the worksite (Aggregate Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>56</td>
<td>74.7</td>
<td>74.7</td>
</tr>
<tr>
<td>Yes</td>
<td>19</td>
<td>25.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Membership in KCWWF

The Kerala Construction Workers Welfare Fund has been constituted to look into the welfare activities of workers in the construction sector. In the study it has been found that 68% of female workers and 64% of male workers are outside the purview of this organization (Tables 4.14 and 4.14a). This figure becomes noticeably high in the case of casual female workers where 72% are not registered
for getting any benefit from the KCWWF. It implies that though the Government has introduced schemes for the benefits of the neglected and the underprivileged, it is not reaching those really deserving. The reason explained for not registering with KCWWF is the inconvenience and the ignorance associated with the formalities of registering.

**Table No. 4.14**
**Membership in KCWWF (Aggregate Female)**

<table>
<thead>
<tr>
<th>Membership</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>51</td>
<td>68</td>
<td>68</td>
</tr>
<tr>
<td>Yes</td>
<td>24</td>
<td>32</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

**Table No. 4.14a**
**Membership in KCWWF (Aggregate Male)**

<table>
<thead>
<tr>
<th>Membership</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>48</td>
<td>64</td>
<td>64</td>
</tr>
<tr>
<td>Yes</td>
<td>27</td>
<td>36</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

In this context, it becomes highly significant to observe the association of workers with SHG. 66.7% of female workers have been associated with SHG. This figure becomes 76% among casual female workers and 60% and 64% among major and minor category female workers respectively (Tables 4.15, 4.15a, 4.15b and 4.15c).
<table>
<thead>
<tr>
<th>Membership</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>25</td>
<td>33.3</td>
<td>33.3</td>
</tr>
<tr>
<td>Yes</td>
<td>50</td>
<td>66.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.15a
Membership in SHG (Casual Female)

<table>
<thead>
<tr>
<th>Membership</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>16</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>Yes</td>
<td>19</td>
<td>76</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.15b
Membership in SHG (Major Female)

<table>
<thead>
<tr>
<th>Membership</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>10</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Yes</td>
<td>15</td>
<td>60</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Table No. 4.15c
Membership in SHG (Minor Female)

<table>
<thead>
<tr>
<th>Membership</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>9</td>
<td>36</td>
<td>36</td>
</tr>
<tr>
<td>Yes</td>
<td>16</td>
<td>64</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Wage

The wages paid to women workers vary considerably between Rs. 125 per day to Rs. 250 per day (Table 4.16). But among women workers in the major construction sites, the variation is between Rs. 130 and Rs. 200. To the casual female workers the maximum upper wage limit is Rs 180. A fairly better wage and working condition has been observed in the case of female workers in the minor category. The explanation for this discriminated pay is not acceptable to the female workers on the ground that the time and quantity of work that they do at the work site is no less than that carried out by their male counterpart.
Table No. 4.16
Wages (Aggregate Female)

<table>
<thead>
<tr>
<th>Wages</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rs. 125</td>
<td>5</td>
<td>6.7</td>
<td>6.7</td>
</tr>
<tr>
<td>Rs. 130</td>
<td>8</td>
<td>10.7</td>
<td>17.3</td>
</tr>
<tr>
<td>Rs. 140</td>
<td>2</td>
<td>2.7</td>
<td>20.0</td>
</tr>
<tr>
<td>Rs. 150</td>
<td>9</td>
<td>12.0</td>
<td>32.0</td>
</tr>
<tr>
<td>Rs. 160</td>
<td>4</td>
<td>5.3</td>
<td>37.3</td>
</tr>
<tr>
<td>Rs. 162</td>
<td>7</td>
<td>9.3</td>
<td>46.7</td>
</tr>
<tr>
<td>Rs. 165</td>
<td>1</td>
<td>1.3</td>
<td>48.0</td>
</tr>
<tr>
<td>Rs. 170</td>
<td>4</td>
<td>5.3</td>
<td>53.3</td>
</tr>
<tr>
<td>Rs. 175</td>
<td>4</td>
<td>5.3</td>
<td>58.7</td>
</tr>
<tr>
<td>Rs. 180</td>
<td>20</td>
<td>26.7</td>
<td>85.3</td>
</tr>
<tr>
<td>Rs. 190</td>
<td>1</td>
<td>1.3</td>
<td>86.7</td>
</tr>
<tr>
<td>Rs. 200</td>
<td>6</td>
<td>8.0</td>
<td>94.7</td>
</tr>
<tr>
<td>Rs. 250</td>
<td>4</td>
<td>5.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Wage Discrimination

