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College of Development Studies Center for Gender Studies

**OPPORTUNITIES AND BARRIERS OF UNSKILLED FEMALE WORKERS IN
CONSTRUCTION INDUSTRY: A CASE OF THE INSTITUTE OF STRATEGIC
AFFAIRS OFFICE RENOVATION PROJECT UNDERTAKEN BY ETHIOPIAN
ENGINEERING CORPORATION, ADDIS ABABA**

By Natanim Chaka

**A Thesis Submitted to The School of Graduate Studies of Addis Ababa University in
Partial Fulfillment of the Requirement for The Degree of Master of Arts in Gender
Studies**

Advisor: Aynalem Megers (Ph.D.)

Feb, 2024

Declaration

I, the undersigned, declare that this thesis is my own work and has not been presented or submitted partially or in full by any other person for a degree in any other university, and that all sources of materials used for the purpose of this study have been duly acknowledged.

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Acronyms and Abbreviations

AAGR	Average annual growth rate
AGI	African gender index
CIDB	Construction Industry Development Board
DL	Daily laboror
EEA	Ethiopian economic association
EEG	Ethiopian engineering investment group
ESS	Ethiopian statistical service
IPA	Interpretative phenomenological research
LFP	Labor force participation
MENA	New York committee for occupational safety and health
OSHA	Occupational Safety and Health Administration
UNPF	United Nations Population Fund

Abstract

The construction industry has been perceived as a male dominated sector and is linked to the requirement for physical strength and adaptability to challenging outside working circumstances. Fortunately, women have been observed working in the construction sectors over the years. Nonetheless, obstacles and difficulties still confront women working in the construction sector. Examining the lived experiences of unskilled women working in the construction sector and identifying the main challenges, opportunities, and coping mechanism of these women are the objectives of this study. This study was conducted using a qualitative approach that involved interview, observation, and document review. Participants with previous experience in the construction sector were specifically chosen through the use of purposive sampling. According to the findings, unskilled female workers faced both personal and workplace related obstacles. Despite the industry's male dominance and the gender based discrimination that female workers experienced, there are still opportunities for workers to have employment opportunities and economic advantages. Along with the opportunities and difficulties, the participants employed coping mechanisms, both positive and negative, to deal with the different difficulties they encountered. Finally, the study provides long-term and short-term recommendations based on the findings.

Key Words: “Barriers”, “opportunities, “Coping mechanism” “Daily laboror”

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CHAPTER ONE

INTRODUCTION

1.1. Background of the study

Female labor force participation is a significant driver (and outcomes) of growth and development (Verick, 2018). Increasing women's participation in economic activities is considered necessary for many reasons; it improves their social and economic position, thus leading to an increase in overall economic efficiency of the nations; it reduces the gender gap in human capital, leading to higher productivity of women in the labor force; and it increases the sectoral share of women employment in different sectors of the economy (Thaddeus et al., 2022).

Despite of this importance, women are less likely to work in formal employment, and when they do, they are paid less (Ilo,2024). The worldwide labor force participation rate for women is low over 50%, compared to 80 % for males (Ibid). In Ethiopia, the labor force participation report for 2023 reveals that male participation stands at 85.9 %, whereas female participation is 74.75%, highlighting a consistent pattern where men engage more actively in the workforce compared to women (Globalen, 2023).

The participation of women in the workplace, particularly in sectors like construction, is significantly influenced by gender. According to the World Bank (2019) study, gender is a significant determinant of workforce participation in Ethiopia. The National Employment Policy and Strategy (2016), highlights that unemployment and underemployment are more prevalent among women than men, and the majority of employed women work in informal sectors. Furthermore, youth, particularly urban youth, make up the majority of the unemployed and underemployed labor force (FDRE, 2016). Females are 17% less likely than males to engage in the labor market, with high rates of unemployment (50%), seasonal employment (37%), and temporary employment (13%) (Tesfaw, Z., & Mehare, A.,2023).

In the context of unskilled female construction workers, these challenges are compounded by the nature of temporary employments, which frequently result in poorer social security outcomes, longer hours of work, including unpaid overtime (Bedi, Alemu, & Addis, 2019). They are also associated with negative health outcomes, such as stress and exposure to harassment. Additionally,

temporary employment typically offers fewer training options, higher risks of exclusion from collective bargaining and freedom of association (whether in law or in practice), and higher risks of workplace discrimination (ibid). All of these challenges contribute to women's poor pay and skill development, which exacerbated gender inequities in the labor market (Cattani and Rizza,2024).

In Ethiopia construction is one of the sector that employed many unskilled workers in a temporary employment. In the sector, especially, the majority of employers (77 percent) had mostly low-skilled workers, compared to 65 percent for agriculture and 67 percent for manufacturing (ILO, 2020). Women's engagement in the construction sector, particularly in labor-intensive roles on a contract basis, has experienced significant growth (Assefa, 2018).

According to the study by the Ethiopian Ministry of Construction Development, the industry in Ethiopia has had remarkable growth in the last 11 years due to an investment towards the advancement and expansion of diverse infrastructure projects (MOC, 2016). The construction market in Ethiopia is projected to grow at an annual average growth rate of more than 8% in 2026 (Abebe, 2024). The sector has reached a significant milestone and now contributes 21 per cent to the country's Gross Domestic Product (GDP) (Adewole Kehinde & Adewole Kehinde, 2024). The sector promotes employment opportunities, many of whom are unskilled rural laborers (Assefa, 2018). The majority of women who work in Ethiopia construction do so in lower-paying, less skilled positions because of gender stereotypes that prohibit them from performing "men's work" (Wellington 2010). The lack of support and resources for women in the construction industry further exacerbate these challenges, making it difficult for unskilled female workers to overcome these obstacles (Lekchiri & Kamm, 2020). Consequently, lived experience of unskilled female workers, specifically in the construction sector in Ethiopia, is under-researched. As a result, the aim of this study is to explore lived experience of unskilled female construction workers in construction industry in the case of the Institute of Strategic Affairs Office Renovation Project undertaken by EEC, Addis Ababa.

1.2. Statement of the problem

The construction industry is a critical sector for economic growth and development; however unskilled women workers face substantial barriers in their participation and advancement within the sector (Powell, Hassan, Dainty, & Carter, 2009). Different from other sector women in construction sector face deep seated biases and stereotype about their physical capabilities (Navarro-Astor, Román-Onsalo & Infante-Perea, 2017). Gender stereotypes have been found to contribute to the gender imbalance in the industry (Ibid). The sector struggle with hostile environments, lack of amenities and facilities, wage gap, gender discrimination, sexual harassment, economic vulnerability, lack of training and safety issues are some of the barriers experienced by unskilled women workers (Bigelow, Perrenoud, Rahman, & Saseendran, 2019).

While there is a growing body of research on the challenges faced by female construction workers, the majority of studies on gender inequality in the construction industry have traditionally focused on women in management roles or professional positions, such as construction superintendents (Engineering New Zealand, 2017; Kaewsri & Tongthong, 2011; Ness, 2012; Powell, Bagilhole; Ness, 2012; Galea et al., 2018; Galea et al., 2018). This concentration highlights a gap in understanding the experiences of women in manual labor roles within the industry. While gender inequality is a pervasive issue within the construction industry, the nature of this inequality differs depending on the type of work (Hanna et al., 2020). It suggests that these differences are particularly marked when considering gender stereotypes in the case of manual labor (Ibid). Therefore, It is important to recognize that inequality experienced differently by women in different types of roles in the construction industry (Holdsworth,Turner,Schott-Young, & Sandri,2020).

In addition, the majority of the published literature on female in construction has come from the United Kingdom (Worrall et al., 2010), the United States (Bilbo, Bigelow, Rybkowski, & Kamranzadeh, 2014; Moir et al., 2011), Canada (MacIsaac & Domene, 2014), and Australia (Hegarty, 2020;Wang, Mussi, & Sunindijo, 2021 & Wang, Mussi, & Sunindijo, 2021). Following that are sporadic contributions from European, Asian, and African countries (Domene, 2014). In contrast, few studies allow female to reflect on their experiences and explain how they respond to the obstacles they face over time. "There is a need for qualitative research to find out how to support and empower female to survive and thrive in the existing conditions,"(Mohaamadi, and

Karji (2019). Similarly, Afolabi et al. (2019) suggest that future study should focus on conducting interviews to acquire a qualitative knowledge of women's perspectives in the construction sector.

Similarly, in Ethiopia prior research gives little emphasis on the challenges of unskilled female construction workers. Wellington (2010) studied the challenges and opportunities of female construction workers in Shire Endaslassie town participation from implementation of gender mainstreaming policy focused on both unskilled and skilled workers mainly focusing on implementation of gender policy by using quantitative research approach. Likewise, Cerena (2017) assess construction female workers' effectiveness in construction projects in Debrhe Berhan and Addis Ababa. Similarly, Tiberhi (2008) studied female's participation and performance in the construction industry focusing on skilled workers. Additionally, Estifanos (2017) studied about female construction workers' rights in the case of Bole Arabsa housing condominium. The study assesses the status of employment rights of female employees in the construction industry.

Much of the available research on female workers in Ethiopia has been focused on skilled workers using quantitative methods, leaving the experiences of unskilled female workers underexplored. However, this study addresses this gap by focusing solely on unskilled female construction workers in order to acquire a better understanding of their work experiences. Thus, this study aims to answer the research question: What are the experiences of unskilled (casual) female construction workers? By focusing on this often-overlooked population, the research hopes to highlight their unique challenges and perspectives, which are frequently marginalized in broader discussions about labor in the construction sector.

1.3. Research Objectives

1.3.1. General objective

The general objective of this research is to examine the experiences of unskilled female workers in the construction industry, with a focus on the Institute of Strategic Affairs Office Renovation Construction Project undertaken by EEC, Addis Ababa.

1.3.2. Specific Objective

The study will specifically address the following specific objectives:

- To identify the challenges faced by unskilled female workers in construction project;
- To identify the opportunities of unskilled female workers in the construction project; and
- To identify common form of coping mechanisms (strategies) used by unskilled female workers to deal with the challenges

1.4. Significance of the Study

This research examined and documented the lived experiences of unskilled female laborers from various perspectives and shedding light on the challenges and barriers they currently encounter in the workplace. Thus, understanding the challenges experienced by the female workers helps stakeholders to address and minimize biases and stereotype that hinder gender equality, especially in male-dominated industries such as construction. Accordingly, the study presented its findings to contribute to the growing body of knowledge regarding how to increase female involvement, retention, and workplace relationships in construction sector. In this study, gender dynamics in the construction industry were examined, which is frequently characterized by hierarchical structures, patriarchal norms, and widespread gender stereotypes and discrimination. Therefore, future research will use these findings to challenge and transform gendered workplace cultures. Additionally, the Study findings regarding the obstacles encountered by unskilled female daily laborers can be used by policymakers in shaping labour laws, especially relating to standard minimum wages and labour contract requirements in accordance with the nature of the work.

1.5. Scope and limitation of the Study

This study examined unskilled female workers, who account for a small portion of the industry, with a focus on the building construction sub sector within the broader range of construction projects. The study is limited to a specific project in Addis Ababa, Ethiopia, where these women are employed on a daily basis for lower-skilled jobs. Because of time constraints, the research was limited to an in-depth interview with twelve participants; and four key informants. Regardless of this, to ensure the quality of data, their subjective views are carefully captured. The other limitation was the limited accessibility of gender-disaggregated data about the number of low-skilled (casual) workers and accidents in the construction sector at the national level. As a result, the study used solely company level data.

1.6. Organization of the Study

The study is divided into five sections. The next section examines the guiding theoretical framework of the study and literature review on women participation, challenges, opportunities and coping mechanism. Section 3 include information on the study area, an overview of the research design, sampling tools and procedure used for data collection, the data analysis method, and ethical considerations. Section four gives the results, interpretation, and analysis of the study. The chapter offer a thorough examination of the data gathered, shown thematically using theme to present major findings. The last chapter provides a summary of the whole study, including conclusion and recommendations.

1.7. Definitions of key terms

Unskilled laborers: ILO Statistics classifies low-skilled workers (levels 0–2) as workers engaged in elementary occupations, in accordance with International Standard Classification of Occupations (ISCO) Broad Occupations Groups. These workers are employed in occupations that “consist of simple and routine tasks which mainly require the use of hand-held tools and often some physical effort” (ISCO, Introduction to occupational classifications, ILO Bureau of Labour Statistics)

Gender discrimination - Any scenario in which a person is denied an opportunity or treated unfairly because of their gender (Workplace Fairness Midwest New Media, 2015).

Occupational health and safety: Any situation at work that puts an employee's health in danger is considered an occupational safety and hazard (OSHA, 2019).

Construction industry: National economy sector in land preparation and construction, alteration and repair of buildings structures, and other real property(CIDB,2011)

Labour force: Population aged 15 – 64 years and actively seeking employment opportunities.

The labor force participation rate: is the proportion of the population ages 15 and older that is economically active(Ilo,2019).

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1. Overview of construction industry

Because of the industry's complexity, a general definition has been difficult to come by (Terrelle, 2020). Rameezdeen (2007) defines "construction" as "the process of constructing new buildings and engineering structures as well as maintaining and repairing existing facilities. Firms engaged in the construction of buildings and other structures, as well as renovation, modifications, reconstruction, installation, maintenance, and repairs, make up the construction sector (Ministry of Business Innovation & Employment, 2013). The construction sector is distinguished by a vast workforce scope, a highly fragmented project-based structure (Khaertdinova, Maliashova, & Gadelshina, 2021), highly dominant workforce and cyclical activity (Langford, Hancock, Fellows, & Gale, 2014). The fluid character of the sector makes it difficult to describe, analyse, and explain in a research capacity (Terrelle, 2020). Because of this ambiguity, the construction industry is subject to a number of alternative broader definitions, making it difficult to define whether it is a single sector or a collection of discrete sub-sectors (Terrelle, 2020). For instance, it drives demand in manufacturing (for construction materials like steel, cement, and glass), transportation (for the transfer of raw materials and equipment), and services (such as architecture, engineering, and real estate) (Sultan & Alaghbari, 2021). Furthermore, construction projects help to create jobs, improve infrastructure, and urbanize communities, all of which boost economic activity in both local and national economies (Pan and Zhang, 2020). Its expansion has an influence on allied businesses such as energy, utilities, and even technology via the usage of smart building techniques (ibid).

2.1.1 Women in construction industry

Research conducted in construction industry focuses mostly on organizational processes affecting productivity, innovation, risk management, and human resource management (Terrelle, 2020). In comparison to the scale of the sector, research focused on female workers is few and scattered relative to the size of the industry (Othman & Jaafar, 2013). Women in the construction business are an under-represented minority group globally, both in the industry and as participants in research projects (Terrelle, 2020). Construction projects create a broad range of job opportunities for 7% of the world's working population (Pan & Zhang, 2021). With the exception

of India and Thailand, the proportion of women working in the construction business remains low globally (Terrelle, 2020).

According to workforce data, Aulin and Jingmond (2011) "the majority of European Union nations employ an average of 10% female workers in the construction sector." A small number of developing Asian nations such as India, Thailand, and Cambodia have much higher proportions of female construction workers. Most women in these nations are unskilled laborers or head load carriers who perform hazardous, demanding, heavy labor (Acharya & Reddy, 2017; CARE Cambodia, 2016; WIEGO, 2016). Women's participation in the construction business has evolved slowly but significantly over time influenced by various social, economic, and cultural factors. A more immediate and essential issue is that women are not entering or retaining in the field in proportion to their total labour market participation rate (Shrestha et al., 2020). The lack of female labor market involvement in the construction sector is arguably a societal loss. Ultimately, the diminished participation of one gender activity is detrimental to society as a whole (Wellington,2010). The male-dominated culture in construction has created a barrier for women who fear discrimination, harassment, and isolation, therefore change is unlikely to happen quickly, according to prevalent beliefs (Reshma & Jayeshkumar, 2016). All women working in this industry share one major trait, they continue to occupy a marginal position inside the world's largest industrial sector (Terrelle, 2020). The "image" of the construction business is a major issue that causes hesitation and disinterest in the field among men and women alike(ibid).

