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To Research and Evaluate Female Construction Workers In Order to Determine What Drives Them in Terms of Pay, Social Factors and Possibilities to Advance Their Literacy and Numeracy

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Abstract:
This research paper aims to evaluate the experiences of female construction workers in order to gain an understanding of the factors that drive them to work in the industry. Through an exploration of pay, social factors, and possibilities to advance their literacy and numeracy, the paper seeks to identify the motivations, challenges, and rewards of working in an industry traditionally dominated by men. Qualitative and quantitative research methods such as interviews and surveys will be used to collect data from female construction workers. The findings of this research will contribute to a better understanding of the experiences of female construction workers in order to inform the development of policies and initiatives that support the participation of women in the industry.

Keywords: Female construction workers, State government, Skill India imitative

1. Introduction

Researching female construction workers can be a complex process. It is important to consider the various factors that may affect their motivation, including pay, social factors, and potential for advancement. Pay is a key factor in determining a worker's motivation, and it is important to examine the wage gap between male and female construction workers, as well as differences in pay based on skill and experience. Social factors, such as workplace culture, can also affect motivation, and it is important to consider how women are treated in the workplace and whether they have access to the same level of opportunities as their male counterparts. Additionally, literacy and numeracy skills may be important to consider, as access to training and education can open up new job opportunities and increase the likelihood of advancement. Finally, it is important to consider the overall job satisfaction and satisfaction with working conditions among female construction workers. By examining these factors, it is possible to gain a better understanding of what drives female construction workers in the industry.[1]

The Indian economy relies on the yearly influx of millions of workers who travel across the huge country in search of work. Most workers who migrate do it informally and are unskilled or have low levels of expertise. Having to operate on improvised schedules and pay schedules leaves many employees vulnerable to exploitation. Many people may not get employment

opportunities that are a good fit for their skill set. Harassment in the workplace may be caused by a number of different things, one of which is a knowledge gap between employers and employees.[2]

In order to prevent human capital from being wasted, it is crucial that workers acquire the necessary skills to meet the demands of the business. Important aspects in building a strong labor market include workers who have the appropriate skills, institutionalized migration, and equal access to information about the job market. This research aims to determine whether or not government-funded training initiatives are meeting the requirements of Tripura's seasonal laborers. Skill-gap analysis, Likert scale, and youth ambition mapping were used to examine data and draw conclusions about the study's purpose. Primary sources were used for this investigation.[3]

The North Sarashima village (Gram Panchayat) in the Belonia Sub-Division of the South Tripura district has been surveyed. It has been shown that 95% of the young people who were surveyed had significant skill gaps. Migration has grown more institutionalized, and it has been seen that government-sponsored skill development programs have been helpful in improving the employability of young people.[4] With starting salaries sometimes below the minimum necessary to cover basic living expenses, there is a significant turnover rate among newly hired workers. Courses in general technology (computer hardware, ITEs, BPO, electrician, mobile repairing), agriculture and allied sectors (mushroom cultivation, poultry farming, pisciculture, apiculture, goat rearing, piggery, organic cultivation training), health sectors (nursing, pathology, radiography), and tourism sectors (tourism) are the most in-demand forms of vocational education in the state of Tripura (F&B, Beauty care and Spa).

2. Survey Study and Related Work

1. Suman, Saurav & Kumari (2022) Skill India, the National Skill Development Mission, Pradhan Mantri Kasushal Vikas Yojana, Swaena Jyoti, and the Pradhan Mantri Kasushal Vikas Yojana are all examples of government-run initiatives designed to help India's rapidly expanding workforce meet the demands of an increasingly urbanized population. While it is true that the majority of Indians still reside in rural areas, the fact that the urban population has become more influential in recent years suggests that a sizable portion of the country's population has shifted to urban areas as well.

2. Adhikari, Devendra (2022) According to statistics from the government of Nepal, 1,50,000 of the more than 5,00,000 young people who join the labor market each year can only obtain skill training. This suggests that a large number of young people looking for work need training before applying. This article examines the views of young people who work in the construction industry in the areas of painting, plumbing, and masonry.

3. Alam, Aftab & Khan, Abdullah & Ahmad, Junaid (2022) The research looks at how job security, low pay, and inadequate facilities affect workers' ability to do their jobs in a particular industrial industry in Khyber Pakhtunkhwa (KP). The major goal of the research is to identify the independent variable(s) that influences job performance the most. We gathered quantitative information from original sources. Through the use of

adopted questionnaires, we gathered cross-sectional data from the cement, pharmaceutical, and petroleum production industries.