Wage discrimination in the present study has been defined as the process of paying different wages for the same type and kind of work done by the male and female workers. 64% of female workers and 42.7% of male workers recognised the practice of wage discrimination for the same work in the same worksite (Tables 4.17 and 4.17a). When observed separately, it has been found that 88% of workers in the casual
sector, 32% of workers in the minor sector and 72% of workers in the major construction sites experience wage discrimination.

Table No. 4.17
Wage discrimination (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>27</td>
<td>36.0</td>
<td>36</td>
</tr>
<tr>
<td>Yes</td>
<td>48</td>
<td>64.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.17a
Wage discrimination (Aggregate Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>43</td>
<td>57.3</td>
<td>57.3</td>
</tr>
<tr>
<td>Yes</td>
<td>32</td>
<td>42.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Wage Difference

The extent of wage difference is between Rs. 5 and Rs. 30 among female workers, whereas it is between Rs. 10 and Rs. 25 among male workers (Tables 4.18 and 4.18a). To ascertain the validity of wage discrimination and the extent of actual variation in wage, a separate question was asked on whether there is any work discrimination. All the respondents, irrespective of casual, minor and major categories reacted
that there is no work discrimination. The statement on the absence of work discrimination and the existence of wage difference and wage discrimination substantiate the discriminatory treatment and exploitation of female working class in the construction sector. But this discriminatory treatment has not been gender biased. In all categories of workers, the response to gender discrimination has been negative.

Table No. 4.18
Wage Difference (Aggregate Female)

<table>
<thead>
<tr>
<th>Wage difference</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>29</td>
<td>38.7</td>
<td>38.7</td>
</tr>
<tr>
<td>Rs. 5</td>
<td>1</td>
<td>1.3</td>
<td>40.0</td>
</tr>
<tr>
<td>Rs. 10</td>
<td>28</td>
<td>37.3</td>
<td>77.3</td>
</tr>
<tr>
<td>Rs. 15</td>
<td>1</td>
<td>1.3</td>
<td>78.7</td>
</tr>
<tr>
<td>Rs. 20</td>
<td>14</td>
<td>18.7</td>
<td>97.3</td>
</tr>
<tr>
<td>Rs. 25</td>
<td>1</td>
<td>1.3</td>
<td>98.7</td>
</tr>
<tr>
<td>Rs. 30</td>
<td>1</td>
<td>1.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
<table>
<thead>
<tr>
<th>Wage difference</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>48</td>
<td>64.0</td>
<td>64.0</td>
</tr>
<tr>
<td>Rs. 10</td>
<td>20</td>
<td>26.7</td>
<td>90.7</td>
</tr>
<tr>
<td>Rs. 15</td>
<td>3</td>
<td>4.0</td>
<td>94.7</td>
</tr>
<tr>
<td>Rs. 20</td>
<td>2</td>
<td>2.7</td>
<td>97.3</td>
</tr>
<tr>
<td>Rs. 25</td>
<td>2</td>
<td>2.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

**Incentives**

The construction sector workers have not been enjoying any additional incentives from the employer though the workers work under him for longer period. The workers are not dissatisfied with the non payment of additional incentives; the reason noticed has been the competition in the labour market for employment. In the Kerala context, the competition for employment becomes more serious due to the inflow of migrant labour from the neighboring states - particularly from Tamil Nadu, Bihar, West Bengal and Orissa.

**Monthly Income**

The monthly income of female workers varies between Rs 1000 to more than Rs 7000. The majority of female workers i.e., 57% fall within the income of Rs 2000 and Rs 5000; whereas 60% of male workers
come within the group of Rs 3000 and Rs 6000 (Tables 4.19 and 4.19a). In the analysis, the disaggregated result of the three classes of female workers makes it clear that more than 64% of casual workers fall in the category of Rs 1000 and Rs 3000; 60% of minor category workers in between Rs 2000 and Rs 4000 and 40% of workers in the major category in between Rs 3000 and Rs 5000. From this it becomes clear that the relative income position is better in the case of major and minor class of workers.