Despite the favorable perception that has been promoted over the years, construction is still connected with risk, hard labor, and masculinity (Othman & Jaafar, 2013). Due to obstacles such as sexual stereotypes associated with the industry, physical limitations preventing them from performing construction work, long working hours, risks, exposure to chemicals, dangers, and harassment based on gender, due to this female worker choose not to pursue careers in construction (Makizela and Haup, 2010). Therefore, despite the fact that the construction industry is rapidly expanding today, with many technology advancements and architectural developments at its disposal, and a need for ongoing, rapid technological change, the sector is constrained by institutional patterns of behavior and labor prejudice (Watts,2012).

2.1.2 Global overview of women in construction industry

Number of construction workers globally has been steadily increasing over this period 2008 to 2018, with a peak of 111.9 million in 2018. This is an increase of 12.2 million from the 2008 figure of 99.7 million, representing an average yearly growth rate of 1.3% (ILO, 2021). The sector contributes significantly to employment levels in all countries. This includes a wide range of crafts such as plumbers, carpenters, scaffolding workers, electricians, and plasterers are among those that are involved. For unskilled laborers' construction jobs are frequently precarious, unsafe, and risky (ILO,2019). Globally, unskilled construction workers often remain in their current positions for extended periods since they lack other skills and hence cannot obtain alternative types of job (ILO, 2011). According to the data, 42.5% of women believe that their lack of skills and knowledge renders them totally incapable of pursuing any other careers (ILO, 2011).

2.1.3 Women in the Construction Industry in Developed Countries

Women continue to be under-represented (Galea et al., 2015; French and Strachan, 2015; Sang and Powell, 2012), and "gender is one of the factor for division of labour " (Pickerill, 2014). According to European commission 2024 report, Europe's construction sector employs around 12.3 million workers, representing a 1.1% growth over the previous year. However, it employs a relatively small number of women: 1.5 million construction workers in the EU are female (EBC, 2016). Only 10% of women have successfully navigated the barriers to become active and recognized professionals in the European construction sector. Austria and Malta have the highest and lowest rates of engagement of women in the construction industry in Europe, with 14.1% and 4.5%, respectively (ILO, 2016). Portugal recorded 4.3%, Malta 4.3%, and Greece the lowest at 2%. In 2023, the United Kingdom's construction industry witnessed a significant milestone with 15.8% of its workforce being female, a notable 3.2% increase since the pre-pandemic era, according to the Office for National Statistics (ONS), With over 340,000 women contributing their skills and expertise, the sector is undergoing a positive transformation (ONS,2023). The percentage of new entrants who are women has also increased, with 37% of new construction workers being female (Shepherd, 2024).

A 2023 report from the Bureau of Labor Statistics (BLS) reveals that 10.8% of construction workers in the United States are women, only make up 1.25% of the total workforce, despite constituting 47% of all employed individuals (BigRentz, 2019) According to National Association

of Women in Construction (NAWIC) survey, construction industry is one of Australia's largest sector, employing over 1.26 million people. This accounts for 9.2% of the national workforce. Despite this, it has the lowest participation rate among women. As of recent statistics, the female participation rate in the construction sector stands at approximately 15%, which is notably low compared to other industries. This figure reflects a gradual increase from previous years; for instance, it was reported at 11% in 2019 and show an incremental of 21% during 2020 (NAWIC, 2024). According to the Australian Government Department of Gender Equality Agency, 5.6% of women working in the construction industry in Australia were underemployed (Workplace Gender Equality Agency, 2016).

2.1.4 Women in the Construction Industry in Developing Countries

According to the World Bank, 104 countries have labour rules that limit the sorts to find work that women may accept, as well as when and where they can work. According to estimations, this influences 2.7 billion women's career decisions (Wood, 2018). Countries such as Cameroon, Chad, and Mali, for example, continue to place significant impediments in the way of women entering the construction industry (Afolabi et al. 2019). Furthermore, several countries in Western and Central Africa have gender-based work prohibitions, limiting women's employment opportunities in a variety of industries, including construction. In Guinea, particular restrictions govern the sorts of tools that women can use on construction sites, further limiting female participation in the business (ibid). In recent years, countries such as Benin have achieved tremendous progress by eliminating limitations on women's employment in the construction industry, enabling them to work alongside men. However, such gradual changes do not occur uniformly across the region. (Jwasshaka and Amin, 2020). In Asia, there are more women than males working in the construction sector. Women account for 88%, 95%, and 78% of all employees in the construction sectors in Bangladesh, Thailand, and Sri Lanka, respectively (Aulin and Jingmond, 2011).

The majority of women working on construction sites in Asia are employed as laborers or helpers, as well as supervisors of building material sites (Ibid). The majority of women employed on construction sites in Asia work as labourers, assistants, or managers of building materials, whereas in Western nations, women work in administrative, technical, and professional fields. In several of these Asian nations, the role of women in the job hierarchy is low; indeed, they are seen as people who can only undertake unskilled jobs and as head-load carriers. (Jimoh, R.A., Oyewobi,

L.O., Adamu, A.N. & Bajere, 2016). According to Ray et al., (2015), Wellington (2010), and Barnabas et al. (2014), construction workers are often inexperienced and work as "head-load carriers" of materials such as soil, bricks, mortar, sand, and stones. Women also have to tolerate a sexist culture (English and Le Jeune,2012; Denissen, 2010; Rahaman, Ahmad, MH Faruquee, Yasmin, & Sarwar, 2017; Prakash, Kumar, Varshney, Ayaz, & Singh, 2023), both dominating and autocratic (Aulin and Jingmond, 2011), and in which male colleagues refuse to cooperate with them (Wellington, 2010), with resistance to women's "humiliating" authority (English and Hay, 2015; Roman et al., 2013; Wellington, 2010), and a generally sexist attitude (Worrall et al., 2010).

2.1.5 Women in the Ethiopian Construction Industry

Women experience significant disadvantages in Ethiopia's labour market, and the interplay of gender and age exacerbates these issues (Mesfin, 2019). Young women, in particular, face unique challenges, such as increased unemployment rates and limited access to education, frequently as a result of early marriage and cultural expectations (Ibid). Women are over-represented in unpaid work and under-represented in paid employment when compared to males (Cerena, 2017). The female unemployment rate is almost three times higher than that of men, with considerably bigger differences in metropolitan areas, where unemployment for women is more than twice that of men (Menelek, 2022). Similarly, young women's unemployed rates are near three times those of young males (ibid).

According to World Bank, in Ethiopia the labor force participation rate among females is 74.8% and among males is 85.9% in 2023. Women account for over half of Ethiopia's total population and an estimated 46.6 percent of the labor force and their participation in measurable economic activity is well below its potential (WDI, 2019). According to the Central Statistical Agency report (CSA, 2020 as cited in Helen & Lamessa, 2022), women make up 62.4 percent of the economically inactive urban population, compared to 37.6 percent of males. In urban regions, the employment to population ratio is 39.9 percent for women and 60.6 percent for males, indicating a significant gender difference in economic activity (Ibid). In 2022, Ethiopia had an overall gender gap index score of 0.71, ranking 74th out of 156 nations worldwide. During the period under review, gender disparities decreased slightly from 0.66 in 2016 to 0.71 in 2020, before significantly increasing again in 2021. The index analyses gender disparities in four areas: economic participation and opportunity, educational achievement, health and survival, and political empowerment. The

distribution of men and women across work sectors shows that males dominate construction and transportation, while women dominate wage employment in trade, hotels, and other services. Furthermore, women make far less than males (World Economic Forum, 2021).

Women's overall pay wages are one-third lower than men's, a disparity that is only partly explained by disparities in endowments and job characteristics (UN Women, 2023). Despite occupational segregation and a larger prevalence of women in informal and precarious work, women earn much less than males in the same occupation and industry. The African Development Bank, for example, created the Africa Gender Index in three categories: Social, Economy, and Empowerment. The economic component assesses gender disparities in labor-market participation, salaries and earnings, firm ownership, and access to productive resources. Ethiopia's AGI score on the Economic dimension is 0.54, suggesting that the country is still a long way from parity and that Ethiopian women continue to face barriers to full and equal involvement in the economy when compared to their male counterparts. The overall number of individuals without employment was 1,920,314, accounting for 18.9 percent of the unemployment rate at the national urban level. The results for males and females were (557,083 individuals, 10.2 percent) and (1,363,231 persons, 29.0 percent), respectively (ESS, 2022).

In Ethiopia even those who have employment face significant levels of underemployment (50 percent), poor salaries, and job instability in both rural and urban locations (Tsegay and Tekleselassie, 2021). According to Ethiopian statistics data, the unemployment rate for those aged 15 to 29 in the country's urban areas was 27.2%, which was higher than the overall unemployment rate (18.9%). In 2022, Ethiopia's urban youth unemployment rate was two times greater than that of males, with women's without employment at 35% and men's at 17.2% (Fuad & Hakim, 2024). Rural locations have poor incomes, underemployment, and precarious employment, indicating a high rate of working poverty (Hino and Ranis, 2014). The employment to population ratio in urban areas shows notable gender gap in economic activity standing at 39.9 percent for women and 60.6 percent for men (Helen & Lamessa, 2022). The differences in labour market outcomes for men and women is not unique to Ethiopia.

In general, men have more employment opportunities than women. Women have less access to education, formal sector employment, social security, and government employment programs (Todaro and Smith, 2009). Furthermore, a higher proportion of young women are unemployed in

cities, where female and male youth unemployment rates are expected to reach 31.7 percent and 18.8 percent, respectively (CSA, 2020). The same gender differences in economic activity are evident at the regional and national levels (CSA, 2006, 2014). Due to the opportunities in the sector, the majority of women workers are internal migrants from rural areas seeking economic gain or have previously worked as domestic workers (Dejene, Aragaw, & Higemengist, 2014). Likewise, females tend to move more frequently than males to find work, given that 19.1 percent of females are migrants compared to 15.1 percent of males (CSA, 2021). The inflow of women workers to the urban areas seeking non-farm employment has overwhelmed the existing industries and is one of the primary causes of their acute exploitation (Angel, 2020).

2.2 Labor Market Policies and proclamation

The Ethiopian Women Policy (1993) states that women's proportion of the labor force varies by location and culture. Their working hours are thought to range between 13 and 17 hours each day. Regardless of the distinctions between men and women, it is generally widely understood that an applicant's gender should have no influence on his or her ability to obtain employment or on how he or she is treated while working. Non-discrimination in employment, often known as the concept of equal opportunity and treatment, is one of the four fundamental principles of the International Labour Organization (Gomes, 2020).

The Labour Proclamation of 1993 (updated in 2003) makes no provision for the informal sector or self-employment. The proclamation's principal sections include employment relations (contract creation, extension, and termination), salary determination, working hours, leave permits, occupational safety, and working conditions (FDRE, 2009). The decree also includes measures for women and working young population (ages 14 to 18). Furthermore, Ethiopian labour proclamation has explicit limits on women's ability to undertake certain occupations, notably those with physically demanding. The proclamation forbids women from working in occupations that demand continuous carrying, transporting, and lifting of weights more than 15 kilograms. Although this limitation restricts women's work choices, it is part of a larger framework meant to safeguard female workers. Under the power conferred by Labour Proclamation No. 1156/2011, the Ministry of Labour and Social Affairs has issued directives, including Directive No. 813/2021, to safeguard young people against severe occupational injuries or harm to their employment. This regulation sets forth a number of important obligations for employers with regard to female

employees, especially those who are breastfeeding or pregnant. If a female employee is found to work in prohibited jobs, the company is required to move them to a different role without lowering their pay or changing job status, providing that her health is not jeopardized. Employers must also give training and information on suitable safety measures for women in relation to forbidden work. They must also follow any directions linked to this directive issued by the ministry or an appropriate body regarding professional and health safety.

Furthermore, every six months, employers must submit an implementation report to the authorized authorities outlining their compliance with these regulations. These policies are intended to preserve women's health and well-being while also preserving their working rights. In the same proclamation overtime payments are explicitly stated. Overtime payments structured to compensate workers at varying rates depending on the time and nature of the work performed. For work done between 6 a.m. and 10 p.m., workers are entitled to 1.5 times their normal hourly wage. If work is conducted during the night, between 10 p.m. and 6 a.m., they receive 1.75 times the regular rate. When working on a weekly rest day, the rate increases to 2 times the hourly wage, and for work performed on a public holiday, it rises to 2.5 times the normal rate. Overtime payments must be made on the regular payday, along with the worker's standard wage. The employment of women is specifically addressed under Ethiopian labour legislation, especially with reference to night work. According to the relevant section, no pregnant woman shall be assigned overtime work or be night shifts between 10 p.m. and 6 a.m. The purpose of this clause is to safeguard the health and welfare of expectant workers.

2.3 Opportunities in the construction industry

Growth of labor-intensive firms that employ the poor is thought to be a primary route out of poverty, notably in Sub-Saharan Africa (Loayza and Raddatz, 2010; Rodrik, 2015). A sector's poverty reducing capacity may be related to the degree to which it employs low-skilled labour, since the poor can provide their labour as a production input (Loayza and Raddatz, 2010). Such employment links economic growth directly to poverty reduction and provides a rationale for attracting such investments through special economic zones, regulatory frameworks and direct subsidies (World Bank, 2015). Moreover, the employment opportunities increased earnings of mothers is believed to be important for their children's nutrition, health and education that in turn

would enhance the long-run poverty reducing effects (Duflo, 2012). Labor market opportunity has a significant impact on women's income and their wellbeing (Majlesi, 2016).

According to Jensen (2012), providing jobs for young women in developing sectors leads to higher employment rates, delayed marriage and childbirth, and increased family investment in younger females. Improving women's control over financial resources, and therefore enhancing their bargaining power, can lower the likelihood of resource capture while increasing labour supply (Halim et al., 2023). As more women enter the labour market, economies have the potential to expand quicker due to increased labour inputs (Verick, 2014). Women's labour boosts household income, allowing families to overcome poverty and consume more goods and services. At the same time, as nations develop, women's capacities often increase, while societal restraints loosen, allowing women to work outside the house (ibid). Women's engagement in the labour force has an impact on quality of work, working conditions, and empowerment (Quisumbing et al., 2021). Alpana Devi and Kiran (2013), both skilled and unskilled laborers are employed in large quantities in the construction industry with the exception of gender stereotypes and discrimination in the sector (Drake, 2021). Job creation is one of the aim of Ethiopian construction industry policy, and it plays an essential role in developing employment opportunities in Ethiopia (Construction industry policy, 2012).

Due to this unskilled laborer enter this industry since it gives more job prospects for them, and there is never a shortage of such employment (Wolcott, 2020). Women can work in a variety of areas, including skilled trades such as carpentry, plumbing, and electrical work, as well as safety inspection (Ibid).

2.4 Barriers faced by women construction Workers

Individual related barriers

women have been the primary caregiver and responsible for household upkeep, a societal norm that has persisted for generations (Mussida & Patimo, 2020). Women, unlike males, combine these obligations, as well as family care, pregnancy, and child care (Azhar & Griffin, 2013), with physically demanding construction jobs. When compared to males on the same work, this frequently affects their productivity (Rajanna, 2015). Male values are the 'norm' in the construction sector, such as long working hours, competitiveness, and full-time labour, which may be perceived

as a barrier for women (Ahmed and Agboola, 2020). The construction business must be more societally friendly, with improved work-life balance for all workers, men and women (Hanna et al., 2020). Due to this, women's exhaustion and mental health are negatively impacted by the demands of working long hours followed by domestic responsibilities (Sunindijo & Kamardeen, 2017), which ultimately results in decreased job satisfaction.

Working condition related barriers

Gender stereotype workplace culture

Women are less likely to work in formal employment, and when they do, they are paid less (Ilo, 2024). Because of the temporary contractual nature of the employment, female employees regularly face challenges and are at danger of becoming victims of abuses in the construction industry (Estifanos, 2017). One of the key challenges in recruiting and retaining women in the sector is the perception of an aggressive, male-dominated workplace culture that can be unwelcoming or even hostile to female employees (Lekchiri & Kamm, 2020). This stereotypes undermine their abilities and limit their opportunities for growth (ibid). Skepticism about their competence and suitability for physically demanding tasks, coupled with the perception of a male dominated environment, often deters many women from pursuing careers in construction (Lekchiri & Kamm, 2020). This prejudice can create a hostile workplace environment where women feel isolated or undervalued (Ibid).

