



International Journal of Advance Studies and Growth Evaluation

Employment in Informal Sector: Wages and Health Analysis of Women Workers in Petrol Stations (Bangalore)

^{*1} Jayalakshmi Priya

^{*1} Associate Professor, Department of Economics, Bangalore University, Bangalore, Karnataka, India.

Article Info.

E-ISSN: 2583-6528

Impact Factor (QJIF): 8.4

Peer Reviewed Journal

Available online:

www.alladvancejournal.com

Received: 25/July/2026

Accepted: 24/Aug/2026

Abstract

The rapid growth of urban areas and infrastructure has led to uncontrolled urbanization. Rise of transportation has led to greater vehicular movement, traffic jams and the unbridled purchase of two wheelers and four wheelers leading to cascading economic effect of demand push for more fuel for vehicles. This has furthered the mushrooming of petrol stations in every nook and corners of cities in India. Here two areas Malleshwaram and Yeshwanthpur in Bangalore city are selected to study the employment of women labour in the traditionally male dominated workplaces regarding petrol stations. This is a direct fallout of rural urban migration to cities. Women labour in petrol bunks fall into unorganized labour they do not fall under the purview of protection by labour laws and commercial establishment regulations. But in the field survey everyone accepted that they were under CCTV surveillance during work hours and written mandatory consent to work night shifts, free transport and separate restrooms in the petrol stations were mandatory. The research gap shows us that the wages paid to them were not enough to cover their expenses as the standard of living is high, food prices are inflationary and they faced many health problems such as respiratory diseases due to inhalation of petrol fumes and problematic filthy restrooms. The combined sample size was 50 samples 25 from Malleshwaram and 25 from Yeswanthpur petrol stations. The research design adopted probability sampling technique where simple random was used, objectives framed and data analysis was done using percentage method and graphs. The research methodology used both primary and secondary data for analysis. All the petrol bunk workers were covered by Minimum wages Act of 1948. Despite the shortcomings such as long working hours absence of canteen and restroom facilities for women workers regarding their employment in petrol stations all the sampled respondents were happy that harassment at work place was lesser compared to other informal jobs.

*Corresponding Author

Jayalakshmi Priya

Associate Professor, Department of Economics, Bangalore University, Bangalore, Karnataka, India.

Keywords: Wages health problems petrol pumps pulmonary infections welfare facilities. restrooms, hours of work, male dominated jobs, informal sector rapid urbanization

1. Introduction

The field survey conducted has effectively shown the research problem by studying the workers in and around the Malleshwaram and Yeshwanthpur petrol stations who are exposed to a high level of air pollution along with petrol and diesel vapours. Women petrol bunk workers are facing a lot of health related issues than women workers in other unorganized occupations though all jobs have their own share of risks. They alleged sexual harassment regarding wages and use of restroom facilities on the work spot. Most of their supervisors were males. As of May 2026 these petrol pump workers wage fixation was 25,000Rs. as per new rules in Karnataka. They are mostly paid according to their skills eg.

Pump attendant, helpers and manager. All the sampled petrol bunks supervisors said that they followed all safety measures by providing gloves and masks to the workers and follow the norms of not using mobile phones smoking or chitchatting during work hours as loss of concentration can result in unwanted consequences.

2. Literature Review

Anup Satpathy Xavier Esteopinen Bikash K Malic, Women's Agency in North East India, 56 (9), 66, 2021.

The minimum wage policy is regarded as an essential tool for improving the welfare of low paid workers reducing inequality and poverty within the labour market. The

Government of India recently reformed the countries wage policy and enacted the code of wages in August 2019 to give effect to the code. The government has now outlined the implementation mechanism by notifying the draft code on wages central rules in July 2020. This paper examines some of the key reform wage rules, identify shortcomings therein, and provide suggestions for improvement.

Edward Morris, Heather Curry, Post Reproductive Health 26 (1), 3-4, 2020.