Table No. 4.19
Monthly Income (Aggregate Female)

<table>
<thead>
<tr>
<th>Monthly Income</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than Rs.1000</td>
<td>6</td>
<td>8.0</td>
<td>8.0</td>
</tr>
<tr>
<td>Rs.1001 – Rs.2000</td>
<td>10</td>
<td>13.3</td>
<td>21.3</td>
</tr>
<tr>
<td>Rs.2001 – Rs.3000</td>
<td>15</td>
<td>20.0</td>
<td>41.3</td>
</tr>
<tr>
<td>Rs.3001 – Rs.4000</td>
<td>13</td>
<td>17.3</td>
<td>58.7</td>
</tr>
<tr>
<td>Rs.4001 – Rs.5000</td>
<td>15</td>
<td>20.0</td>
<td>78.7</td>
</tr>
<tr>
<td>Rs.5001 – Rs.6000</td>
<td>4</td>
<td>5.3</td>
<td>84.0</td>
</tr>
<tr>
<td>Rs.6001 – Rs.7000</td>
<td>4</td>
<td>5.3</td>
<td>89.3</td>
</tr>
<tr>
<td>More than Rs.7001</td>
<td>8</td>
<td>10.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Table No. 4.19a
Monthly Income (Aggregate Male)

<table>
<thead>
<tr>
<th>Monthly Income</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than Rs.1000</td>
<td>None</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Rs.1001 – Rs.2000</td>
<td>1</td>
<td>1.4</td>
<td>1.4</td>
</tr>
<tr>
<td>Rs.2001 – Rs.3000</td>
<td>5</td>
<td>6.6</td>
<td>8.0</td>
</tr>
<tr>
<td>Rs.3001 – Rs.4000</td>
<td>15</td>
<td>20.0</td>
<td>28.0</td>
</tr>
<tr>
<td>Rs.4001 – Rs.5000</td>
<td>14</td>
<td>18.6</td>
<td>46.6</td>
</tr>
<tr>
<td>Rs.5001 – Rs.6000</td>
<td>12</td>
<td>16.0</td>
<td>62.6</td>
</tr>
<tr>
<td>Rs.6001 – Rs.7000</td>
<td>12</td>
<td>16.0</td>
<td>78.6</td>
</tr>
<tr>
<td>More than Rs.7001</td>
<td>16</td>
<td>21.4</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Savings

Savings of workers in the construction sector have been reported to be frustrating and unassuming. In the study, 68% of females and 58.7% of males have no saving (Tables 4.20 and 4.20a). In the study the absence of savings has been reported to be 80% in the casual, 68% in the minor and 56% in the major category. It is also observed that the rate of saving increases progressively from casual to minor and to major category workers. It indicates the relatively stable economic position of workers in the minor and major category.
### Table No. 4.20
Savings (Aggregate Female)

<table>
<thead>
<tr>
<th>Type of Savings</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>51</td>
<td>68.0</td>
<td>86.0</td>
</tr>
<tr>
<td>Chitty</td>
<td>8</td>
<td>10.7</td>
<td>78.7</td>
</tr>
<tr>
<td>Bank</td>
<td>5</td>
<td>6.7</td>
<td>85.3</td>
</tr>
<tr>
<td>Pigmy account</td>
<td>1</td>
<td>1.3</td>
<td>86.7</td>
</tr>
<tr>
<td>Others</td>
<td>10</td>
<td>13.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.20a
Savings (Aggregate Male)

<table>
<thead>
<tr>
<th>Type of Savings</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
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<td>58.7</td>
<td>58.7</td>
</tr>
<tr>
<td>Chitty</td>
<td>14</td>
<td>18.7</td>
<td>77.3</td>
</tr>
<tr>
<td>Bank</td>
<td>7</td>
<td>9.3</td>
<td>86.7</td>
</tr>
<tr>
<td>Society</td>
<td>6</td>
<td>8.0</td>
<td>94.7</td>
</tr>
<tr>
<td>Pigmy account</td>
<td>2</td>
<td>2.7</td>
<td>97.3</td>
</tr>
<tr>
<td>Others</td>
<td>2</td>
<td>2.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Periodic Wage Revision

Considering the inflationary rise in price of essential commodities, a question has been asked about the chances of wage revision in the construction sector. The majority responded positively, i.e., 64% of aggregate female workers and 74.7% of aggregate male workers responded that in the construction sector there is frequent wage revision (Tables 4.21 and 4.21a). But to them, the wage revision will be more than neutralized by the increasing cost of living due to price hike.