In particular, the nature and spatial distribution of economic development and job creation influence whether women can find employment, especially in a context where societal norms control how and where women can work (Dasgupta & Sher Singh Verick, 2016). Due to this Women are judged on their physical capacities to perform (Kraus, 2011) or directed to gender-specific work activities (Kaewsri & Tongthong, 2011; Malone & Issa, 2012). Wellington (2010) findings stated women's participation in the construction sector in Ethiopia reveal significant gender disparities and systemic barriers. Women are predominantly employed in low-paying, unskilled labor roles, often under poor working conditions, which are exacerbated by cultural norms and household responsibilities that limit their participation. Despite the existence of gender equity policies, their implementation has been inadequate, leaving many women unaware of their rights and protections. The study also highlights that women face discrimination in wages, job security, and opportunities for advancement, reinforcing their vulnerability to male domination

and exploitation in the industry. Overall, the findings underscore the need for targeted interventions to improve working conditions and empower women within the construction sector.

Sexual harassment

Workplace sexual violence (WSV) is a type of workplace violence that includes verbal, nonverbal, and physical forms. It may be defined as unwanted, unreciprocated, or uninvited sexual behavior that aims to humiliate, intimidate, or disgrace (Cheung & Yip, 2017). Studies showed that women face physical, emotional, and reproductive health problems due to sexual harassment include loss of self-confidence, injuries, unplanned pregnancy, sexually transmitted infections, disability, and death (Adinew & Hagos, 2017). Another study found that nearly half of all pregnancies, totaling 121 million each year throughout the world, are unintended (UNPF, 2022). The issue has an emotional impact and is connected to negative health behaviors such as substance use and mood disorders including anxiety and depression (Walsh, Keyes, Koenen, & Hasin, 2015; Deyessa et al., 2009). The work place sexual violence primarily impacts workers in the most vulnerable work conditions, who have limited access to labour rights such as the freedom of association, collective bargaining, decent employment, non-discrimination, and access to justice (Pillinger, 2017). The construction sectors have always been male-dominated, which makes women workers feel uncomfortable on working sites. This environment increases their sensitivity to sexual harassment (Regis, Alberte, Lima, & Freitas, 2019).

The construction industry, long perceived as a male-dominated field, has often failed to provide an inclusive and equitable environment for female workers (Jimoh et al., 2016; Regis et al., 2019). Despite the critical need to address the growing labor shortage, the industry has struggled to attract and retain women, who continue to face significant challenges and barriers to their participation. (Jimoh et al., 2016; Shola & Abdulazeez, 2020). In the construction industry, 40% of women report being bullied or harassed by their supervisors, while 30% claim that they are too terrified to speak out about the abuse. Traditional preconceptions, such as the belief that women are less physically capable, decentralized workplaces, and a lack of adequate training and policies, all contribute a role (Watson, 2017). Women are frequently subjected to sexual harassment; which male coworkers perceive as a means of regaining authority (Ibid).

Job stress

According to Kamal et al., (2017) Construction workers are subjected to a variety of stressors at work that have adverse impacts on their mental well-being, which in turn affects their productivity, performance and job satisfaction. Nearly seventy percent of construction workers suffer from anxiety, depression and stress as a direct consequence of working in the construction industry, which occurs due to the constant struggle to maintain and satisfy the high demands, pressures, and expectations placed on workers in this field (Kamal et al., 2017). The construction industry is known for its challenging and dynamic nature, with tight deadlines, heavy workloads, and complex project management requirements that can take a significant toll on the mental health and overall well-being of construction workers (ibid). The stressful environment, physical demands, and work life imbalance experienced by construction workers contribute to the development of mental health issues, burnout, and other negative outcomes that impact their professional and personal lives (Sinyai & Choi, 2020). Due this women have a low absenteeism rate and a medium productivity level (Cerena,2017).

Inadequate facilities

Unskilled women face challenges include the absence or sharing of bathrooms with males, working in unpleasant environment, and a lack of care facilities for women with children (Lekchiri et al, 2020). Women are more vulnerable to social inequalities than males, such as rape and sexual harassment, as a result of unsafe working conditions. Furthermore, perpetrators of such abuses see women as the weaker gender and vulnerable to such attacks results depression and stress in the female workers (Ibid). According to Cerena (2017) Studies reveal inadequate provision of safety measures and materials at construction sites, coupled with low safety awareness among female workers. The study concludes that training on safety and awareness should be prioritized for women workers, alongside efforts to educate construction firms on the effectiveness of employing women in the sector.

Low wage

The over-representation of women in low-wage works appears to be universal (Grimshaw, 2011). Women in construction sometimes earn less than their male colleagues, which might discourage retention and result in fewer women entering the industry. Women are frequently concentrated in administrative or support work, rather than technical or leadership ones, which exacerbating gender disparities (Back, 2024). Characteristic of countries labour markets, and gender segregation in occupations and industries continues to have an influence on opportunities for employment (Moskos, 2024). According to the UN Women (2023) report, one of the primary causes and drivers of gender inequality in Ethiopian workplaces is the country's gender wage gap.

The worldwide Gender Inequality Index (GII) measures the extent of gender differences, with Ethiopia ranked 129th out of 162 nations in 2021. Low ranking on the indicator evaluating legislation impacting women's pay; for example, in terms of the gender pay gap for those employed in formal employment, women are paid 26% less than males on average. Marriage restrictions, legislation influencing women's job after having children, and regulations governing the size of a woman's pension are all still weak (ibid). The labor markets may support these wage disparities because, in Ethiopia in particular, the patriarchal values of the culture mirror the unequal gender roles that are prevalent in families (Wellington, 2010).

In Ethiopia's construction sector, women's share of wage employment constitutes 3.08% of their total employment, while men's share is significantly higher at 11.90% of their total employment. There are significant gender disparities in employment within this industry (UN Women, 2023). This disparity highlights broader issues of gender inequality in the labor market, where women are underrepresented in sectors that typically offer higher wages and more stable employment opportunities. When females are hired in the construction sector, they are often relegated to low paying jobs and positions of lesser responsibility within the industry (Amy King Lewis & Shan, 2024). The average hours worked per week in Ethiopian construction are 45.03 hours for men and 45.64 hours for women, highlighting a slight gender gap in hours worked (UN women, 2023). Despite the close average hours, it is essential to consider that women may still be concentrated in lower-paying or less secure jobs, which could affect their overall economic status despite working similar hours to men (ibid). Individual and household characteristics such as age, status as

household head, marital status, education level, recent illness, household size, safety, child dependency ratio, and geographical location are fundamental in explaining women's decisions of whether to work and for how many hours. Other factors that contributed to this hostile environment includes lack of training or skill upgrading, lack of laws pertaining to construction employment in the informal sector, and the inability of the ministry responsible for women's affairs to support women's development and liberation from male dominance (Wellington, 2010).

2.5. Women's response and Coping strategy

Resilience is a phenomenon that enables people to adjust positively in the face of adversity and obstacles (Reyes, 2016). Evidence suggests that a wide range of personal characteristics, including age, gender, health status, and socio-cultural background, have a significant impact on individuals' coping strategies and their effectiveness (Cornally & McCarthy, 2011). Coping is a multifaceted process that includes both cognitive and behavioral attempts to handle the demands of a stressful situation, which can take either problem or emotion focused approaches (Samadi, 2021). Researchers discovered that certain coping strategies, such as active problem-solving and cognitive reappraisal, are associated with better psychological and physical outcomes, whereas or emotion-focused strategies, such as escapism and self-blame, are less adaptive (Compas et al., 2013). However, the relationship between coping strategies and outcomes is not always straightforward, as the effectiveness of a particular coping can depend on the nature of the stressor, the individual's personal resources, and the broader context (Salavera et al., 2017). Scholarly study on minorities in this business is minimal and generally focuses on recruiting and retention difficulties. Studies on how women and other minority groups actively adjust to industrial conditions and shape the industry's culture are remarkably lacking (Terrelle, 2020). Although they did not engage in many coping behaviors, construction workers were highly perceiving of risk (Wellington, 2010).

Three strategies exist for women to survive in the male-dominated construction business, according to Dainty (2006): (1) act like men, (2) lower their expectations and take jobs that are beneath them, or (3) give up and look for employment elsewhere (Dainty et al., 2000). According to a study of the literatures, another prevalent coping technique used by women in this industry is to copy masculine attitudes and characteristics in order to fit in and acquire acceptance (Martin and Barnard, 2013 & Watts, 2012). Researchers employ a range of terminologies to explain the

coping technique of acquiring male characteristics or acting in a masculine manner. Some use the term "fitting in" (Wright, 2013) to explain how women reduce their distinctions from males by wearing like men. Halberstam (2018) describes this reaction acting as "female masculinities." Similarly, Denissen and Saguy (2014) use the term "gender blending" to describe women who combine interactional methods classified as "feminine" or "masculine" (Denissen & Saguy, 2014).

In contrast to the "fit-in" approach, Lekchiri and Kamm (2020) found some women are prepared to deal with discriminatory challenges by not trying to fit-in to appease those around them. Powell, Bagilhole, et al. (2009) documented various response actions such as "acting like one of the boys, accepting gender discrimination, achieving a reputation and adopting an anti-women approach" to cope, this behavior was found to contribute to the maintenance of an environment which remains unwelcoming to women. Women often use a variety of coping strategies, including ignoring negative behaviors (Bastalich et al., 2007; Denissen, 2010), focusing on their work (Malone et al., 2013), censoring their own behavior (Denissen & Saguy, 2014), avoiding socializing (Wright, 2013), normalizing negative behaviors as part of the environment (MacIsaac & Domene, 2014), and denial or avoidance (Malone et al., 2013). Women that enter the male-dominated construction business will be more resilient and persistent in their careers (Rasheed, 2022). Furthermore, it is apparent that religion is the major means of coping with daily life and finding peace and hope. Their resilience is also demonstrated by the positive feelings and optimism they feel while facing everyday hardships (Komesuor, Manu, & Meyer-Weitz, 2024)

2.6. Theoretical framework

According to Grant and Osanloo (2014), the theoretical framework is one of the most significant parts of the research process. It structures and supports the study's rationale, problem description, purpose, importance, and research questions. The theoretical framework serves as a foundation or anchor for the literature review, methodologies, and analysis (Lysaght, 2011).

The challenges and barriers faced by women in the workplace are discussed in various theories, including theoretical gendered organization theory, Hartman's theory of patriarchy, labor market discrimination, sex role spillover, and socio-cultural theory. To serve the purpose of the study, gendered organization theory, and Hartmann's theory of patriarchy are selected.

1.7.1. Gendered organization theory

Any organization or other analytical unit that is structured via and in terms of a dichotomy between male and female, masculine and feminine, is said to be gendered. This includes advantage and disadvantage, exploitation and control, action and emotion, meaning and identity (West and Zimmerman 1987; Connell 1987). Prior feminists' studies argue that organization structures were gender neutral. Everything about organization from structures to symbols are inherently gendered and until that was studied and acknowledged organization would continue to reinforce long standing gendered inequality. Acker highlights how traditional approaches to workplace equality often focuses on integrating women in to existing frameworks without questioning or alerting those framework themselves.

Gendered organization theory posits that gendered systems influence the choices available to women. Factors like workplace culture can constraint their choices, narrowing the options for female workers. According to this theory, organizational practices contribute to gendered labor segregation, including the division between unpaid and paid employment. Women are not necessarily clustered at the bottom of the organizational ladder by accident, but rather as a result of the structure. The theory argues that simply reforming workplace policies is insufficient; instead, there is a need for a transformative approach that redefines what workplaces look like and how they operate. This involves questioning hierarchal structures, power dynamics, and cultural norms that have historically favored certain groups over others.

Gendered organizational theory has been used by researchers to identify, assess, and eliminate invisible gender discrimination and inequity from organizations (Mills, 1988; Acker, 1990, 1992; Ridgeway and Correll, 2004; Williams et al., 2012). It has been used to look at the reasons why women try to fit a workplace, which was “encoded in arrangements and rules supported by the assumption that work was separate from the rest of life and that it had first claim on the worker” (Acker, 1992). As discussed elsewhere (Jabbar et al., 2018; Holland-Iantosca and Lemke, 2022), though the term “gender” commonly is used to discuss differences between those identifying as women and men, characteristics assigned to female and male genders as not inherently biological, but instead socially, legally, and self-constructed yet also internalized through practices tied to traditional gender binaries. Agreeing with Holland-Iantosca and Lemke (2022), “language and

actions of women and men in the workplace as not intrinsic to who they are, but tied to fluid, contested, and performative acts that comprise an androcentric gendered nature of work.

In this vein, gendered organizations constitute five processes that produced challenges to women in the superintendence. These included: division of labor, or gendered divisions tied to behaviors, physical environment, and established power dynamics resulting from divided labor markets, the family, and state (e.g., inequity regarding recruitment, hiring, promotion, salary, and benefits); cultural symbols, or beliefs, dress, ideology, images, language, and symbols that express and reinforce gendered divisions; workplace interactions, or the gendered production of social structures and relations, including those that enact dominance and submission individual identities, or the creation of a gendered identity that may or may not include the consciousness of the existence of other components of gender and its production (e.g., organizational navigation is tied to normative culture, and an individual's thinking about, appearance, conduct, and rules tied to femininity and masculinity); and organizational logic, or conceptualizing and producing organizations as gender-neutral, wherein jobs are available to all and jobs comprise abstract workers, void of domestic life and who are dedicated to the organization (e.g., being a woman and a mother compels a reframing of organizations as gendered and workers as bodied, thus furthering the hegemonic need to construct hierarchy in the absence of a gender). The purpose of Acker's theory was to issue a clarion call for new research into a systematic theory of gender and organizations that address the persistence of gendered segregation through organizational practices.

1.7.2. Hartmann's theory of patriarchy

As per Hartmann's theory of patriarchy, male organization and job segregation is characterized by men controlling women's labor and restricting their access to income and earnings. Men use occupational segregation as a key mechanism to force women to divide their labor domestically, taking on a disproportionate amount of housework and childcare responsibilities, which keeps them out of paid work and renders them less valuable. This may be summarized as a male-led organization seeking to further their own interests at the expense of women's, especially by limiting women's pay for work, which continues to be the basis for the majority of current formulations (Hakim, 1996). Hartmann defines patriarchy as “a set of social relations between men, which have a material base, and which, though hierarchical, establish or create interdependence or solidarity

among men that enable them to dominate women.” Further it argues that “the material base upon which patriarchy rests lies most fundamentally in men’s control over women’s labour participation. It does not rest solely on childbearing in the family, but on all the social structures which enable men to control women’s labour”. “Control is maintained by denying women access to necessary economically productive resources and by restricting women’s sexuality”.

Hartmann (1981) argues that both house work and wage labour are important sites of women’s exploitation by men. Within the field of paid work occupational segregation is used by organized men to keep access to the best paid jobs for themselves at the expense of women. Within the household women do more labour than men, even if they also have paid employment (Hartmann,1981). These two forms of exploitation also act to reinforce each other, since women’s disadvantaged position in paid work makes them vulnerable in making marriage arrangements, and their position in the family disadvantage them in paid work. Due to this a women’s work benefits both capital and her husband. Hartmann defines patriarchy as a set of relationships which has a material base and in which there are hierarchical relations between men and solidarity among them, which in turn enable them to dominate women. The material base of patriarchy is men’s control over women’s labor power.

2.7. Conceptual framework

The obligation of the present study is to explore the lived experience of unskilled female construction workers. This study focused on the challenges or constraints faced by unskilled female construction workers, opportunities and the coping strategies depending in the theoretical framework.

On the basis of the context and research objective the following conceptual model has been developed by the researcher based on existing literatures. (fig 1) almost all women engaged in the construction work came from lower socio-economic background with no or poor literacy and skills. As a result, they engage in construction industry and employed in unskilled and low paying jobs. Unskilled female workers face barriers and challenges in attempting to progress in construction industry (Othman & Jaafar, 2013) and their coping mechanism (both positive and negative) helps them to stay or leave in the sector.