4. Mohd Fateh, Mohd Ashraf & Mohamed (2022) As a result of their efforts, the building sector has been instrumental in the recent explosive growth of the country. As the number of tasks that must be completed grows exponentially, so does the need for qualified workers. The bulk of Malaysia's construction workforce is made up of unskilled migrant workers due to the country's tiny pool of competent local labor. Concerningly, the number of foreign workers without appropriate skillsets who have registered to work in Malaysia has been rising. This paper's goals are to (1) research the present participation rate of local skilled labors in the Malaysian construction industry; (2) identify the root reasons of low local skilled labor participation; and (3) provide strategies to boost local skilled labor participation.

5. Saini, Archna & Sharma, Kshama (2022) Female construction workers from the informal economy have been surveyed for this research. The purpose of this research is to examine the economic and social aspects of women's labor, including the jobs they hold, the conditions in which they do those jobs, their pay rates, wage discrimination, and other workplace challenges they encounter (Gurugram district). Forty-hundred female construction workers were chosen to examine their economic and social standing. Primary and secondary sources were used to compile the data for this research.

6. Behera, Biswabhusan & Gaur, Mamta (2022) With such a large and growing youthful population that is about to join the global labor market, India is reaping the benefits of a demographic dividend. At a time when the world's economy, especially the industrialized ones, are suffering from a severe and rising scarcity of trained laborers, this comes at a particularly inopportune moment. India can meet both its own internal need and the demand for skilled workers throughout the world if it is able to equip its youthful people with the necessary tools.

7. Behera, Biswabhusan & Gaur, Mamta (2022) Today's graduates from elite universities often lack the practical skills needed to succeed in the workplace. The workforce is always under pressure due to the uncertainties, volatility, complexity, and ambiguity (VUCA) of the modern workplace. Developing one's abilities to fill the current void and prepare for the future is an urgent need. After reviewing the available literature on the subject of skill development in India, the authors have concluded that this deficit is really a serious problem.

8. Behera, Biswabhusan & Gaur, Mamta (2022) Technology disruption and globalization provide possibilities for economic growth and employment development as well as difficulties. With competent human potential, the nation can develop into a productive, inventive, and competitive economy. By fostering abilities and advancing skills and information, skill development may broaden one's perspective and employment prospects. It is a tool for increasing efficacy and makes it possible for someone to work more effectively. Researchers have attempted to comprehend how training in skill development is affecting employability in the nation.

9. Ahmad, Jamil (2021) On July 15, 2015, Prime Minister Narendra Damodardas Modi announced a new initiative called Skill India. By 2022, the initiative hopes to have provided training to 400 million (40 crores) individuals in India in a variety of skills that would help them find gainful work. Government programs including the National Skill Development Mission, the National Policy for Skill Development and Entrepreneurship, 2015, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and the Skill Loan Scheme all fall under the umbrella of this campaign. The program's focus is on equipping young people with employable skills and fostering an entrepreneurial spirit.

3. Data Analysis and Results

Pay

Research has shown that women in the construction industry are paid less than men. The gender pay gap in the construction industry is particularly wide, with women earning only 77 cents for every dollar a man earns. [8]This can be attributed to a number of factors, including the lack of women in leadership roles, gender-based hiring practices, and the fact that women are less likely to negotiate for higher pay.

Social Factors

Although there has been a shift in recent years towards more gender equality in the construction industry, there are still some social factors that can contribute to the pay gap. For example, women in the construction industry may be subject to discrimination or harassment, which can lead to a hostile work environment and make it difficult for them to advance their careers. Additionally, women may not receive the same level of support from their supervisors or colleagues as their male counterparts.[8][9]

Possibilities to Advance Literacy and Numeracy

There are a number of opportunities for female construction workers to increase their literacy and numeracy. These include apprenticeships, on-the-job training, and continuing education programs. Additionally, there are a number of organizations that provide training and resources specifically for women in the construction industry, such as Women in Construction and the National Association of Women in Construction.[10] These organizations can provide valuable resources for women looking to improve their skills and advance their careers.