Following the publication of the women's health initiative (WHI) study in 2002 there was not only a wholesale withdrawal from the prescription of HRT to post-menopausal women but also a palpable loss of interest in helping women through the menopause. There was an effective decade during which thousands of women missed out not only on the advice they needed but also opportunities to sit with the healthcare professionals. Following the publication of the Women's Health initiative WHI to discover menopause related issues and benefit from important preventive strategies in the climate where many were spreading the message that HRT is dangerous. There are numerous cases of women suffering in silence and women fighting to get the referral to a doctor or nurse with menopause specialist knowledge. It was difficult to understand the scale of the problem but it was clear that to many professionals it became easier not to deal with women who had menopausal problems than to address them. For business success and minimum experience trainings required for working at a petrol station. Women looking for job outside the conventional spectrum workplace safety and more inclusivity in petrol bunks is a challenge. Women work in 2 shifts in petrol bunks where the forecourt supervisor guide are either male or females. Even the customers usually queue up but according to their arrival and depending on the availability of petrol and diesel.

3. Research Gap

The main lacunae or deficit here in this study on women employees in petrol stations showed that though the current minimum wage level was 25,000 Rupees per month only supervisors and managers received it. Most of the pump attendants who were women received a lesser amount from 5000Rs.-15,000Rs.p.m. Though the Karnataka Shops and Establishment Act of 1964 October 1st stipulated readress of health problems of women pump attendants most of the time they never had enough cash to cover their health expenses.

4. Research Methodology

Simple random sampling method was used and 50 respondents were selected from different locations in the city namely from Malleshwaram and Yeswanthpur. The researcher used direct interview method for the collection of information for respondents. Primary and secondary sources of data were used along with a structurally designed questionnaire. For primary data information was collected from 50 respondents through interview method from the designed questionnaire for this purpose. And for secondary data information was collected from previously published articles, books and government reports, newspapers and websites. Petrol pump workers were divided into 3 groups based on their duration of exposure that is 01 to 5 years, 6 to 10 years and more than 10 years.

5. Objectives of the Study

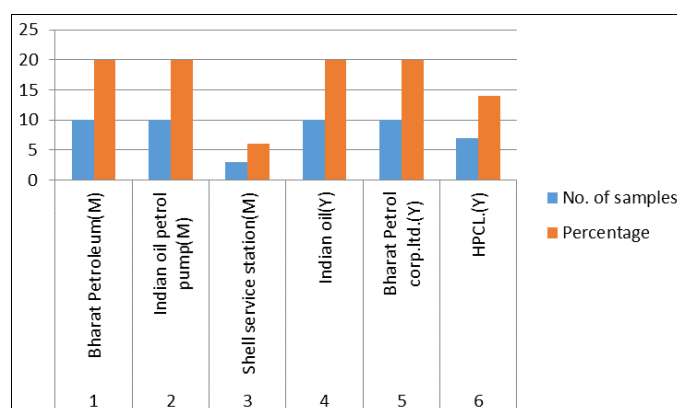
- To study the problems related to health and wage structure of women labour in petrol bunks of Bangalore.

- To examine the role of petrol bunks in providing basic welfare facilities and work shifts for female employees on the work spot.
- To suggest measures to be provided for betterment of working environment for women workers in petrol bunk.

6. Data Analysis and Interpretation

S. No.	Sampled petrol stations	No. of samples	Percentage
1	Bharat Petroleum(M)	10	20
2	Indian oil petrol pump(M)	10	20
3	Shell service station(M)	03	06
4	Indian oil(Y)	10	20
5	Bharat Petrol corp.ltd.(Y)	10	20
6	HPCL.(Y)	07	14
Total	06	50	100

Source: Field survey August 2026.

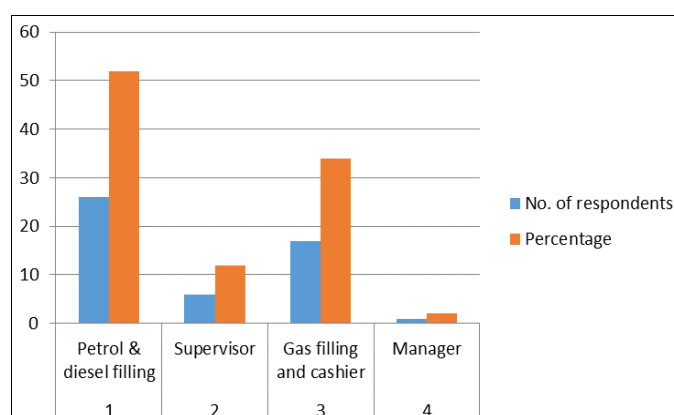


From the table above we see that total respondents taken from Malleshwara was 23 where 10 respondents were from Bharat petroleum 10 samples from Indian oil corp. and 03 from Shell service station. From Indian oil Yeswanthpur 03 respondents were selected from Bharat petroleum ltd 10 samples and from Hindustan Petroleum Corporation limited 07 samples were selected.