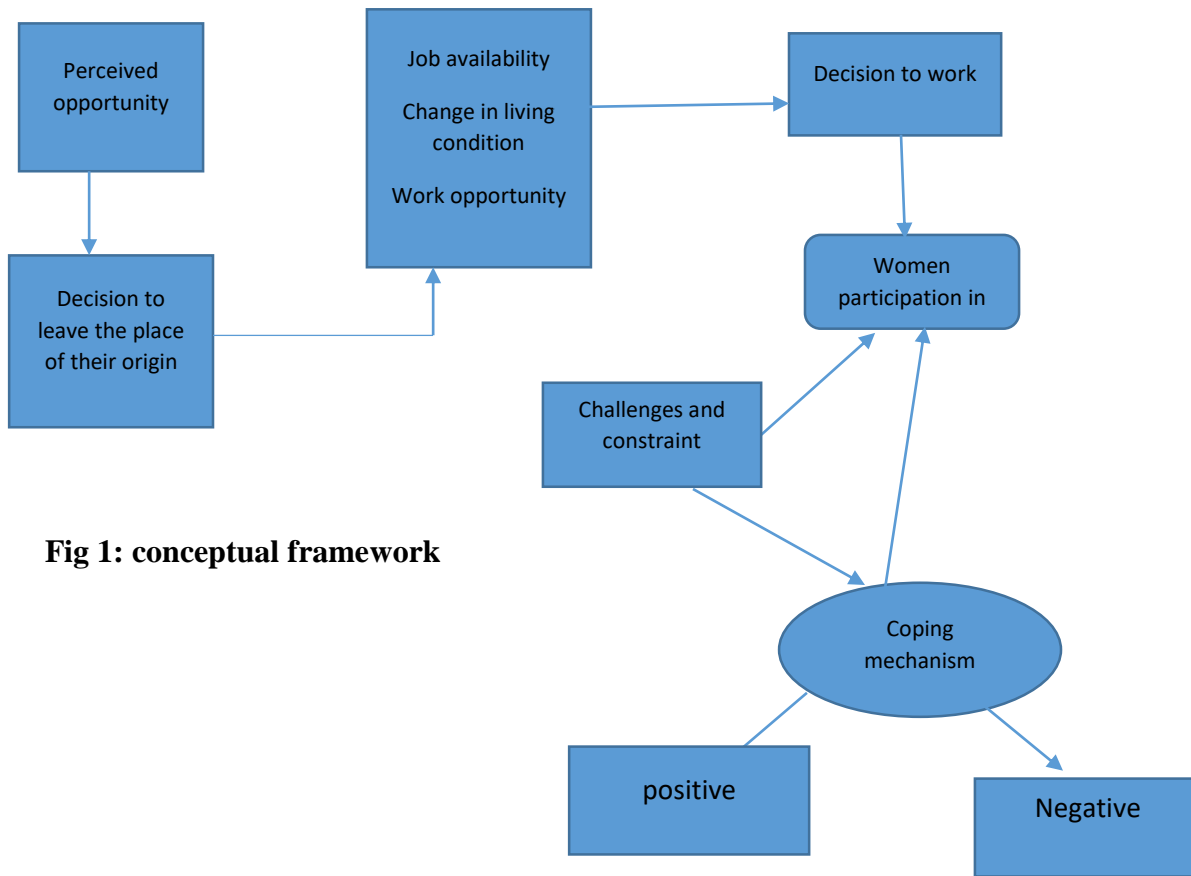


Fig 1: conceptual framework

CHAPTER THREE

3. RESEARCH DESIGN AND METHODOLOGY

3.1 Research design

Denzin and Lincoln (2008) define qualitative research as "a situated activity that locates the observer in the world". Qualitative approaches are used when a problem needs to be investigated, marginalized voices need to be heard, in-depth exploration of experiences and the socially constructed nature of reality is required, and the subject is still relatively new (Denzin, 2005; Creswell, 2007). As a result, these approach used to explore unskilled female construction participants' hidden feelings of labor, as well as their description of the setting and conditions that impacted their experience of the phenomena of the research.

The phenomenological research technique focusses on examining and comprehending individuals' lived experiences about a certain phenomenon, recognizing that social circumstances are fundamentally tied to each individual. (Friesen, 2012; van Manen, 2016; & Buckley, 2018). "Developing interpretations of the meanings that constitute life's realities is the focus of this paradigm," which occurred when participants "organized their lives by defining the events and situations which they encounter" (Humble & Morgaine, 2002). This approach was particularly appropriate for this research since it focused on the participants' real experiences in order to understand the essence of the phenomena under study.

This study arose from the researcher's observations of prejudice and gender violence in building project sites. The researcher considered that it would be more effective in understanding the lived experiences, opportunities provided, and obstacles faced by unskilled female workers by allowing for in-depth views on subjects that are not well understood.

3.2. Description of the study area

ECDSWC (Ethiopian Construction Design and Supervision Works Corporation), is a government owned company merging of three public enterprises (Water Works Design and Supervision Enterprise (WWDSE), Construction Design Share Company (CDSCo.), and Transport Construction Design Share Company), established on Dec. 2015 based on Council of Ministers Regulation No. 366/2015 with an authorized capital of Birr 20,313,608,143.90. In 2021, the

company underwent a significant shift, with the establishment of a second business wing focused on construction. This marked its transition into an engineering and investment firm by combining consultation and construction. With this strategic adjustment, the organization relaunched itself as the Ethiopian Engineering corporation (EEC), reflecting its larger reach. Therefore, the researcher chosen the corporation because it is one of the recently formed grade one public owned construction enterprises that is one of the few accredited companies in occupational health and safety and is now attempting to apply safety rules and regulations on building sites. A study was solely conducted on a project site managed by the EEC focusing on strategic office renovation project.



3.3. Study population and sampling

3.3.1. Target population

The study population in this research comprises of female workers from the study area who have been designated as important participants. Furthermore, professionals working in the same project sites act as crucial informants for the research.

3.3.2. Sampling method and selection

According to Morse (1995), phenomenological research frequently entails interviewing participants to collect significant data, resulting in the utilization of fewer people, usually between 6 and 10. Guetterman (2015) found that in educational research, the average sample size was 15, with a range of 8 to 31, whereas health studies used participant numbers ranging from 8 to 52, with a mean size of 25. According to Creswell (2013), a sample size of 5 to 25 individuals is appropriate for phenomenological investigations.

The construction business divides its workforce into three categories: professionals (engineers, foremen, and accountants), skilled workers (masons, carpenters, plasterers, tile fixers, painters, welders, and operators), and unskilled laborers. This categorization is based on qualifications, experience, and work duties. As a result, the firm has subdivided its workforce, and the data supplied represents the number of unskilled workers from 2014 to 2016 E.C., as shown in the annex. Therefore, Purposive sampling was utilized to locate possible study participants "because it offers a research insight into a particular experience" (Smith, Flowers, & Larkin, 2009). During the field study, a total of 40 female unskilled workers were employed and from the total population, 12 participants were chosen for the research based on two essential criteria: having more than one year of experience in the field and working for more than one month at the project site. The minimum one-year experience requirement was used as a criterion due to the reason that one year is a reasonable period for one employee at least to have minimum work exposure to have a chances for growth, training, and to be recognized for the hard work. In addition, a minimum of one month of experience in the study area was required as a selection criterion. This time frame is considered reasonable for employees to evaluate the company's situation. Furthermore, it is consistent with the company's payment system, as employees are often paid monthly. As a result, having at least one month of experience assures that participants have a basic understanding of their work environment. These participants were chosen and screened with the assistance of the project's human resources personnel.

Four key informants were selected from a pool of fourteen professional workers in the project site based on their substantial company and sectoral experience. These included a human resources officer, a foreman, a site supervisor, and a safety officer, each having a particular responsibility in the company. The diversity among participants allowed for a broader perspective on the

phenomena under research, resulting in a more complete knowledge rather than a restricted, case-by-case approach (Bush and Amechi, 2019).

Therefore, the study's sample size was limited to twelve unskilled female participants and four professional workers working on an office renovation project site at the Institute of Strategic Affairs.

3.4. Data collection method

3.4.1. Interview

In-depth interviews are designed to help people understand their lived experiences (Seidman, 2013). When a researcher wishes to acquire insight into things like views, feelings, emotions, and experiences, this is a better technique of data gathering (Denscombe, 2007). Thus to address the study objectives and acquire insight into the participants' lived experiences, in depth face to face interviews were performed to collect detailed information using carefully constructed questions. In-depth interviews were an important method for this study, as they allowed researchers to gain a deeper understanding of the participants' personal experiences, perspectives, and challenges in the construction industry as unskilled female workers. This qualitative approach provided rich, detailed data that may not have been captured through other research methods. More so, interviews with key informants were conducted as additional supporting data, along with a participant's experiences.

The interview questions were purposefully developed to be closely related to the study goals, with the objective of successfully addressing the problem. The interviews were done exclusively in Amharic and then translated to English for analysis. Questions were clarified resulting in greater depth in the responses of participants (Kumar,2011; Welman et al ,2012). As a result, both unskilled female employees and the informant were given interview guidelines. The interview instructions are organized into four sections. The first section focused to collect basic information about the participants, such as their age, years of experience, marital status, and other characteristics. The second section is on opportunities (privileges) they were afforded, as well as how those opportunities benefitted them personally. The third category collects data on the challenges that unskilled female workers face on a daily basis. The last and fourth sections focused on their approach (coping mechanism) to dealing with workplace challenges. Using the

aforementioned theme, the researcher was able to organize the data more effectively and efficiently. The researcher organized the data so that the answer from different participant were sorted in to themes.

3.4.2. Observation

Marshall and Rossman (1989) define observation as "the systematic description of events, behaviors, and artifacts in the social setting chosen for study" Unstructured observation is typically used to capture untold facts in the studied area. It involves observing and documenting events or behaviors without the use of pre-established classifications or standards (Abdullah & Ahmad, 2013). The researcher conducted observations on safety materials, sanitary facilities, and general working conditions. It is used as a means of triangulating the qualitative data sources to add validity to the study. In addition, During the interview, the researcher took note of facial expressions, behaviors, and gestures, body language and tone of voice.

3.4.3. Document review

Document review is a systematic data collecting strategy that entails analyzing existing documents relevant to a certain topic (Morgan, 2022). This method is particularly useful for triangulating data since it allows for cross-verification of information gathered through interviews and observations (Eisner, 1991). In this study, the researcher reviewed company policies, HR regulations, and safety standards to get significant insights into the organizational design and practices, validating the data gathered through interviews.

3.5. Data analysis

All recorded and written interview material were transcribed verbatim. The transcribing technique assists the researcher in becoming acquainted with the data (Reissman, 1993). Using Van Manen's (2016) guidelines, the transcriptions of all audio recordings underwent a thorough analysis following the principles of thematic analysis. According to Van Manen, the focal point is placed on identifying the underlying structures within an individual's experiences and the elements that compose those experiences. By gathering the experiential accounts of participants on the specific phenomenon of interest, the meaning is then extracted through a meticulous review of the collection. Thematic analysis is used to group comparable concepts according to their themes and prepare them for data analysis. Interviews, observations, and documentation were therefore

reviewed for each case. The researcher followed Braun and Clarke's (2006) step-by-step instruction for theme analysis. The following are the instructions: collect your data, (2) create preliminary codes, (3) the researcher read through each transcript to immerse themselves in the data, (4) examine themes, (5) define and name themes, and (6) produce the result. Based on this, the researcher organizes the data, creates themes, and analyses the results. The findings are then presented in a thematic way and compared to the information gathered during the literature review to highlight similarity and differences.

3.6. Ethical consideration

Before doing any research at the indicated area, a written statement outlining the research objective is set, and the researcher receives letter from Addis Ababa University. The researcher obtained all informants' complete agreement and protected their anonymity throughout the interview procedure and subsequent thesis write-up. Participants were properly informed about the study endeavor, its aims, and the confidentiality procedures in place. The researcher worked hard to be neutral, objective, and accurate throughout the study. All participants were free to choose whether or not to participate without any form of coercion, pressure, or obligation. Participants chose to participate without force from the researcher and were aware that they might leave the study at any moment. The agreement of participants also obtained for data collecting procedures such as recording and taking notes, and the information obtained was kept private. Therefore, confidentiality and privacy were strictly maintained throughout the research process.

3.7. Reliability and validity

To ensure the validity of the findings, the researcher correlated them with well-established theoretical frameworks and concepts discussed in the literature. This alignment helped to contextualize and support the results, ensuring they were grounded in existing knowledge and theory. The interview guide was developed based on these selected theories and previous findings, providing a structured approach to data collection. Additionally, triangulation was employed by combining observations with interviews of key informants, which further enhanced the validity of the data. To ensure reliability, the researcher continuously compared the results with findings from previous studies, ensuring consistency and alignment with existing knowledge in the field. This rigorous approach helped to strengthen the trustworthiness of the study's conclusions.

CHAPTER FOUR

DATA ANALYSIS AND DISCUSSION

The purpose of this study is to investigate the opportunities and challenges that unskilled female construction workers face in the workplace. The study uses Phenomenological approach to examine both the opportunities available to these workers and the obstacles they confront, as well as the coping mechanisms they employ to overcome these challenges. The findings are divided into thematic frameworks based on a thorough study of pertinent instances and participant responses.

Brief descriptions of each of the twelve participants' lived experiences are provided to allow a better understanding of each woman's experiences, as well as provide a space for each of their voices to be acknowledged and recognized as contributions to this research, as is usual in phenomenological work.

4.1 General profile of participants

As mentioned above, the in-depth interview included twelve target participants and four key informants. The researcher carefully selected the study's participants to ensure that the sample was representative and relevant to the research objectives. All participants were female construction workers with experience ranging from one to nine years. The researcher's specific goal was to understand and analyze the perspectives of female participants, both new to the sector and those with more extensive experience. The participants' ages varied from 19 to 42 years. Relevant information on the participants, such as their family status and education, is explicitly presented.

The majority of participants' educational backgrounds show a lack of formal education, with many classed as illiterate and uneducated. The majority of participants define themselves as separated in terms of marital status. Understanding the participants' present marital status as separated provides information into their socioeconomic background, as well as potential consequences for their experiences, needs, and perspectives in the situation being investigated.

4.2 Opportunities of unskilled female workers

Job opportunity and financial independency

During the interview, participants shared their lived experiences, emphasizing on the numerous obstacles that exist in the workplace. In spite of these challenges, they managed to get a job, construction industry has stepped in to address this issue by creating job opportunities, particularly for low skilled workers. This serves as a compelling reminder of the construction industry's ability to create jobs for individuals facing barriers, particularly those with family responsibilities.

Participants explained that working in the construction industry has given them a sense of empowerment. Females' reliance on their spouses or other sources of financial support has significantly reduced. This shift allows individuals to make more autonomous financial decisions and reduce the pressure to rely on external assistance for meeting personal or household expenses. Even if employment alone does not guarantee women's empowerment, their economic contributions make them more important to their families. The work opportunity gave them the ability to earn money and contribute to the well-being of their families, particularly those suffering financial difficulties.

'When I first started working in the construction, I was completely relied on my spouse for everything. However, I can now confidently state that I am capable of providing for myself to some level'. (P7)

'Before becoming a mother, I worked as a housekeeper. But managing housework and a child turned out to be a challenging task. Fortunately, construction job gave me with an opportunity to have work and support my family.'(P3)

Construction provides more flexibility than housekeeping jobs, which were the primary source of work for the majority of participants. This is especially useful for married women with children. The findings show that the participation in day labor involvement has increased empowerment in a variety of areas, including financial independence, social mobility, and self-worth. This also comply with Ulutas and Oztepe (2021) study, which stated that women's motivation to work in paid occupations is a desire to control their own income and autonomy.

A widowed participant noted that the employment opportunity enabled her to support her family despite the difficulties of maintaining financial stability. As a result, she was obliged to search for job outside of the house in order to contribute to her family's stability and meet their basic necessities. This idea was supported by other participants like P9 and P5 which demonstrates their perseverance and resourcefulness throughout difficult circumstances.