Table No. 4.21
Periodic Wage Revision (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>27</td>
<td>36.0</td>
<td>36.0</td>
</tr>
<tr>
<td>Yes</td>
<td>48</td>
<td>64.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
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</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.21a
Periodic Wage Revision (Aggregate Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>19</td>
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<td>25.3</td>
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<tr>
<td>Yes</td>
<td>56</td>
<td>74.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
**Assistance during Emergency**

Financial support is highly warranted since majority of the workers in the construction sector comes under the below poverty line category. This becomes more serious in the case of women workers. In this context, questions have been asked about whom do you approach during emergency. Female workers reacted that they approach friends and private agencies for assistance during emergency. From the response, it is noticed that the rate of interest for the loan is unaffordable and quiet often this borrowing drags them permanently to the debt trap. Moreover once they get into any contract for financial support, the question of escape from such trap will be beyond the expectation of the poor workers. From this it is clear that they are suffering from financial insecurity and increasing dependency adds to the principal reason for the poor health status of women workers engaged in construction activities.

**Health Awareness**

From the primary survey analysis, it has been identified that majority of workers are aware of the serious health problems when engaged in construction activities. Many studies on health established negative correlation between the work on the construction activities and health and it has been very seriously reported in the case of women and children. The workers in the construction sector are been exposed to dangerous machines and to the dust and severe heat. They are not able to enjoy even temporary relief but have to work through out from dawn to dusk. It has been observed that they are very well aware of the magnitude of health problem but they cannot avoid or reduce the
severeness of such causalities. Major health hazards relating to working women found in the different studies are respiratory infection, bronchitis, dermatitis, urinary infection, dehydration, amoebiosis, gynaec, pelvic, uterus infection, cervical spondilosis, spine injury, protein deficiency, variations in BP, silicosis etc.

**Age at Marriage**

The age at marriage and early pregnancy has been found to be one of the major factors affecting the health condition of women. In the study, marriage age varies from 13 to 35. The spread is uneven and from the frequency table the spread of concentration is greater among workers of 17, 18 and 19 (Table 4.22). This observation also becomes true of casual labourers (Table 4.22a). But in the minor and major categories, it is between 16 and 19 years (Table 4.22b) and 17 and 19 respectively (Table 4.22c). Early marriage and continuous pregnancy with insufficient nutritious food and hard physical labour is suggestive of early health problems to workers in the construction sector.
### Table No.4.22

Age at Marriage (Aggregate Female)

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
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<td>5.3</td>
<td>5.3</td>
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<tr>
<td>14</td>
<td>1</td>
<td>1.3</td>
<td>6.7</td>
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<tr>
<td>15</td>
<td>1</td>
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<tr>
<td>16</td>
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<td>8.0</td>
<td>16.0</td>
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<tr>
<td>17</td>
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<td>28.0</td>
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<td>18</td>
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</tr>
<tr>
<td>22</td>
<td>4</td>
<td>5.3</td>
<td>85.3</td>
</tr>
<tr>
<td>23</td>
<td>3</td>
<td>4.0</td>
<td>89.3</td>
</tr>
<tr>
<td>24</td>
<td>3</td>
<td>4.0</td>
<td>93.3</td>
</tr>
<tr>
<td>26</td>
<td>1</td>
<td>1.3</td>
<td>94.7</td>
</tr>
<tr>
<td>28</td>
<td>1</td>
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</tr>
<tr>
<td>30</td>
<td>1</td>
<td>1.3</td>
<td>97.3</td>
</tr>
<tr>
<td>32</td>
<td>1</td>
<td>1.3</td>
<td>98.7</td>
</tr>
<tr>
<td>35</td>
<td>1</td>
<td>1.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Table No.4.22a  
Age of Marriage (Casual Female)