Table 2: Work structure-Designation of both Malleshwara and Yeswanthpura workers taken collectively.

S. No.	Designation	No. of respondents	Percentage
1	Petrol & diesel filling	26	52
2	Supervisor	06	12
3	Gas filling and cashier	17	34
4	Manager	01	02
Total	04 jobs	50	100

Source: Field survey 2026 August

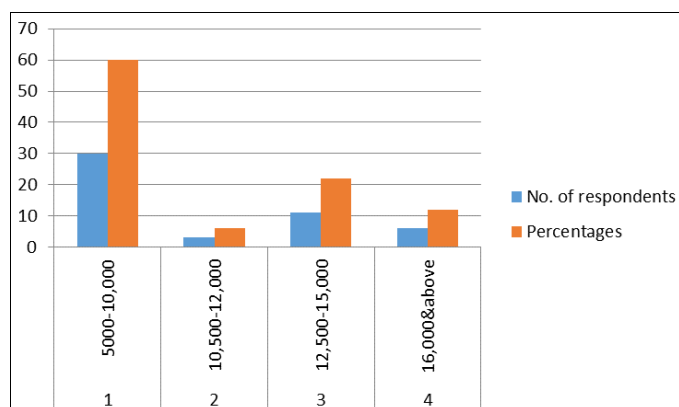


The table above is indicative of both Malleshwara and Yeswanthpur taken together. 26 respondents were engaged in petrol and diesel filling for two wheelers and four wheelers in the petrol stations, while 06 of the samples were supervisors 17 respondents was working both as gas fillers and Cashiers while only one respondent sampled was a manager. so majority of the samples were gas station attenders filling petrol and diesel.

Table 3: Salary of respondents taken collectively of Malleshwara & Yeswanthpur

S. No.	Salary	No. of respondents	Percentages
1	5000-10,000	30	60
2	10,500-12,000	03	06
3	12,500-15,000	11	22
4	16,000&above	06	12
5	05	50	100%

Source: Field survey August 2026.



The table above indicates the salary received by employees before deductions only around 06 sampled respondents received more than 16000 Rs and above while 11 respondents received 12,500 to 15,000 Rs., 03 respondents received 10,000-12,000 Rs and 30 respondents received only 5000 to 10,000Rs. Which was the least. Among all the sampled groups.

Table 4: Incentives given to employees taken collectively.

S. No.	Incentives	No. of respondents	Percentage
1	PF	10	20
2	ESI	15	30
3	Bonus	12	24
4	Increase in salary	08	16
5	Others	05=50	10=100%

Source: field survey 2026 August.

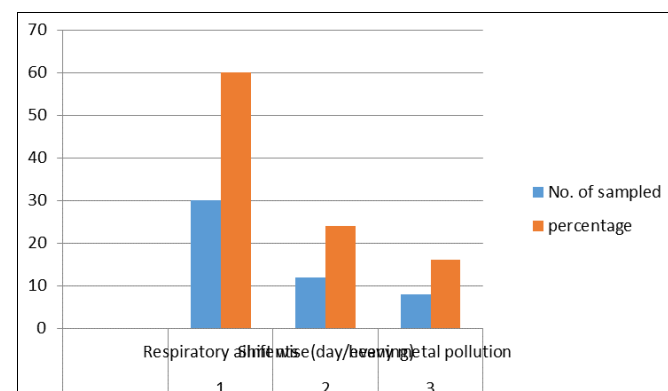


Total fifty respondents were taken collectively from Malleshwara and Yeswanthpur where 10 respondents received provident fund benefits 15 respondents received employees insurance scheme 12 respondents accepted receiving bonus due to high profits made by their petrol stations and 08 respondents said they received an increase in their salaries meaning a higher pay check due to hard diligent work overtime extensions pay and no shifting of jobs in between service. Most petrol companies discourage labour attrition.