'I told you that since my husband died, I've been supporting my family by working as a day laborer. I'm grateful that my income from work allows me to provide for my child's basic necessities'. (P11)

Due to poor access of resource, opportunities, and other factors young women migrated into cities to get better opportunities and employment. All participants in this study left their hometown in search of better job possibilities, eventually they found work in the construction sector. Regardless of the difficult nature of the job, it provides an opportunity for women to gain self-sufficiency and enhance their livelihoods.

'After successfully finishing Grade 10 in Ambo City, I did not receive the required passing score to continue my study. As a result, I found myself here, relying on the kindness of my friends for a place to stay. However, I have recently obtained work, allowing me to support myself and become self-sufficient.' (P2)

Despite their small numbers, some female construction workers have progressed from unskilled to skilled professions. For example, on the current building site, there were two skilled female laborers. The Site Supervisor indicated that the sector's gender prejudice inhibits women's opportunities to upgrade their skills. As a result, only a limited number of women can take advantage of these prospects for progress.

'While gendered workplaces and a lack of social support inhibit female workers to upgrade their skills. Despite the fact that they can also improve their skills.' (KI-4).



Self- worth

Working in construction needs female workers to be capable, adaptive, and resilient in the face of obstacles. Their self-esteem and self-sufficiency grew dramatically as a result of their attempts to overcome hurdles, allowing them to be more independent and confident in their ability to contribute to their family and households.

Furthermore, participants' work prospects provide a significant contribution to partial improvements in household income, decision making, economic stability, and overall financial well-being. While the work opportunity they have received may not fully solve all of their financial issues, it gives them income that was previously unavailable, allowing them to achieve some degree of support and growth that was impossible before. Which serves as a source of internal motivation.

‘Even though the work place is difficult and my wage is low, it gives me joy and satisfaction to teach my children and see them attain independence.’(P1)

These women influenced their children's attitudes of work, gender roles, and future hopes by showing their hard work and tenacity.

‘In my opinion, despite the impact of low wages on their contributions to their household, participation in construction projects impacts their role modeling.’

(KI-4)

For the woman named P12, the paid job opportunity in the construction business was all about changing society's incorrectly entrenched norm. She was able to obtain the freedom to work like her husband did, and as a result, she improved her position in her husband's eyes by demonstrating her self-worth.

‘Having a job is satisfying in and of itself since it allows me to stop relying exclusively on my partner and due to this I can show him that I also can provide.’(P12)

From the point of her view we can understand that she got sense of personal fulfilment such as sense of purpose and achievement. And by having a job she is not no longer solely rely on her partner for financial support. This leads her to a greater sense of autonomy, and self-reliance. The study's findings indicate that participants felt more satisfied and respected when they contributed financially to their households.

4.3 Challenges of unskilled female workers

In response to the interview question about the challenges faced by unskilled female workers in construction projects, the participants' responses, along with observations and document reviews, thematise and presented under three main categories of challenges: individual-related, systematic and societal challenge and working life challenges.

Individual related challenges

Woman experienced difficulties in managing work-family roles

The interviewees emphasized that women working as daily laborers in the construction business have difficulties in managing work and family obligations. Household responsibilities, long-distance commuting, and child bearing put enormous strain on women's productivity when compared to men. The participants stressed that they appear to have learnt helplessness in their situations while carrying on with their everyday routines and internalizing both roles.

‘Early in the morning before I came here, I worked for the household, after I came it is also another intensive work and even sometimes we work on Sunday to earn overtime. This is my routine, and I have no option but to do it all.’(P7)

Participants were exposed to traditional gender roles and social norms that imposed a greater load on them in terms of caring and home chores. Balancing these expectations with job obligations is one of the challenges participants face. They lack help from their spouses in handling job and family commitments, which overburdens them. Women in low skilled, low status jobs, as well as low income earners and ethnic minorities, are disproportionately affected by work and family responsibilities (Austen & Ong, 2014; Feinberg & Choula, 2012).

‘The weight of duty I hold is enormous, as being a woman and shouldering family commitments can be exhausting and demanding. I have to walk far to get home, and once there, I work tirelessly for the household without taking breaks. Nonetheless, I am hoping that my children would someday lend a helping hand and share some of the weight with me.’(P1)

The participant (P1)'s expectation that her children will ultimately share the load indicates a desire for a more equitable sharing of responsibilities within the family. However, it also demonstrates the intergenerational transfer of gender roles, since daughters may be expected to take on similar caring responsibilities in the future, perpetuating the cycle of uneven gender expectations.

Despite the fact that the company provides transportation in the selected area, they must walk a long distance from the station. Additionally, the portrayal of women working nonstop for the household without breaks reflects the expectation for women to prioritize their family's needs over their own wellbeing, which contributes to physical and emotional fatigue. Family issues are not their only responsibilities; they often have extracurricular activities and religious commitments that require financial support. The study aligns with Fotiadis (2019) & Obrenovic (2020) study result identified work-life conflict puts additional strain and stress on employees, reducing their well-being and negatively compromising their job performance.

Systematic and societal challenges

Lack of affordable Housing

All of the participants who participate in the interview lived in a rented house. All of them relocated from nearby and remote rural areas and had previously worked in agricultural and household chores. They relocated to the city to pursue paid jobs, battle poverty, and support their families. The study discovered that one of the most serious issues confronting unskilled female construction workers is a lack of sufficient housing. Rising living expenses, irregular income, and financial restraints make it difficult for women working in construction to obtain adequate accommodation. Due to this some opt to live together in order to share expenses.

The lack of affordable housing is a significant hindrance to their ability to provide a stable home for their family, and the study discovered that nearly every woman lives in poverty. They find it difficult to afford accommodation, so they moved to a more inexpensive neighborhood, resulting in lengthier commutes. According to the study, the majority of female workers live in slums with poor housing and living circumstances in terms of sanitation, pure water, fresh air, and a clean environment. Consequently, many women are forced to live in conditions that are insecure, undignified, and unsafe, exposing them to heightened risks of homelessness and violence. Which disproportionately impact women and reinforce existing inequalities.

One participant, a single mother raising her eighth-grade kid, shared her challenges with growing rent costs.

‘I am parenting my son alone; he is a grade 8 student right now. My biggest challenge at the moment is attempting to generate enough money each day from my job to pay for the rent while also keeping up with the rent's continual rise. We persist in our efforts and cling to the faith that God will effect a positive transformation in spite of these obstacles.’(P4)

The other participant added

‘To afford low-cost housing, we are compelled to rent a small house in a busy region far away, resulting in a long travel to the service station. Have you noticed that living expenses are increasing? Both the cost of food and rent appear to be rising. We are being severely impacted by inflation, particularly

those of us with lesser wages. As a result, simply getting by every day becomes a constant effort.’ (P9)

The low income that these women earn contribute greatly to their precarious living status. This is especially true for unskilled female employees who are also responsible for their children. With low financial status, they struggle to locate stable and acceptable housing, placing them at danger and making it more difficult to create a safe place for their kids. This shows the strong link between family dynamics and economic considerations. Female low-wage workers live in densely populated areas, with the majority of dwellings consisting of corrugated tin sheets and little ventilation they reside here on a contractual rental basis. (Alam,2021)

Economic vulnerability or poverty

Women in the construction industry face economic challenges due to employment instability (casual work) and lack of financial means to satisfy basic needs. Low-skilled female construction workers were discharged on a regular basis due to the industry's seasonality and economic swings. This causes the women's income to be unpredictable and challenges in planning for future costs. In addition, it makes it difficult for parents to give their children with regular meals. This results in hunger and other health problems for both workers and dependents. Children in such conditions frequently receive poor schooling, perpetuating the cycle of poverty.

‘Keeping the physically demanding work of a day labourer with the responsibilities of caring for your children and running your family may be challenging. In addition, my low wage makes it difficult for me to meet the demands of my children. I frequently struggle to afford basic needs like food, clothing, and school materials. Due to this I worry about satisfying these demands, which causes tremendous stress in my daily life.’ (P5)

The participant's personal story focuses on their financial falls short of satisfying their fundamental necessities, resulting in major problem. Furthermore, the participant explains how government taxes exacerbate their financial challenges. By outlining how the tax system adds extra burden to their already meagre income.

'We only earn 120 birr per day and are paid monthly, which is insufficient to cover our expenses in a quickly growing market. There are also tax deductions that make the problem much more difficult.'(P10)

'The nature of the employment regularly prohibited me from meeting my children's fundamental needs, such as food, cloth, and education. Despite my best efforts, there were times when we had to go to bed hungry, which was really tough. I had to leave my house and go to work because of this.'(P9)

The key informant also added *'It is generally known that daily laborers are commonly paid poor wages, making it difficult for them to meet their basic necessities and eventually leading to poverty and financial instability.'*(KI-2)

The other informant, KI-2, claims that it is clear that they are having financial difficulties. Government taxes aggravate their financial situation by limiting their daily wage amount. Considering the unique characteristics of the type of work, she added *'It would be better if there is tax exemption for this type of employment.'*

Marriage failed to provide the expected relief for these females, putting them in a terrible condition. They encountered a collapse in assistance and provisions across diverse situations. Whether their spouses died, separated, or were seriously sick, these women were left without their major source of income and support. The majority of participants rely on their spouse's income to complement their own. Divorce or separation resulted in a sudden and severe loss of financial assistance, while on the contrary, economic crises extended to divorce.

For instance, one of the participant stated

'I've had financial difficulties as a result of my husband's alcoholism and aggressive behaviour. Unfortunately, this occurred during the most critical months of my pregnancy, when he even questioned paternity and pushed me to leave. As a result, I needed the care and help of my mother, who has been a constant source of encouragement in raising my child.'(P8)

Participant P8 formed a relationship with a daily worker on another construction project site. Because of the unexpected pregnancy, they moved in together, and her husband began violent behavior and questioned paternity in an attempt to exercise control over her. This reflects a wider societal issue in which men, often in positions of authority within the family, use abuse to maintain control. Furthermore, forcing her to leave during a critical period of pregnancy demonstrates a massive power imbalance that takes advantage of her weakness.

Furthermore, a participant's reliance on her mother for care and support shows the economic and emotional dependence that women frequently feel in abusive situations. This dependence is worsened by cultural institutions that limit women's economic options and strengthen their need on family assistance during times of distress.

key informant stated *'Financial instability often leads to unintended participation among low-skilled workers. They confront a difficult decision: abort or continue the pregnancy.'* (KI-3)

He further stated, *'I have been hearing they do the unsafe abortion.'*

Another participant also added *'I had a pregnant friend while I worked on another project site. She became pregnant from a co-worker, but he refused to accept paternity and she chose to abort herself, resulting in her passing out.'* (P1)

Traditional Gender Roles

Traditional gender norms viewed males as the primary breadwinners and decision-makers within the family. Participants in the study indicated the widespread perception that women's value is restricted to their duties as mothers and caregiver is a significant obstacle. This kind of thinking in society puts barriers in the way of those working in the sector, supporting narrow-minded perspectives and preventing the recognition of women's ability that goes beyond traditional norms. It is critical to overcome these deeply ingrained views in order to foster inclusion and recognize the rich and diverse contributions that women may make outside of traditional gender roles.

'My husband is still unaware about my job. I haven't told him about it because I'm afraid he might prefer me to work as a housemaid. I worry that sharing my current occupation may not meet his expectations.' (P12)

As a result, the necessity for a husband's consent to pursue work influences cultural attitudes of women's autonomy in making decisions about their own life. It is also perceived as a show of respect for marital peace, which presents difficulties for women who seek to pursue economic prospects. The requirement for spouse permission before pursuing employment has far-reaching consequences for unequal power relations within spouses, limits women's autonomy, fosters economic dependency, and stifles efforts to achieve gender equality in the workplace.

'My family doesn't know that I work as a daily laborer on a construction building. They won't let me work if they find out. Since finishing my twelve grade, I have been trying to enrol in short courses because I want to continue my education. However, I have to work as a day laborer to pay for it.'(P10)

The societal view and expectations of femininity might impact women's choices for employment. Cultural standards governing proper behaviours and household responsibilities, shapes the choice of women employment. This situation particularly in sectors perceived as non-traditional for women, such as construction can have a variety of consequences for low-skilled female construction workers' ability to pursue and grow in their jobs.

The spouses, families, and society did not promote or support the participants. As a result, they sought to disrupt established gender conventions by working in the field. To prevent problems with their spouse and family, they kept their efforts a secret. This behaviour implies that they have internalised the prevalent cultural gender norms, which usually see construction workers as male-dominated. The study's findings are consistent with Pozarny's (2016) findings that women working in irregular, low-paying, and casual employment are more likely to encounter domestic abuse than those in better-paid, higher-quality occupations, since they have more resources and choices to defend themselves. Violence against women is also observed to be more prevalent when male partners are jobless or work irregularly, and when the household bears financial difficulties. Hartmann's theory of Patriarchy which stated "occupational segregation is a key mechanism to force women to divide their labor domestically, taking on a disproportionate amount of housework and childcare responsibilities, which keeps them out of paid work and renders them less valuable" support the above result.

Working life challenges

Gender-based discrimination in the construction industry

Gender based discrimination in the construction workplace is one of the challenge mentioned by the participants. They had difficulty in gaining acceptance from male co-workers in a male dominated environment, and they continued to confront biological prejudice. The notion that women are better suited to supporting and less skilled duties might encourage the belief that males are better fitted to primarily and skilled occupations. This may lead to the assumption that women are fundamentally less capable of doing more sophisticated building activities, that women are weak and they do not work as hard as men, which confronts the unskilled female employees. Even when they have the same skills as men, women face discrimination in the workplace since they are not assigned the same tasks.

‘Previously, I worked as a man in other projects, transporting and lifting building supplies such as cement even to the fourth and fifth floors from the ground floor. Even if you work as a male worker, it is often assumed that construction is a male's occupation and that the sector is controlled by males. However, in this project, we primarily help masons and carpenters and do cleaning duties.’ (P1)

‘I've been working as a daily laborer for almost nine years. In previous project, I did concrete mixing and placement. However, most companies are unwilling to recruit women on equal footing with males. Even when there is a demand, it is evident that they primarily hire women when men are in limited supply. I feel that this work is for guys, and that the majority of those employed are men.’ (P4)

‘When we were employed, our primary responsibilities were cleaning and helping. They may have thought that female workers lacked the necessary physical strength for the work.’ (P12)

The key informant stated physical strength is crucial for construction activities, but said that it may not be as extreme as is commonly imagined. However, the prevailing perception is that the construction industry is overwhelmingly male-dominated, making it difficult for women to establish themselves in this sector. Women who want to work in male-dominated industries are

sometimes regarded as disobeying established gender stereotypes, and their work ethic may conflict with societal ideals of femininity.

‘While some building activities are physically demanding, many do not need extreme physical strength. It is not to the extent that is typically assumed because especially nowadays, machines are employed to execute numerous duties.’(KI-4)

Men in construction may feel forced to adhere to stereotypical masculine characteristics such as strength, stoicism, and competition. The assumption that construction is a male occupation can also limit men's employment options, since cultural expectations may prevent them from pursuing jobs in disciplines that are traditionally considered female-dominated.

The informant also added, "It's unfortunate that many women are not given the same opportunities as men to advance their skills in higher-paying jobs like carpentry and plumbing." In fact, wages are often lower since people believe they are only suitable for assistant positions. Nonetheless, some women are fortunate enough to have the chance to advance their jobs and become skilled in the sector.

Women who takes her work seriously and works in a male-dominated field has long been considered as the polar opposite of the feminine lady. As a result, female workers encounter hurdles in fully embracing their femininity and may feel pressure to adopt more masculine attitudes and behaviors to conform to societal norms.

‘When you work in the sector especially for more than seven years like me, people think that you are deviated from acceptable feminine behavior. At one point, being the sole female on site, I wanted to fit in with my male coworkers due to my failure to deal with their personalities. I think women should be seen as capable of working alongside males’ (P9).

According to the informants and one participant who works as a masonry work helper, female self-perception is important because it helps to explain how women make sense of the barriers and challenges they faced in a male-dominated environment and culture, and how they seek positive outcomes for themselves. This paired with women's long held reputation of being the weaker sex,

maintains two damaging assumptions that can make construction appear to be a hostile working environment for women (Chas, 2021). They are seen as incompetent, lack the ability to use tools, have no natural understanding of buildings, and are not designed to lift heavy loads. So unlike men, women workers when they just enter the workforce must show that they are truly competent in order to be considered. Having certain competencies or skills can facilitate women to get equal work and help avoid some tedious tasks (Choudhury, 2013; Jaafar & Othman, 2013).