Skill Requirements in The Sectors

The following part provides an overview of the skill needs as determined by an IMaCS research on human resource requirements across several sectors. This is because all industries would require a diverse profile of skill sets. A skill pyramid for the industry as a whole has been created using weighted averages, taking into account the diversity of skill requirements across various levels for the construction, chemicals and pharmaceuticals, construction materials and building hardware, electronics and IT hardware industry, food processing sector, furniture & furnishing industry, gems and jewellery industry, leather industry,

organized retail, and textile and clothing industry. A function of activity, educational requirements, and the length of "preparatory" time needed to instill a certain talent, the skill pyramid summarizes where the total industry is roughly in terms of skills. As can be seen, the 'Skill level 1' component of the pyramid has the largest incremental demand for human resources. It needs people with less education who can yet do easy and/or repetitive work (e.g., persons such as cutters, those engaged in polishing, etc). In comparison to engineering or ITI, these abilities may also be acquired faster. Areas at skill level 2 would need significant skill-building efforts (e.g., carpenters, electricians, welders, operators, plumbers).

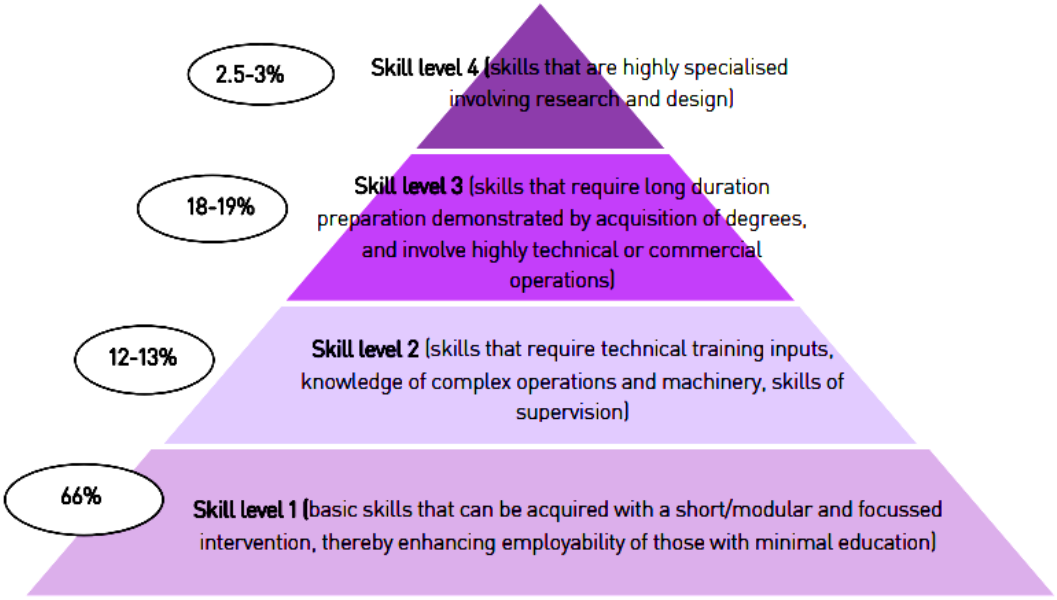

Figure 1: IMaCS skill pyramid

Frequency Analysis of data for the Industries Workers of Ahmednagar region.

Table 1: Descriptive Analysis of Age of Respondents of Industries workers in Ahmednagar

1. Age:					
		Frequency	**Percent**	**Valid Percent**	**Cumulative Percent**
Valid	18-30 Years	40	20.8	20.8	20.8
	31-40 Years	55	28.6	28.6	49.5
	41-50 Years	57	29.7	29.7	79.2
	Above 50 Years	40	20.8	20.8	100.0
	Total	192	100.0	100.0	

20.8% of respondents to the questionnaire survey were between the ages of 18 and 30; 28.6%

were between the ages of 31 and 40; 29.7% were between the ages of 41 and 50; and 20.8% were beyond the age of 50.