Table 5: Collectively taken health problems of the workers

S. No.	Problems	No. of sampled participants	percentage
1	Respiratory ailments	30	60
2	Shift wise(day/evening)	12	24
3	heavy metal pollution	08	16
Total	03	50	100

Source: field survey august 2026

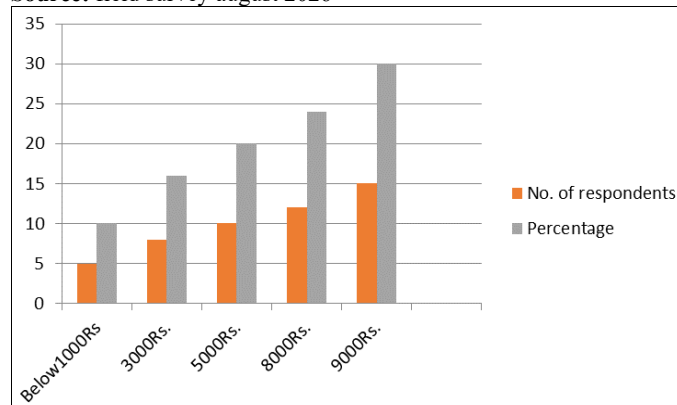


The table above shows that 30 respondents suffered from respiratory illness while the heavy traffic during day and night increased their work in the petrol stations and also pollution was affecting 08 respondents with heavy metal poisoning and continuously inhaling of toxic fumes from passing traffic has lead to their health problems.

Table 6: Monthly expenditure taken collectively.

S. No.	Monthly expenditure	No. of respondents	Percentage
1	Below1000Rs	05	10
2	3000Rs.	08	16
3	5000Rs.	10	20
4	8000Rs.	12	24
5	9000Rs.	15	30
Total	05	50	100

Source: field survey august 2026

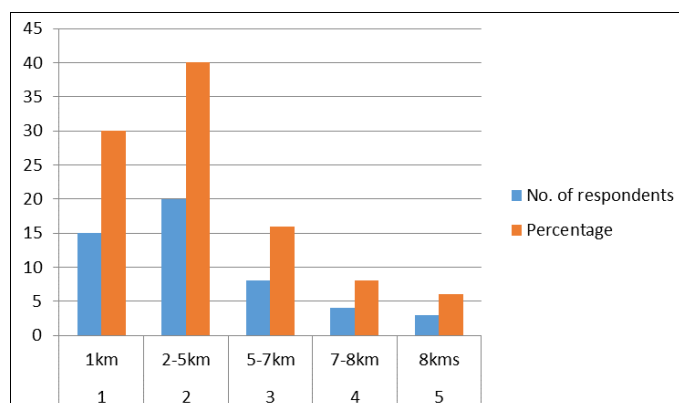


The table indicates that about 05 respondents spend below 1,000Rs while 08 workers sampled spend 3,000Rs. Showing they have lesser wages compared to the others earning 10,000 and above. About 10 employees spent 5000Rs, 12 samples spent 8000Rs. and 15 respondents spent 9000 Rs. per month for food and other essentials. This indicates that most of the workers have not crossed 10,000Rs.mark meaning to say their wages are low compared to rising costs and standard of living.

Table 7: Distance travelled to work taken collectively

S. No.	Dist. from work to home	No. of respondents	Percentage
1	1km	15	30%
2	2-5km	20	40%
3	5-7km	08	16%
4	7-8km	04	08%
5	8kms	03	06%
Total	05	50	100%

Source: August 2026 Field Survey.



The table above shows that 15 respondents travel one kilometre, 20 travel 2.5 kilometres, about 8 travel 5-7 kilometres, 4 others travel 7-8 kilometres and 03 respondents travel eight kilometres meaning most of the workers use buses and metro for travel purposes to their respective petrol stations.

7. Results and Discussion

There are a number of limitations for the study where only the focus is on the Malleswaram and Yeswanthpur petrol bunk workers. Time was less to collect the primary data and complete the questionnaire. Due to busy schedule of managers it was difficult to interact with the employees to reveal the negative aspects related to the company. So results of the article was limited to sample size of 50 women workers.