‘Because most of the essential machinery has been deployed, there is no heavy lifting or hauling work here. Our present job comprises primarily of pouring concrete on beams and columns and helping carpenters and masons. That being said, most women aspire to cleaning tasks. What I feel is most essential is your attitude. Most women, unlike men, did not motivate to climb from unskilled to skilled work.’(KI-4)

The industry's notion of what women can achieve based on their gender is also one of the barrier faced by unskilled female workers. This threat frequently emerges as the perception that others believe about them in relation to their gender regarding their potential, which can impair their performance, causing self-doubt and confidence. Despite the limited prospects for building skills in the construction work, the organization's gendered character severely limits the growth of unskilled women. This environment discourages workers from seeking the acquisition of new skills and advancing their skills in the workplace.

The study finding aligned with Wagner (2013) finding which stated when women in construction are compared to women in other male dominated and female dominated industries, there is variance in self-perception. Likewise, Pietromonaco (2019) stated employment was associated with higher self-esteem, but only for women who thought of the paid work role as a significant and meaningful part of their life.

The other informant also added

‘The sector is dominated by men, making it harder for women to interact with male colleagues and learn new skills. The masculine workplace setting discourages them from marginalizing themselves and doing what is needed to upgrade their skill set.’ (KI-3)

According to Whitman (2005) and Francis (2017), women regarded their lack of confidence and doubting their own talents as a hindrance to progress in the construction sector. Gendered

organization theory also supports the aforementioned study result because the theory posits workplace culture constraint female work choice and narrowing the opportunities and progress in the workplace.

Wage difference

One of the challenge that contribute to women's poverty is a poor income or pay. Gender-based harassment and a hostile work environment have an influence on women's work efficiency and skill development. This has an indirect impact on their salaries, as low wages add to financial instability and make it harder for women to sustain themselves and their families, putting them at a long-term disadvantage. Despite working as day labourers, men and women get different compensation based on job assignments. Notwithstanding the fact that the company's labour regulations stipulated equal pay for equal work, the participants said they were paid differentially because they performed different duties. They are often relegated to menial tasks such as moving bricks, cleaning sites, and sometimes assisting other skilled workers like masons and carpenters. Women, regardless of how long they have worked or their level of experiences, frequently face problems in getting transition in to skilled work. This gender bias affects not just their wages and job prospects, but it also leads to unequal opportunities.

'I've been working in construction for almost four years. Working at a private construction company, in particular, is quite demanding. It is better here since we have a labor contract and paid equally with men when we accomplish same work (tasks), but in my prior experience, we were paid less than males for the same work.' (P5)

'There is an equal compensation system for identical positions. However, females frequently engage in tasks such as helpers, cleaners, or helping with mason and concrete work, resulting in lesser wage benefit than men.' (KI-2)

On Sundays, unskilled female workers are paid double their daily income, however they are not permitted to perform night shifts due to company safety and flexible work schedule regulation. Also, the majority of them prefer not to work during such hours. In contrast, unskilled male labourers who work at night are paid 2.5 times their daily wage and are paid for the next day off.

Furthermore, one of the characteristics of construction is that workers learn via experience rather than formal instruction. Many unskilled male workers may swiftly advance to skilled jobs because they frequently help skilled workers rather than carrying out cleaning duties, and they can readily get mentorship and on-site training from their male co-workers. Though both men and women are classified as unskilled, males can learn new skills on the job and advance in the hierarchy, whereas women are rarely given such opportunities. The study findings aligned with Cerena (2017) which stated males earn significantly more than females, and men also tend to work more overtime.

Lack of sanitary facilities and safety supplies

According to the interview with the participants, the absence of suitable protective equipment, hygienic facilities, and unfit equipment are some of the primary obstacles that challenge unskilled female construction workers' engagement in the workforce participation. Furthermore, researcher observation confirms the aforementioned, it is seen that they do not have any sanitation privacy at work. Both male and female employees use the toilet and changing room together. There is no independent changing room and toilet at the project site. The lack of separate facilities for participants at work creates discomfort and increases their vulnerability to harassment, ultimately diminishing their comfort and dignity. This highlights a workplace culture that fails to proactively foster an inclusive and courteous environment.

'Before it used for the storage purpose we had toilet separately but now we use toilets and bathroom together.'(P7)

'We presently have the same changing room that serves both male and female workers. It is not always convenient to use it. Male employee may enter the changing room when we are changing our clothes and attempt to intimidate us. In my last job, I worked on a construction site where there was no changing room and washroom. It makes things challenging, particularly for women.'
(P5)

According to the New York Committee for Occupational Safety and Health (NYCOSH) report, many construction sites only have temporary facilities. Occupational Safety and Health Administration (OSHA) mandates handwashing stations and clean restrooms, yet the absence of both is a serious issue. As a result, women may postpone using toilet or drinking water, resulting

in heat stress and other health issues such as bladder and kidney infections. Women also have problems with doors having broken or no locks, as well as with where the restrooms are located (Hartigan et al., 2020). Workers have a fundamental right to health and safety at work, which includes the preservation of reproductive function. This right, which is important by nature, must be protected at work, particularly for women. According to ILO Convention No. 155 on Occupational Safety and Health, workplace health includes "not only the absence of disease and infirmity, but also physical and mental elements affecting health that are directly related to safety and hygiene at work." As a result, sanitary and washing facilities at work are essential rights that must be met in order to protect employees' safety and health (ILO, 2016). However, this study indicated that participants and informants in the study area stated that there is a toilet available, but it is dirty and shared by both male and female employees.

'We are not able to give separate restroom and changing room for the moment due to lack of space, and we are trying to keep the hygiene and cleaning as much as possible'. (KI-2)

The safety officer also stated *'The issues continue to exist. The lack of female bathrooms is a big issue since it frequently results in unpleasant circumstances where women may interact with male workers. Furthermore, a large number of employees are young, and they regularly enter into unforeseen relationships, which frequently lead to pregnancies. Given the economic circumstances, this presents significant challenges; often, their partners refuse to accept responsibilities, and they struggle to manage. As a result, individuals are more likely to have risky pregnancies and undergo unsafe abortions. To address this issue, we worked to educate them and make condoms available around the project site for contraception.'*(KI-1)

The informants said that reproductive health information was provided to the workers at the start of their recruitment. As the informants (safety officers) said, they provide instruction on safe sexual practices, STD prevention, and contraception in addition to pregnancy risks and workplace safety and hazards. According to Chittibabu (2007), Lekchiri et al (2020), and Baruah (2010), Women face discrimination in the construction sector due to their small number; as a result, many building sites lack female toilets or believe women should share toilets with males, exposing them to bathroom illnesses (Lekchiri, 2020). Women in the construction industry endure frequent

prejudice owing to their minority status and due to this many construction sites lack suitable female restrooms or expecting female workers to use facilities with men, putting them at risk for bathroom-related diseases (IHSA, 2020). Poor hygienic conditions on-site increase the likelihood of infectious disease transmission and it can facilitate the transfer of viruses, bacteria, and blood borne infections (Ibid). Women who delay using the loo for extended periods of time are more likely to get a urinary tract infection (Aulin and Jingmond, 2011).

Health and safety rules are an essential component of every working environment. In Ethiopia, these laws are principally controlled by the Federal Democratic Republic of Ethiopia's Constitution (1995), Labour proclamation No. 1156/2019 (as modified), and Council of Ministers Regulations No. 431/2020. The Ethiopian Labour Proclamation (Proclamation No. 1156/2019) requires employers to report workplace accidents and illnesses to the appropriate labour inspection authority. However, the researcher's attempts to get reported accident data at the national and regional levels were unsuccessful due to a lack of disaggregated data from the accountable organs. At the company level, data from the last three consecutive years' accidents report show that 21 male and 13 female workers got hurt on construction project sites.

According to the researcher's observations, the majority of daily labourers lacked protective clothing, notably women who did not wear helmets or safety shoes.

'Even though it didn't fit well we have helmet and vest but we don't have safety shoes. Most of the time the company gives safety shoes to masons and carpenter.' (P7)

The safety officer gives an explanation about their safety procedure

'It is challenging to offer all needed sizes of safety shoes, and we only provide safety shoes to permanent employees since it is not cost-effective to provide for all contract-based daily labourers.'(KI-1)

She also added *'I finished my first degree in occupational health and safety. While most local contractors do not have safety officers on-site, overseas contractors are more likely to establish occupational health protocols and deploy safety officers. However, our company assigns safety officers to each building site and works hard to establish appropriate safety protocols, which I feel deserve recognition and appreciation. I feel that prioritizing occupational*

health and safety is critical for workers' well-being and providing a safe work environment.'

First aid is essential for emergency treatment, but it cannot treat major injuries or illnesses that require expert attention. The firm has a clinic and a professional nurse in each of its construction projects, but this site is in the renovation stage, and the project length is short, therefore there is no onsite clinic. This demonstrates that, despite the fact that the building stage and the risk of injury are closely associated, there is still a possibility of an accident resulting in serious injury or fatality.

She also added 'We are giving training and tool box talk for all employee for each activity and risk assessment. And we give the briefing how to keep the hygiene of toilets, safety procedures and related.'

'In this project there is no clinic in the construction sites. We have clinics in the other projects. But if there is injury, there will be first aid support.'(KI-2)

Safety officer explained that *'If they are injured on site while working, we will fully cover their health care expenses'*(KI-1)

ECDSWC-Construction's Health and Safety Policy outlines the company's dedication to giving all workers a safe and healthy work environment in accordance with regulatory requirements and ISO 45001:2018 standards. The policy places a strong emphasis on reducing risks and removing hazards in order to minimize work-related diseases and injuries. Providing a safe working environment for workers, subcontractors, and the general public; giving employees the training they need to grasp the fundamentals of safety; and promoting the company's safety policy to increase awareness among all parties involved are some of the main obligations. The policy also requires ongoing safety practice improvement, regular monitoring and auditing of safety performance, and the incorporation of safety into management procedures. Additionally, it encourages employee involvement at all levels, acknowledging the value of teamwork in fostering a safe work culture. Compliance with ISO 45001:2018 and Ethiopian construction standards (EBCS 14:2014) is a priority, along with implementing risk-based thinking in operations. The CEO is responsible for overseeing environmental matters, ensuring accountability at the highest level. Overall, this policy reflects ECDSWC - Construction's comprehensive approach to

workplace safety, aiming to mitigate risks effectively while striving to become a leader in the construction industry.

Health and safety rules are an essential component of every working environment. In Ethiopia, these laws are principally controlled by the Federal Democratic Republic of Ethiopia's Constitution (1995), Labour proclamation No. 1156/2019 (as modified), and Council of Ministers Regulations No. 431/2020. The Ethiopian Labour Proclamation (Proclamation No. 1156/2019) requires employers to report workplace accidents and illnesses to the appropriate labour inspection authority. However, the researcher's attempts to get reported accident data at the national and regional levels were unsuccessful due to a lack of disaggregated data from the accountable organs. At the company level, data from the last three consecutive years' accidents report show that 21 male and 13 female workers got hurt on construction project sites.



Health problem due to construction working condition

Construction workers face a variety of hazards both on the job and in their living places. They face physical, chemical, and biological threats, as well as environmental and psychological risks. The task is physically hard, requiring heavy lifting, uncomfortable postures, and repeated actions. When compared to male coworkers', female employees lack physical strength, particularly upper

body strength. The interview participants also acknowledge that they feel constant stress and pressure at work place. In addition, they face a range of occupational safety and health (OSH) risks associated with chemical, physical, and psychosocial hazards, including falls, musculoskeletal pain, and different health problems.

‘In my former employment, I worked closely with male co-workers, surpassing my typical workload. I used to frequently move big cement bags for long periods of time at my former site employment. This was a physically taxing activity that needed a great deal of strength and endurance, the intense effort I put in resulted in feeling back ache.’(P4)

Heavy lifting, repetitive activity, and inadequate rest all contribute to health issues, notably back discomfort. Women typically feel compelled to prove themselves in male dominated industries like construction. This took an extra responsibilities or higher workloads in order to demonstrate abilities and dedication. There may be an unconscious bias that women must work more to be viewed as equally capable as their male counterparts, resulting in overwork and physical strain. According to researcher findings, many tools and equipment are designed with the average male worker in mind, which cause ergonomic issues for women. Using equipment that is inappropriate for their body size and strength may increase the risk of back pain.

‘Since starting construction work, I’ve been experiencing frequent headaches and back pain.’(P9)

The informant also strengthens the above *‘Unskilled female workers are more likely to have musculoskeletal discomfort and illness than male workers. Therefore, we make sure that female employees are not asked to lift weights greater than 15 kg in compliance with labour regulations. This policy recognises the physical strain that heavy lifting may cause and is in place to safeguard their health and wellbeing. By following this, we want to lower the risk of injury at work and foster a more encouraging and safe workplace, especially for jobs requiring a lot of repetitive or physically demanding work. Ensuring adherence to these rules also encourages gender sensitive work practices that put everyone’s safety and wellbeing first.’(KI-3)*

Construction sites are known to create large volumes of dust particles from construction materials like cement, which can harm the health of workers. Exposure to these particles, which can contain silica, cement, and other materials, can lead to respiratory and cardiovascular illnesses due to the increased deposition of particulate matter in the lungs of women and their higher rates of anemia (Sorensen et al., 2018).

‘Dust and cement irritate my eyes, but life deals worse blows than eye strain.’(P7)

The participants mentioned several health and safety concerns, such as falls, musculoskeletal discomfort, and health hazards. These findings are consistent with Nahid's (2014) findings that the presence of chemicals in cement may trigger allergic responses. According to Bharara (2012), the most common health issues reported by female construction workers include urinary tract infections, sore throats, cervical discomfort, skin allergies, and back pain. Furthermore, many women may have less upper-body strength than males. Lifting heavy items frequently may cause back discomfort. As a result, lifting needs should be designed to accommodate both men and women (TXJons,2023).

The other specific problem experienced by unskilled female workers is a sense of helplessness, which results in anxiety and strain at work. The project foreman says ‘the majority of male and female workers are not active. It is tough to guide and teach them since you must repeatedly tell them one thing and yell. I don’t know why; I believe their working atmosphere causes them to become idle and tense.’ This shows that daily labourers frequently undertake repetitive jobs at low wages. This, along with other associated factors, leads to boredom and a sense of undervalued status. Which has an effect on their productivity and engagement.

‘Many employees, regardless of gender, seem to lack engagement. This poses a challenge when trying to supervise and educate them, often requiring multiple attempts and even resorting to a more assertive approach. It is possible that the work environment plays a role in their decreased drive and increased stress.’
(KI-3)

The safety officer also added

‘The majority of them have several responsibilities and struggle to maintain peace in their homes. The weight of these difficulties frequently causes disappointment.’

Unfollowing safety regulations is more commonly observed among male workers, and the researcher's findings reflect this. The gender attitude of masculine bodily strength motivates some male daily labourers to disregard instructions, particularly when carrying and handling items.

Site supervisor explain *‘Our company has safety procedures guideline and lifting methods that are fully explained when they start working for both men and women. This may lead to serious’*(KI-4)

‘Despite our best efforts to teach them, the majority of them, particularly the male workers, refuse to embrace the procedures and I think they believed it was a way to demonstrate their manhood and strength.’(KI-1)

Mothers engaged in daily work often experience significant psychological and emotional distress. A lack of steady, ongoing work creates anxiety, fear, and concerns about one's ability to meet their needs. Due to this, most construction women workers feel psychological distress in their workplace. The construction sector is renowned for its project-based nature, which means that labour is frequently temporary and dependent upon the accomplishment of certain projects. Without a stable income, these women struggle to satisfy their daily needs, making them more anxious about the future and greatly increased by this ongoing uncertainty about when and where the next employment will come from.

‘When unemployment occurs in the construction industry, female employees are usually the first to be let go.’(P6)

The above-mentioned idea shared by all participants in the study. Women's exhaustion and mental health are negatively impacted by the demands of working long hours followed by unstable work environment (Sunindijo & Kamardeen, 2017).