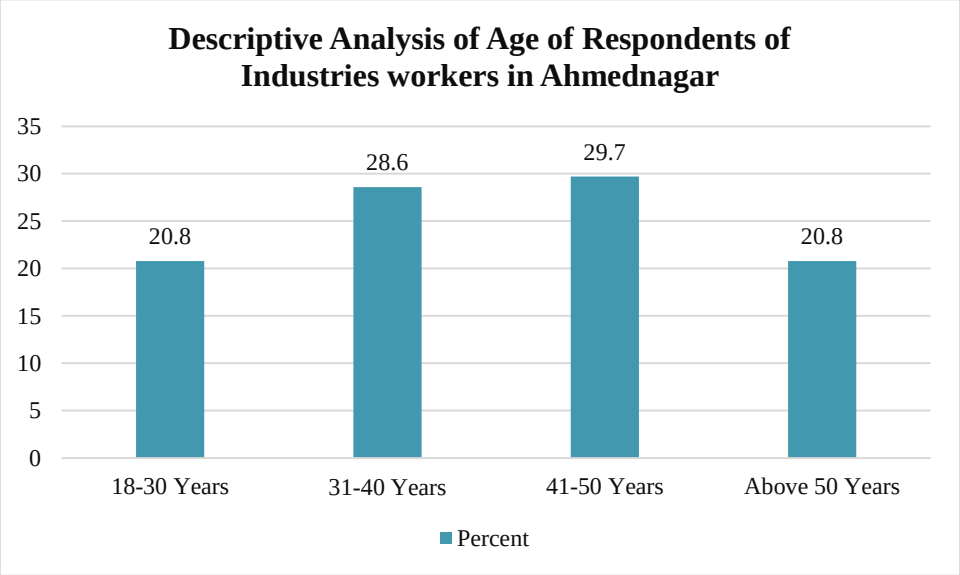

Figure 2: Descriptive Analysis of Age of Respondents of Industries workers in Ahmednagar

Table 2: Descriptive Analysis of Experience in the construction industry of workers

2. Experience in the construction industry?					
		Frequency	**Percent**	**Valid Percent**	**Cumulative Percent**
Valid	1-3 Years	56	29.2	29.2	29.2
	3-6 Years	46	24.0	24.0	53.1
	6-9 Years	57	29.7	29.7	82.8
	Above 9 Years	33	17.2	17.2	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 29.2 % respondents were having experience of 1-3 Years, 24 % respondents were having experience of 3-6 Years, 29.1 % respondents were having experience of 6-9 Years and 29.7 % respondents were having experience of above 9 Years.

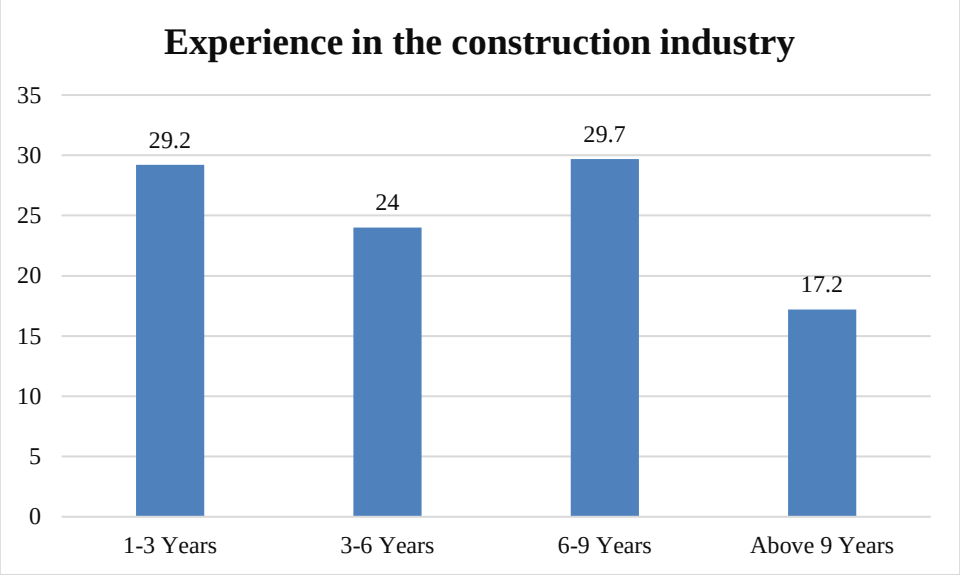

Figure 3: Experience in the construction industry

4. Conclusion

This research will benefit both employers and female construction workers. For employers, this research can help to identify potential areas of improvement in terms of recruitment and retention of female construction workers. For female construction workers, this research is important in understanding their motivations and needs in the workplace. This will help to ensure that they are being treated fairly and that they have access to the same opportunities as their male counterparts. Additionally, this research will provide insight into what types of skills and literacy and numeracy training may be beneficial for female construction workers. Ultimately, this research will help to create a more equitable environment for female construction workers and encourage further participation in the construction industry.

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