8. Suggestions

About 75% of the employees responded that they we are not able to afford the family expenses with the current salary. The salary provided to the employees were insufficient to meet their family expenditure so the it was suggested that the management should take adequate steps to increase the salary of the workers. Most of the employees said that they were suffering from health problems working in the petrol bunk. This shows that inadequacy of medical facilities in petrol bunks existed. Some petrol bunks are still adopting unfriendly shift system which is very taxing for the employees. This has resulted in the dissatisfaction of the employees so the suggestion is that the government and the oil companies, the health inspectors should adopt standard guidelines about the working hours and give more safety equipment like gloves

and masks headgear for the petrol pump workers. Despite all safety measures taken these women still face health problems according to their working conditions as demand for petrol has increased these days so care and proper safety measures should be taken in all the stages because petroleum products are highly inflammable and can cause disasters. The aim here is that no accident should take place and no loss of human life should occur. The main objective of the study is to know whether the welfare facilities provided to the employees has resulted in a certain level of satisfaction of the workers.

Conclusion

So from this study we conclude that there is still more groundwork to be done as far as satisfaction of the employees is concerned. The most important aspect here is, there is a different kind of situation as most of the women workers come from the rural hinterlands of Bangalore. They belong to the unorganised sector. So the workers in the informal sector has increased as we include the petrol bunk women workers. The importance of the study lies in that petrol bunks have even managed to get employment for women from rural areas who came in search of sustenance & livelihoods to cities.

References

1. Female labour dominance in petrol bunk stations in Southeastern states of Nigeria Chuk waka E Ugwa, Okechaka, MarcellusIkeanyibe Edwin Izueke, Chuk Wudikeudenze, African journal of Business and Economic Research. 2023; 16(2):207.
2. Financial Inclusion in Women Empowerment: B.Gayatri and D. Gomathi.
3. Empowerment of working women of urban Bihar- a case study of Patna Municipal Corporation by Debjani Sarkaar Ghosh, geographical review of India. 2020; 82(1):48-62.
4. The work of Informal Transport Workers Essential Yet Exploited Alana Dave, Subha Singh, Glob, Lab, Rats, Rep. 2022; 2:46.
5. Mechanisation of Small Farms to reduce Drudgery of women workers-CR Mehta, Transforming Coastal Zone for sustainable food and income security, 2022, 1059-1069.
6. Interrogating the Esso Insignia: Feminised Labour Depictions and the Economic Boom, Laura Jari, the Italianist, 2022, 1-22.
7. Media Saturation and Southern Agencies Bhaskar Sarkar, Saturation; an Elemental Politics, 2021.
8. Women Entrepreneurship The New Era of Global Entrepreneurship: A case study a successful Women Entrepreneurs of District, Himachal Pradesh, Geetanjali Upadhyaya Nisha Devi Journal of Strategic Human Resource Management. 2019; 8(3).
9. Attainment of sustainable development goal of empowerment of women through active employment study of the gendered workspace in Delhi Upma Gautam, Daksha Bajpai Tiwari World Review of entrepreneurship Management and Sustainable Development. 2021; 17(6):795-317.
10. Modelling the effects of fuel price changes on road traffic collisions: evidences from the UK and the EU, Nadia Naqvi Lough Bourough University, 2021.
11. Rural women's participation in solar powered irrigation in Niger's lessons from Dimitri clubs Olumide Adisa, gender and development. 2020; 28(3)535-549.
12. Family, Home and Environment O.R. MacGregor-The frontiers of Sociology, 2020, 29-40.

13. Cities in Flux Ashley Dawson Rashmi Verma Samuel Perks Chinki Sinha, Matthew a Verghese Trevor Ngwane Graeam Mac Donald, Liz Mason Deese Social Text. 2021; 39(4):149-180.
14. Health status and function influencing access to healthcare workers in petrol stations in Rayong province, Thailand Anamai Thekathawk Chan Pattama Polyong Rocz Panstw Zaklhig IG. 2023; 73(3).
15. Environmental risk factors identification and assessment of health outcomes on selected subjects in and around the vicinity of petrol stations in horin Kwara State Nigeria Abosede Hadizat Lawal Cardiff Metropolitan University 2022.