Sexual harassment

Construction sector do not create a safe and respectful work environment that is free from sexual harassment, due to this it has a devastating impact on participants physical and emotional health. The majority of research participants stated verbal form of harassments like sexual jokes, contact, remarks, and gestures are common forms of harassment in the construction projects

‘I regularly feel uncomfortable as a result of improper jokes that make me feel exposed and ashamed. I felt unhappy and fatigued, unable to concentrate on my work. I’ve also caught male co-workers staring at my body. As a result, I’ve developed a negative perception of my lower body, especially my butt, and I often find myself trying to conceal it.’

Women replied to sexual harassment using a number of strategies, including direct verbal and indirect verbal reactions. For example, they may discuss their own relationship, change the subject, use body language, walk away, or ignore the issue. The interview result showed that they employed indirect verbal responses such as disregard the problem.

‘Verbal abuse is a common problem, with some male employees seeking to escalate the situation beyond just words. This frequently involves improper and unwelcome approaches, such as demands for sex favours, which create a hostile and unsafe environment, especially for vulnerable female workers.’(P10)

‘There was a lot of verbal harassment, but we just stayed silent. As you know, hardly one pays attention to us.’(P12)

MacKinnon (1979) defined sexual harassment as “the unwanted imposition of sexual requirements in the context of a relationship of unequal power. Low-wage workers always have been uniquely vulnerable to sexual harassment (Barnabas et al., 2011). Due to their reliance on daily contracts, female construction workers are vulnerable to being taken advantage of by foremen and supervisors, who have the power to terminate their contracts and fire them at will. Moreover, a work environment that normalises and ignores sexual harassment threatens women's financial stability and restricts their access to opportunities for advancement. This dynamic reinforces existing power imbalances, perpetuating an environment where sexual harassment can thrive. Participants stated they are unable to do anything when the offender is usually their direct

employer, making it impossible for the victim to question them. They were able to intimidate the females because they had the right to dismiss workers, particularly daily laborers.

'You don't have any other alternative than to let it go, especially if the perpetrators are the site engineer, supervisor, and so on.' (P10)

Bullying, sexual harassment, and assault have all been identified as significant reasons why women quit male-dominated workplaces, as has a culture of targeting and victimizing women who report these incidents (Jenkins et al.,2019).

The site supervisor stated that 'There is verbal harassment on the building site; we are always warning them that they must report promptly. However, we noted that it has become the practice to simply leave it without reporting.'(KI-4)

The Human Resources officer agrees that many employees have grown accustomed to verbal abuse, opting to disregard it as a kind of self-protection. Power dynamics and gender disparities play a crucial role in workplace sexual harassment. Participants are typically hesitant to disclose such instances because of their perspective of the workplace and the notion that they do not belong in the sector, which perpetuates the cycle of abuse and silence.

The safety officer also supports this idea,

'We reply promptly to all reports. We provide clear guidelines to male workers before they begin work. Also, as a woman, I have a profound understanding of this issue.'(KI-1)

This shows the organization's inability to handle the issue by creating awareness of how female workers may fight harassment before and after it occurs in the workplace by providing guidelines on the law, internal rules, and methods of reporting. Job insecurity and unavailability of employment opportunity also has a direct relation with their response to the situation, majority of participants did not report harassment because of fear of losing their jobs. The researcher observation also noted that participants were cautious and behaved in secret while sharing their stories of discrimination and harassments. The study's findings are consistent with (Spiliopoulou and Witcomb,2022), which concluded that an individual considered by other co-workers as having poor self-esteem is sensitive to sexual harassment in the workplace.

Most participants' encounters with sexual harassment became more intense started as unwanted staring and compliments evolved into more overt activities, such as unwanted touching that caused discomfort. In the end, this led to efforts at seduction and forced kissing, frequently combined with threatening actions towards the victims. Many participants opted to stay in their workplaces and suffer the circumstances as long as possible without disclosing their experiences with victimisation. They thought the harassment would not last for long time and that they could find another employment with minimal requirements. They didn't feel obligated to share what they had been going through until they realised that the unwelcome approaches were ongoing and that their safety was in jeopardy.

One participant described her horrible encounter rape attempt that occurred while she was working on a construction site. She stated, *'With the help of the Lord, I had survived a previous rape attempt. I hadn't finished my responsibilities at the time, so I had to work late to finish cleaning. A male co-worker assigned to assist me began to bully me while I was on a different floor from my friends. During our work, he grabbed my hand and touched me improperly. I wanted to cry out for help, but fear prevented me from shouting since I thought no one would hear me. I fight so hard to defend myself as he attempted to attack me. Thankfully, he heard footsteps approaching and stopped. When the other male co-workers entered, I remained silent out of fear and chose to run away, unsure of how they might react together. I was deeply affected by this incident, and I took a break from construction work for a time. I made the decision to go back into the building sector a year later after my friend suggested this construction site to work with her.'*

The participant's feelings of anxiety and powerlessness reflect the psychological impact that sexual harassment can have on victims. According to research, victims of harassment frequently suffer feelings of hopelessness, anxiety, and a lowered sense of self-worth. This is consistent with the finding that women view a wider variety of actions as harassing, especially in unfriendly settings, most participants in all nations expressed feelings of fear, anger, confusion, and insecurity after sexual victimisation. (Papadakaki et al., 2021)

'I'm not sure if it will work out, but out of fear, I often behave as if I'm married, even though I'm single.'(P2)

Women experienced job insecurity in their workplace

Job insecurity, defined as the subjective fear of losing one's job, has been associated with detrimental effect on employee well-being and organizational effectiveness (Chirumbolo et al., 2017). Working in risky sector on a contract basis instils fear in employees', in particular, women workers are especially vulnerable to these negative effects since they frequently encounter greater stress and responsibility at work and at home (Canaff & Wright, 2004). The finding of the study shows women confront a vicious circle of employment insecurity as a result of the casual nature of the sector.

Participant stated '*Considering the terms of our contract there is no guarantee of job security and our knowledge is restricted to the situation. It's important to be aware that there is a potential for termination, once the work at the site comes to an end.*' (P6)

Participants working in low-wage, informal occupations often struggle to save or build a financial reserve. This results in financial deprivation, which can add to psychological discomfort. The majority of participants stated that their employers/owners do not provide them with advantages such as bonuses, annual leave, or advanced salaries. These characteristics were seen as the primary reason for women's decreased involvement in construction-related employment.

'If you are sick but can obtain sick leave from a health centre, you may continue to work. Nonetheless, it's critical to emphasize that they usually pick a quick substitution when an individual is not feeling well for a long time.' (P9)

Women working as unskilled labourers on construction sites indicated that they are sometimes forced to bring their children since they do not have a support system at home. Children who accompany their moms to building sites are at risk of a variety of dangers. However, the female employees stated that they had no choice but to take their children. Women frequently have the major obligation for caring, whether for their children or ageing relatives. However, the majority of contract labour, which often provides minimal job security, compounds the difficulties they confront. This uncertain economic position makes it increasingly difficult for women to handle their caregiving tasks, particularly those with considerable family commitments.

'Differing from other forms of employment, the nature of the work is informal, as these individuals lack fundamental employment rights. Their work performance is depending on a daily basis, and there is an absence of job security.'(KI-2)

'The nature of the work is informal, setting it apart from other types of employment because these individuals lack essential employment rights. Their job performance depends on a daily basis, and there is no job security.' (KI-2)

The uncertain nature of employment generates a cycle of job instability for unskilled female construction workers. In an unstable setting with sporadic or unexpected work, females' workers experience job insecurity. Klandermans et al., (2010) result also stated that employees who work in volatile sectors on a contract basis are concerned about their employment due to the fear of losing their jobs.

Challenges related to reproductive roles

The majority of participants in this study face multiple work place challenges as a result of their reproductive roles, beginning with their monthly struggles with menstrual cramps. And also they frequently experience a lack of support or understanding from employers regarding their reproductive obligations.

'I am in consistent pain when I am on my period. I have to stand the whole day and as you see we can't even use toilet freely.' (P2)

Construction employment often involves heavy lifting, long periods of standing, and exposure to hazardous chemicals. As a result, the vast majority of participants disguise their pregnancy because the employer does not want to take the responsibility which is expected from. The human resources officer noted that in her previous experiences many female employees work while pregnant, which has resulted in abortions. As a result, in this company female workers request a medical report certifying that they are not pregnant in their recruitment. The physical demands of construction work often involve heavy lifting, prolonged standing, and exposure to extreme temperatures all of which can be detrimental during pregnancy. Additionally, certain chemicals commonly found on construction sites may pose risks to fetal development. Even though the proclamation does not

particularly address unskilled female workers working on a daily basis, it does state that employers have certain duties. When female employees are pregnant or breastfeeding and engaged in prohibited tasks, their employer must transfer them to a new employment without lowering their pay or demoting their status. Employers must also guarantee that these employees do not suffer any health problem.

'In my previous sites most of them kept it secret their pregnancy until it is evident. In these company pregnant women not allowed to work on site due to the hazardous nature of the work. Unexpected medical examinations are also carried out at the project sites. If someone is found to be pregnant, they are relocated to project locations that are nearing completion to avoid penalties. If a pregnant worker is identified as a day labourer, there is also penalty imposed.'(KI-2)

The HR officer also stated that there are no regulations set up to support female employees and employers when a pregnancy occurs in the construction industry, particularly among unskilled workers. The company does not have a gender policy established to assist female workers in combining their job and reproductive roles, which frequently leads to increased stress and difficulties for women in the workplace. The absence of a dedicated department within the organisation committed to gender and policy indicates the absence of any institutional mechanism supporting the implementation of gender equality and gender mainstreaming in the workplace. The lack of such activities might impede the creation of an inclusive atmosphere by making attempts to reduce gender inequities inconsistent and ineffective. Creating a gender department and putting detailed rules into place are crucial first steps in promoting equality, guaranteeing that every employee has an equal opportunity for advancement in the workplace, and resolving any discrimination or bias-related concerns. This lack of support comes in part from the industry's male-dominated history.

Construction labour may be physically demanding, and some duties can be hazardous to pregnant women or those who have recently given birth. Heavy lifting, exposure to dangerous materials, and working long hours can all be harmful to the health of both the mother and the unborn child. Because of this, the firm does not allow pregnant women to work on the project site.

‘One of the most major issues that day labourers face is the lack of a pension, annual leave, and, sick leave. This is owing to their temporary status, which poses a significant challenge for them.’(KI-2)

4.4 Coping mechanisms

Children as a source of motivation

According to the interview results, participants with children indicated that their children serve as a significant source of motivation and strength. Motherhood can be a double-edged sword for women; while it provides a sense of purpose and emotional support, it can also impose significant pressure, leading to stress and mental health challenges. These women use their maternal instincts as an immense strength to face obstacles, driven by a strong dedication to their children. Their optimism for a brighter future for their kids keeps them strong in the face of difficulties. This natural desire turns into an essential tool that helps women deal with and overcome the challenging working environments they come into.

‘As my children grow older, I find myself receiving more support from them, which gives me the energy I need to be strong. Their growing presence in my life gives me immense happiness and motivation to keep going. (P1)

‘My children are my biggest source of strength. They motivate me to work hard and to overcome problems. (P7)

Motherhood has a significant impact on women's lives and well-being. As mothers, participants embrace their nurturing duties with a deep sense of purpose. The tenacity displayed by women in successfully carrying out their motherhood responsibilities despite obstacles highlights a unique strength tied to their gender. It provides them emotional support and purposes.

‘I regularly find myself crying through the night due to the obstacles I encounter, but I put on a brave front and seem as if everything is OK because I don't want to reveal my troubles to anybody, especially my children.’(P4)

‘I am completely committed to remaining strong and resilient for the sake of my children as we navigate this difficult situation.’(P9)

Cultural expectations and norms often weigh heavily on women, yet their unwavering determination as mothers serves as a form of resilient femininity. Looking at motherhood through a gendered lens, we can see the deep emotional impacts it has, as women navigate the expectations society has for them, seek personal fulfilment, and form strong bonds with their children. It is not simply a personal journey, but one that is heavily influenced by societal norms and expectations surrounding femininity and caregiving. In essence, the role of motherhood goes beyond personal fulfilment, highlighting the complex interplay between societal expectations and gender norms that ultimately shape a woman's resilience and emotional well-being. Societal expectations often place a heavy psychological burden on women, compelling them to prioritize others' emotional needs over their own. This leads to a cycle of emotional suppression, as women feel pressured to appear strong for their families, internalizing their struggles and vulnerabilities. This dynamic is deeply connected to broader societal expectations around family roles, where women's protective instincts can overshadow their own emotional wellbeing. Therefore, this type of traditional coping strategies has long term negative impacts on their mental health on female workers. the interplay between emotional expression, societal expectation, and personal identity shapes the way women navigate their struggles.

Social support

Women rely considerably on the emotional support they receive from their friends to cope with the challenges they face. This robust support structure fosters a sense of friendship, compassion, and common life experiences. Therefore, the connection built by exchanging advice and sharing experiences within this network has a substantial impact on their coping strategies because the collective insight of people who have endured similar circumstances fosters a sense of companionship and reminds them that they are not alone in their struggles.

Participants in the in-depth interviews specified that living with friends helps them overcome challenges. Living with friends fosters a sense of emotional support, belonging, and shared responsibility for facing life's obstacles. It may also lead to a more enjoyable living environment where a supportive group of people collaborate to tackle challenges and find solutions, reflecting a social approach where individuals leverage their interpersonal connections to solve issues.

'I live with roommates and share the rent since it's difficult to pay alone. I am hoping that with the help of God, my twelve-year-old daughter, can achieve a decent job.'(P11)

'I'm living with my sister, and I was the one who covered our living expenses until she got a job. Now we share the renting cost.' (P2)

Living with friends not only gives emotional support and a sense of companionship, but it also creates a shared responsibility for conquering life's challenges and creating a strong support system (Feeney & Collins, 2014). Friendships give a critical outlet for coping and the strength required to negotiate life's complexity through open expression, mutual understanding, and agreement. Finally, their friendship provides a strong source of emotional support and a joint approach to overcoming life's challenges.

'This workplace's diversified employees, representing a wide age range, is one of its best features. Because of our close friendship and ability to communicate as sisters and friends, we have been able to express our thoughts and feelings with each other, which has been relieving. Even if we might not always know how to solve our problems, having each other as confidants can be very consoling.'(P4)

'The more we talked about our issues, the closer we felt like sisters. Talking to friends about my difficulties makes me feel better, especially since I don't have any close family members with whom to confide. I find comfort in their advice, and it relieves me greatly that they merely listen to me and are willing to help.'(P2)

Some participants acknowledge that family support is the other social support system they have as a source of coping method, particularly while raising children. This assistance enables individuals to properly manage their responsibilities at home with their employment commitments, allowing them to work with greater ease and focus. Their capacity to balance the demands of job and family life is greatly influenced by the childcare assistance given by their relatives.

"I am a mother of two, and since my husband left, I have been living in my mother's house. Thankfully, my mother has taken up the responsibility of raising my kids while I concentrate on providing for our household. (P5)

'My family is very important to me in parenting my child because, as I have already mentioned, they give me the support to overcome any challenges that may come along.'(P8)

Religious value

Participants stated that one of their main sources of strength and resilience is their unalterable trust in the supernatural and spiritual beliefs. They are able to conquer obstacles with inner power and resolve it because of their intimate connection. This clearly highlighted how important their persistent faith in a higher power, moral principles, and spiritual health were to them as a vital source of resilience and strength. Overall, the interviewee's emphasis on inner strength gained from spiritual ties demonstrates that faith can empower people when faced with gender-related challenges.

'It is critical to maintain unwavering confidence in God. He is the source of our health and strength, giving us the ability to work and never give up on our goals.' (P4)

'I had the incredible honour of participating in a church-led home sale, which gave me comfort as well as the opportunity to socialize. This place is a safe haven for me because of everyone's consistent support and prayers for me and my children. I always leave feeling completely happy and fulfilled, even on the days when I come in with a distressed heart.'(P1)

Ignoring and normalizing the situation

When there is workplace harassment, people prefer to stay quiet about it rather than bring it up in public. The most prominent reasons for this were fear of secondary victimization and intensification of harassment. When confronted with these anxieties, a large majority of study participants prefer to remain silent and endure the harassment. This method of dismissing situations as if they never happened allows one to protect oneself and manage the complex

dynamics of the workplace without risking negative consequences. The fact that so many participants use this coping method underscores the importance of comprehensive steps to ensure safe and supportive workplaces that promote reporting and address the underlying issues.