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
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<td>4.0</td>
<td>4.0</td>
</tr>
<tr>
<td>16</td>
<td>3</td>
<td>12.0</td>
<td>16.0</td>
</tr>
<tr>
<td>17</td>
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</tr>
<tr>
<td>18</td>
<td>2</td>
<td>8.0</td>
<td>32.0</td>
</tr>
<tr>
<td>19</td>
<td>4</td>
<td>16.0</td>
<td>48.0</td>
</tr>
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<td>4</td>
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<td>2</td>
<td>8.0</td>
<td>72.0</td>
</tr>
<tr>
<td>22</td>
<td>1</td>
<td>4.0</td>
<td>76.0</td>
</tr>
<tr>
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<td>1</td>
<td>4.0</td>
<td>80.0</td>
</tr>
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<td>2</td>
<td>8.0</td>
<td>88.0</td>
</tr>
<tr>
<td>26</td>
<td>1</td>
<td>4.0</td>
<td>92.0</td>
</tr>
<tr>
<td>28</td>
<td>1</td>
<td>4.0</td>
<td>96.0</td>
</tr>
<tr>
<td>35</td>
<td>1</td>
<td>4.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
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</tbody>
</table>

Source: Primary Survey
### Table No.4.22b

**Age of Marriage (Minor Female)**

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
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<td>4.0</td>
<td>4.0</td>
</tr>
<tr>
<td>15</td>
<td>1</td>
<td>4.0</td>
<td>8.0</td>
</tr>
<tr>
<td>16</td>
<td>2</td>
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<td>16.0</td>
</tr>
<tr>
<td>17</td>
<td>3</td>
<td>12.0</td>
<td>28.0</td>
</tr>
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<td>7</td>
<td>28.0</td>
<td>56.0</td>
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<td>68.0</td>
</tr>
<tr>
<td>20</td>
<td>1</td>
<td>4.0</td>
<td>72.0</td>
</tr>
<tr>
<td>21</td>
<td>1</td>
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<td>76.0</td>
</tr>
<tr>
<td>22</td>
<td>3</td>
<td>12.0</td>
<td>88.0</td>
</tr>
<tr>
<td>23</td>
<td>2</td>
<td>8.0</td>
<td>96.0</td>
</tr>
<tr>
<td>24</td>
<td>1</td>
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<td>100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>25</strong></td>
<td><strong>100</strong></td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Table No.4.22c
Age of Marriage (Major Female)

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
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<td>12.0</td>
<td>12.0</td>
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<tr>
<td>16</td>
<td>1</td>
<td>4.0</td>
<td>16.0</td>
</tr>
<tr>
<td>17</td>
<td>4</td>
<td>16.0</td>
<td>32.0</td>
</tr>
<tr>
<td>18</td>
<td>4</td>
<td>16.0</td>
<td>48.0</td>
</tr>
<tr>
<td>19</td>
<td>5</td>
<td>20.0</td>
<td>68.0</td>
</tr>
<tr>
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<td>1</td>
<td>4.0</td>
<td>72.0</td>
</tr>
<tr>
<td>21</td>
<td>5</td>
<td>20.0</td>
<td>92.0</td>
</tr>
<tr>
<td>30</td>
<td>1</td>
<td>4.0</td>
<td>96.0</td>
</tr>
<tr>
<td>32</td>
<td>1</td>
<td>4.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Still Birth

It is clear from the primary survey that female workers are engaged in hard physical labour in the construction activities. In spite of this, only 24% of female labourers have reported still birth or abortion. Taken each group separately, the casual workers seem to be the worst hit. 36% have undergone such mishaps. It becomes 20% in the case of minor category workers and 16% in the case of major category workers. This implies that as workers are associated with improved practices in construction technology, they are able to attain improved health conditions.
Table No. 4.23
Still Birth (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
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<td>76.0</td>
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<tr>
<td>Yes</td>
<td>18</td>
<td>24.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.23a
Still Birth (Casual Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
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<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.23b
Still Birth (Minor Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
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<td>20.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
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<td></td>
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</tbody>
</table>

Source: Primary Survey
Table No. 4.23c
Still Birth (Major Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
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<td>84.0</td>
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<tr>
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<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Antenatal Care

Antenatal care has also proved to be one of the highly significant factors influencing the health of every working woman. After delivery a minimum level of care and rest proves essential to make every mother mentally and physically fit to life as before. Antenatal care is given for better health both for the mother and baby. Working women being at the lowest ebb of the economic ladder often are reluctant to visit antenatal clinics for want of income for their sustenance.