'Workplace abuse and insults are terrible but all too common situations for workers. However, it is critical to ignore it and avoid unnecessary back and forth conversations with those who are disrespectful. (P10)

"Our approach also matters sometimes; if we are serious and focused on work, it will reduce the vulnerability of being disgraced."(P3)

According to key informants point of view, rural women workers frequently fail to understand how difficult it is to live in Addis Ababa. They become more vulnerable to other problems as a result of this a lack of awareness which causes them to keep quiet and normalise their situation.

leaving their job

The participants revealed that one of their coping strategies was to temporarily leave the sector. They expressed a pattern of behaviour where they would step away from involvement due to the challenge they encounter and they return at a later stage in their lives, often when they had started a family or become married.

'After working for three years, I left and started working as a housemaid. However, after marrying and having a child, I returned to the same industry since I couldn't find any other options.'(P1)

'Despite my desire to pursue a different alternate job path, limited number of work opportunities and the absence of alternative employment possibilities forced me to return to the same sector.'

CHAPTER FIVE

SUMMERY, CONCLUSION AND RECOMMENDATION

5.1. SUMMERY

Ethiopia's building sector has grown significantly, helping the country thrive. However, it remains male-dominated, with women restricted to unskilled occupations and subjected to gender-based discrimination. The industry's development has resulted in more jobs, particularly for unskilled labourers, although women's participation is limited, and they often earn less than males. Despite legal guarantees for equal pay, gender disparities remain in Ethiopia's construction industry. This research to study the lived experiences of unskilled female construction workers in Addis Abeba, with an emphasis on the Institute of Strategic Affairs Office Renovation Project undertaken by EEC.

The overall goal of this study is to explore opportunities and challenges faced by unskilled female workers in Addis Abeba, Ethiopia, works in the Institute of Strategic Affairs Office Renovation Construction Project. Based on this, the research conducted an effort to investigate the difficulties they faced in the sector through their actual experiences, opportunities, and coping strategies. The study aims to determine the obstacles and opportunities faced by unskilled female workers in construction projects, as well as the coping mechanisms employed by these individuals.

The study uses a qualitative, phenomenological research approach to investigate the lived experiences, problems, and coping methods of unskilled female construction workers. This method enables in-depth understanding in data collection. The research focuses on Unskilled female employees working on EEC, a grade one public owned construction company specific project. Twelve participants and four key informants were chosen using purposive sampling, which took into account criteria such as experience and work positions. primary and secondary data used as a source of data to conduct this study. Unstructured observation is used in conjunction with in-depth interviews with participants and employees to gather primary data. The transcripts from these interviews were then subjected to thematic analysis, allowing for a comprehensive exploration of the data and the identification of recurring themes and patterns.

The research investigates into the obstacles that unskilled female construction workers face in Addis Abeba, Ethiopia, with a focus on the Institute of Strategic Affairs Office Renovation Construction Project undertaken by EEC. The following are significant obstacles: unequal pay, sexual harassment, job insecurity, discrimination based on gender, and socioeconomic hardships. Even though they encounter challenges women in the construction sector demonstrate resilience in the face of these challenges. Relying on persistent trust in the supernatural, asking friends for emotional support, and taking strength from motherhood are all examples of coping techniques.

5.2. CONCLUSION

The study puts light on the numerous hurdles that female construction workers experience, including gender-based discrimination, challenges related with reproductive role, wages disparities, workplace harassment, job instability, socioeconomic concerns, and housing issues. These difficulties highlight the deeply embedded prejudices and gender stereotypes that are pervasive in the construction industry, making it difficult for women to succeed in works that have historically been held by males.

Because of the idea that the construction sector is an occupation dominated by males, women are assigned to auxiliary tasks, which hinders their advancement and perpetuates preconceived notions about their physical capabilities. Wage gaps still exist, and women are frequently constrained to lower-skilled jobs, which exacerbates financial inequality and limits their prospects for career progression. The difficulties are exacerbated by verbal abuse, which makes female employees scared and silent.

Job insecurity, exacerbated by the nature of contract-based employment, limits female workers' capacity to prepare for the future, compromising their financial security. The study also emphasizes how women have a double burden of juggling job and family obligations, which worsens their stress levels and lowers their wellbeing. The obstacles don't stop at work; women in the construction industry often experience financial hardships and housing issues as a result of their job. Structural improvements are necessary because economic issues, such as employment

instability and marriage breakdowns, continue because of cultural standards and gender inequalities.

Unskilled female workers in the construction industry face numerous challenges but also experience significant benefits. Working in construction provides them with job opportunities, financial independence, and a sense of empowerment. It allows them to contribute to their families' well-being, enhance their self-worth, and gain autonomy. Despite difficulties, these women demonstrate resilience and perseverance, improving their livelihoods and challenging societal norms. They used coping mechanisms, such as gaining strength from motherhood, seeking social support, and depending on religious beliefs, prove to be strong. These mechanisms demonstrate the various ways in which women manage and overcome gender-related obstacles, highlighting the interdependence of psychological, societal, and spiritual components.

To summarize, solving the various issues encountered by women in the construction sector requires a holistic approach that challenges cultural norms, promotes gender equality, and pushes for workplace improvements. Acknowledging and respecting women's unique contributions outside conventional positions is critical for developing inclusion and establishing an atmosphere in which female employees may thrive without discrimination or bias. The findings also highlight the need for improved support structures and policies in the construction industry to address these systemic issues. The study urges stakeholders', policymakers, and the general public to work together to knock down obstacles to create a more equal and supportive environment for women in the construction industry. The results of this study are consistent with those of previous studies on the obstacles and coping strategies that prevent women from engaging in the workforce.

5.3. RECOMMENDATION

Given the existing working conditions of female construction workers, the following recommendations proposed, and they are separated into short and long term recommendations.

SHORT TERM RECOMMENDATIONS

- ✓ Strengthen Female participation and skill advancement by giving opportunities and trainings.
- ✓ Construction firms should priorities safety requirements and provide necessary

resources, including separate changing rooms, washrooms, toilets, and other facilities for female workers.

- ✓ Gender sensitivity trainings should be given for male employers and management staff;
- ✓ Clear manuals on gender-based violence must be developed and implemented at all levels.
- ✓ Encouraging a respectful workplace culture and gender policies needs to implement at the company level.

LONG TERM RECOMMENDATIONS

- ✓ The government should set a minimum wage for unskilled workers in the construction sector;
- ✓ A comprehensive gender policy that integrates gender perspectives into account in all its work and address issues influenced by gender;
- ✓ It is recommended that the government develop and implement social protection programs that are customized to the unique requirements of unskilled workers, taking into account the nature and demands of their jobs.

5.4. AREAS OF FURTHER STUDIES

Future studies can explore the effects of working condition on the psychological wellbeing of female unskilled workers and male construction worker's occupational health, safety and hygiene.

Reference

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Annex I

Addis Ababa University

College of Developmental Studies

Centre for Gender Studies

Request for participation in research project

“Opportunities and barriers of unskilled female workers in construction industry: a case of the institute of strategic affairs office renovation project, Addis Ababa” is a qualitative research that aims to understand the lived experience of female unskilled workers in the construction sector in Addis Ababa. It aims to explore their opportunities, challenges and coping mechanism, and finally to identify practical implications for further interventions. Therefore, you are invited to take part in this research project which is part of my master’s thesis.

What will happen to the information taken?

The findings will be incorporated into a master’s thesis once the interview data has been transcribed and analyzed. You and your opinions will remain anonymous, and you will not be named or identifiable in any of the outputs. Third parties will not have access to the information you have provided. All the information is confidential.

What happens if I want to avoid taking part or if I change my mind?

It is up to you whether to engage in the study. If you decide to participate but then change your mind, you may withdraw at any moment without giving a reason.

What are the benefits/advantages of taking part in the research?

This will be an opportunity to share your experiences to generate possible actionable recommendations in the effort to address female participation in the workplaces.

Voluntary Participation

It is voluntary to participate in the project, and you can at any time choose to withdraw your consent without stating any reason. If you decide to withdraw, all your personal data will be removed from the data set.

INTERVIEW GUIDE FOR IN-DEPTH INTERVIEW

Part One: Background information

- Sex _____
- Years of experience _____
- Number of children's _____
- Marital status _____
- Place of origin _____
- Do you have previous employment experience? What kind of jobs have you done earlier? and for how long?
- Why do you leave your previous job?

Part Two: Question about opportunities for unskilled female workers

- How do you explain working in the sector in general?
- What specific opportunities do you believe exist for female unskilled workers in construction?
- Do you think working in the sector brings change in your life?
- If yes, what kind of change positive or negative? Could you explain?

Part Three: Question about Challenges Faced by Female Unskilled Workers in the Construction Sector

Perceptions of Gender Roles:

- How do you perceive gender roles within your workplace?
- Have you encountered any stereotypes about women working in construction? Can you provide examples?

Workplace environment:

- Can you describe your experience with colleagues and supervisors? Do you feel supported by them?
- Do you get equal pay for equal work?
- Have you faced any discrimination or harassment on the job site? If yes, can you share specific instances?

Work-Life Balance:

- Could you tell me your daily routine of workers from the morning to tonight?
- Can you share any specific examples where work has interfered with your family or personal commitments?

Salary:

- How much is your salary?
- How do you get your salary in month, or on what?

Working Hours:

- How many hours do you work per a day/ week?
- Do you have rest day/ break and lunch time? If yes, how long?
- Do you work overtime?
- If yes for how long?
- Is working overtime based on your interest or as an obligation?
- Do you have a payment if you work on Sunday/ public holidays and holidays? How much?
- Does your employer ask you to take rest if you work on holidays and Sunday?
- In what situations do you work on Sunday and other holidays?

Sick Leave

- What are the conditions for obtaining sick leaves?
- Have you ever asked for a sick leave?
- How many days are allowed for sick leave?

Safety of Working Environment:

- Did you take any safety training upon your employment? If yes, what was that training about? And who provided the training?
- What are the major safeties related challenges often faced by workers in the construction project site?

- Is there first aid in the project site? If not, what will be done if an accident happens?
- Do you get safety materials?
- Have you ever experienced an accident at work?
- Who is responsible for the expenses of emergencies which happen at work place?
- What about for illnesses and sickness related to work?
- Have you ever experienced any sickness related to work?
- Are there enough services like water, bathroom and toilet in the project site?

Coping Mechanisms:

- What coping strategies do you find most effective when dealing with challenges?
- Can you describe a specific situation where you used this strategy?
- In what ways have the challenges you've faced contributed to your personal growth or resilience?

INTERVIEW GUIDE FOR KEY INFORMANTS

Background information

- Sex_____
- Educational Background_____
- What is your current professional position? _____
- Years of experience? _____
- What are the major challenges that unskilled female workers face at the construction sector?
- What are some of the opportunities given to unskilled female workers?
- How are those challenges specific to female unskilled workers? And How do they cope with this challenge?
- Is there any special protection given for women?

CHECKLIST OF THE OBSERVATION

- Availability of safety materials

Safety Materials	Yes	No
Glove		
Vest		
Safety shoes		
Toilet		
Changing room		

Annex II

Table 1: Identified Themes and sub-Themes

MAIN THEMES	SUB-THEMES
Theme 1: working life challenges	<p>sub -theme 1 women experienced gender-based discrimination in the construction industry</p> <p>sub -theme 2 Wage difference</p> <p>sub-theme 3 lack of sanitary facilities and safety materials challenges women in the construction sites</p> <p>sub-theme 4 women experienced health problems because of the working conditions in the construction industry</p> <p>sub-theme 5 women experienced sexual harassment in the construction industry</p> <p>sub-theme 6 women experienced job insecurity in their work place</p> <p>Sub-theme 7 challenges related to reproductive roles</p>
Theme 2: Individual Related Challenge	<p>sub - theme 1 women experienced difficulties managing dual work -family roles</p>
Theme 3: Systematic or societal challenges	<p>sub - theme 1 Lack of affordable housing</p>
	<p>Sub -theme 2 Traditional gender roles</p>
	<p>sub - theme 3 Economic vulnerability or poverty</p>

Theme 3 : coping mechanisms	sub- theme 1 sub- theme 1 sub- theme 1 Motherhood responsibilities
	sub -theme 2 Social Support
	sub -theme 3 Religious value
	Sub-theme 4 Family support
	Sub-theme 5 Ignoring and normalizing negative environment
	Sub-theme 5 leaving their jobs
Theme 4: opportunity	sub -theme 1 job -opportunity

Table 2: Profile of key informants

No	Pseudonym key informant	Sex	Educational Status	Position
1	KI-1	F	Degree	Safety officer
2	KI-2	F	Degree	HR
3	KI-3	M	Currently enrolled degree	Foreman
4	KI-4	M	Masters	Site supervisor

K named for key informant

Table 3: Background information of interview participates

No	Pseudonym	Age	Children	Marital status	Highest qualification	Years of Experience
1	P1	29	3	Widowed	3 rd grade	3 years
2	P2	19	N/A	Single	10 th grade	1year
3	P3	35	1	Married	2 th grade	7 years

4	P4	36	1	Divorced	N/A	9 years
5	P5	N/A	2	Divorced	N/A	4 years
6	P6	21	N/A	Single	8 th grade	1 year
7	P7	31	3	Married	N/A	5 years
8	P8	37	1	Divorced	N/A	3 and half years
9	P9	42	4	separated	4 th grade	More than 7 years
10	P10	20	N/A	Single	12 th grade	1 year
11	P11	35	1	Widowed	N/A	More than 5 years
12	P12	19	N/A	Married	8 th grade	2 years

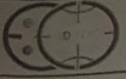
P named for participants

Annex III

TOTAL NUMBER OF EMPLOYEE (both unskilled and skilled workers)		
	Male	Female
2014	350	30
2015	475	50
2016	570	82

Source: ECDSWC

Annex IV

	Company Name: የኢትዮጵያ ኮንስትራክሽን ዲዛይንና ሱፐርቪዥን ሥራዎች ኮርፖሬሽን Ethiopian Construction Design & Supervision Works Corporation		
Title: የቀን ስራተኞች የቅጥር ወል	Document No: OF/ECDSWC/0348	Issue No. 1	Page No. 1 of 1

1. ኮርፖሬሽን:- በኢትዮጵያ ኮንስትራክሽን ዲዛይንና ሱፐርቪዥን ሥራዎች ኮርፖሬሽን
2. ወል ሰጪ:- በኢትዮጵያ ኮንስትራክሽን ዲዛይንና ሱፐርቪዥን ሥራዎች ኮርፖሬሽን ኮንስትራክሽን ቢሮ
3. ወል ተቀባይ _____
4. አድራሻ _____ ክ/ከተማ _____ ወረዳ/ቀበሌ _____ የቤትቁጥር _____ ስልክ ቁጥር _____
5. የሥራው ዓይነት _____
6. ያልተጣራ ክፍያ በቀን _____
7. ሥራው የተጀመረበት ቀን _____
8. ወል ተቀባይ በተራ ቁጥር 5 ላይ የተገለጸውን የተቀጠረበት የቀን ስራ እስኪጠናቀቅ ጊዜ ብቻ ሥራውን ለመሥራት ተስማምቷል
9. ወል ሰጪም ሥራውን በተራ ቁጥር 5 መሰረት መፈጸሙን ከተረጋገጠ በኋላ ተገቢውን ክፍያ ይከፍላል።
10. ይህ ወል በሁለት ኮፒ ተዘጋጅቶ በተዋዋይ እጅ እንዲቆይ የሚደረግ ሲሆን ከ _____ ጀምሮ ተፈጻሚ ይሆናል ።

<u>ወል ሰጪ</u> ሥም- _____ ፊርማ _____	<u>ወል ተቀባይ</u> ሥም- _____ ፊርማ _____
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<u>የምስክርኛ ሥም</u> 1. _____ 2. _____ 3. _____	<u>ፊርማ</u> _____ _____ _____
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