In the study also it is reported that most of the women are enjoying this facility, but it is doubtful whether they are enjoying the required minimum. The absence of the medically prescribed minimum level of antenatal care and the continuous engagements in physical hard labour in the construction sector proves fatal to the life and health of working women in the construction sector. When the women are provided with the sufficient level of antenatal care, not only that it improves her health, but also that it reflects the love, care and attention received from the family, see tables 4.24, 4.24a and 4.24b.
### Table No. 4.24
**Antenatal Care (Aggregate Female)**

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>57</td>
<td>76.0</td>
<td>76.0</td>
</tr>
<tr>
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<td>18</td>
<td>24.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.24a
**Antenatal Care (Casual Female)**

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
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<td>20.0</td>
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<tr>
<td>Yes</td>
<td>20</td>
<td>80.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.24b
**Antenatal Care (Minor Female)**

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
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<td>24.0</td>
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<tr>
<td>Yes</td>
<td>19</td>
<td>76.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Work during Menstruation

Work during periods of menstruation and its impact on health has been studied by way of a scaling questionnaire. The questions used for the calculation has been selected by making a discussion with medical experts and those who work during menstruation and those who do not. The inferences drawn proved highly significant and become negatively correlated to health. The table given makes this position clear (Table 4.25, 4.25a, 4.25b and 4.25c). Work in the construction industry is risky and painful. It needs health, peace of mind and dexterity. Menstrual period is the most uncomfortable period for ladies and this period needs hygiene, sufficient care and protection. The construction sites observed from the primary survey is quiet uncomfortable for ladies during periods of menstruation.

Table No. 4.25
Work during Menstruation (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percentage</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
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<td>4.0</td>
<td>4.0</td>
</tr>
<tr>
<td>Yes</td>
<td>72</td>
<td>96.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
### Table No. 4.25a

**Work during Menstruation (Casual Female)**

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percentage</th>
<th>Cumulative%</th>
</tr>
</thead>
<tbody>
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<td>Yes</td>
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<td>98.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.25b

**Work during Menstruation (Minor Female)**

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percentage</th>
<th>Cumulative%</th>
</tr>
</thead>
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<td>3.0</td>
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<tr>
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<td>100</td>
</tr>
<tr>
<td>Total</td>
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</tr>
</tbody>
</table>

Source: Primary Survey

### Table No. 4.25c

**Work during Menstruation (Major Female)**

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percentage</th>
<th>Cumulative%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Yes</td>
<td>25</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Medical Insurance

89.3% of aggregate female workers and 62.7% of aggregate male workers do not come within the purview of insurance coverage (Tables 4.26 and 4.26a). It implies that the expense of any casualty at the worksite or at the place of moving should be entirely met by the aggrieved. Along with this an interesting observation regarding the awareness of medical insurance is that 54.7% of females and 38.7% of males are not even aware of medical insurance facilities extended to construction sector workers (Tables 4.27 and 4.27a).

Table No. 4.26
Medical Insurance (Aggregate Female)

<table>
<thead>
<tr>
<th>No. of Workers</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>67</td>
<td>89.3</td>
<td>89.3</td>
</tr>
<tr>
<td>Yes</td>
<td>8</td>
<td>10.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.26a
Medical Insurance (Aggregate Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>47</td>
<td>62.7</td>
<td>62.7</td>
</tr>
<tr>
<td>Yes</td>
<td>28</td>
<td>37.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Table No. 4.27
Awareness of Medical Insurance (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>41</td>
<td>54.7</td>
<td>54.7</td>
</tr>
<tr>
<td>Yes</td>
<td>34</td>
<td>45.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.27a
Awareness of Medical Insurance (Aggregate Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>29</td>
<td>38.7</td>
<td>38.7</td>
</tr>
<tr>
<td>Yes</td>
<td>46</td>
<td>61.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Drink\ Smoke

In the interview schedule, certain questions were specifically asked to ascertain the habits and addictions which are having a negative influence on health. 45.3% of females and 52% of male workers are in the habit of alcoholism and smoking (Tables 4.28 and 4.28a). Medical advice is strictly against the consumption of alcohol, smoking and consumption of tobacco. Constant use of injurious articles along with hard work and insufficient food intake leave the working class an easy prey to infectious diseases.
Table No. 4.28
Drink\Smoke (Aggregate Female)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>41</td>
<td>54.7</td>
<td>54.7</td>
</tr>
<tr>
<td>Yes</td>
<td>34</td>
<td>45.3</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No. 4.28a
Drink\Smoke (Aggregate Male)

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>36</td>
<td>48.0</td>
<td>48.0</td>
</tr>
<tr>
<td>Yes</td>
<td>39</td>
<td>52.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Sleep Hours

After a day’s hard work, one should have sufficient sound sleep to regain normalcy for continuing the physical labour. In the survey, though the majority is having 6 to 7 hours of sleep (Tables 4.29 and 4.29a), it is reported that they are enjoying only disturbed sleep. This disturbance in sleep amounts to hyper tension and related health problems. This is also another contributory factor to accidents and casualties at the worksite.
Table No.4.29

Sleeping Hours (Aggregate Female)

<table>
<thead>
<tr>
<th>Hours</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>1</td>
<td>1.3</td>
<td>1.3</td>
</tr>
<tr>
<td>5</td>
<td>6</td>
<td>8.0</td>
<td>9.3</td>
</tr>
<tr>
<td>6</td>
<td>26</td>
<td>34.7</td>
<td>44.0</td>
</tr>
<tr>
<td>7</td>
<td>26</td>
<td>34.7</td>
<td>78.7</td>
</tr>
<tr>
<td>8</td>
<td>14</td>
<td>18.7</td>
<td>97.3</td>
</tr>
<tr>
<td>9</td>
<td>2</td>
<td>2.7</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

Table No.4.29a

Sleeping Hours (Aggregate Male)

<table>
<thead>
<tr>
<th>Hours</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>1</td>
<td>1.3</td>
<td>1.3</td>
</tr>
<tr>
<td>5</td>
<td>1</td>
<td>1.3</td>
<td>2.7</td>
</tr>
<tr>
<td>6</td>
<td>18</td>
<td>24.0</td>
<td>26.7</td>
</tr>
<tr>
<td>7</td>
<td>28</td>
<td>37.3</td>
<td>64.0</td>
</tr>
<tr>
<td>8</td>
<td>21</td>
<td>28.0</td>
<td>92.0</td>
</tr>
<tr>
<td>9</td>
<td>6</td>
<td>8.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey
Tolerance of Physical Assault

34% of females reported that there is no physical assault from the husband\family. One important observation noticed from these workers is that they shoulder the entire responsibility at home including the education of the children, the medical responsibilities of the aged including their husband. Contemporary literature on women studies sufficiently support the decreasing trends in family crimes with increasing women empowerment (Table 4.30).

### Table No.4.30

**Physical Assault (Aggregate Female)**

<table>
<thead>
<tr>
<th>Nature</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>34</td>
<td>45.3</td>
<td>45.3</td>
</tr>
<tr>
<td>Rarely</td>
<td>12</td>
<td>16.0</td>
<td>61.3</td>
</tr>
<tr>
<td>Frequently</td>
<td>17</td>
<td>22.7</td>
<td>84.0</td>
</tr>
<tr>
<td>Daily</td>
<td>12</td>
<td>16.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Survey

From the analysis, it is understood that out of the number of issues discussed and analysed from the primary survey, certain factors remain crucial in the study of women’s health in the construction sector industry. Working women in the construction site need minimum level of basic facilities\requirements like food, drinking water, toilet facilities. In the analysis it has been observed that these basic amenities are
conspicuous by their absence. Besides, the family relations, the type of housing and the fuel used for cooking along with the heavy burden of dependency add to the already gruesome situation. The institution of marriage, age at marriage and the antenatal care that they are given reflects the least consideration shown to them. It has not been deliberately done; but is beckoned by the situation. The absence of sufficient medical care and medical insurance for them is not at all an exception, but is a general situation. All the more, majority of these women are observed to be addicted to betel chewing and they openly accept of having a disturbed sleep even after a day’s hard labour. For more in depth exploration, factors that seem to be highly significant in the determination of health of women workers are further analysed by making use of an econometric regression model in the fifth chapter.
Notes and References
