

## CHAPTER I

### INTRODUCTION

Economic progress is essentially the result of rational interaction between man and nature. The endowments of nature and capabilities of human beings, as enriching inputs, determine the size and style of all outputs considerably. The extent of availability and levels of potentials of inputs pave the way for the prospective proliferation of utilities and positive functional optimalities or plausible production functions. The creative contributions facilitated by such productive functions depend greatly on many factors and parameters.

Among them, labour has an energetic role to play. Labour, with its vast potentials leading to admirable advantages, is rightly regarded as capable of transforming and even reforming world economies over the years.

As manual labour was overwhelmingly the most important factor in the generation of wealth, the labourers, artisans, servants and peasants who performed it were recognised to be the most valuable treasure of a country.<sup>1</sup>

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<sup>1</sup> Jane White, *Labour, Leisure and Economic Thought Before the Nineteenth Century - Past and Present*", (London: Oxford University Press, 1998), p.64.

Labour economics is a popular branch of economics with theoretical validity and practical utility. As a logical extension, construction economics also has been thriving with useful insights. This branch of economics has gained strategic significance in due course as it reveals spectacular analytical strides.

Construction economics consists of the application of the techniques and expertise of economics to the study of the construction firm and process and the construction industry.<sup>2</sup>

[The characteristics of the construction industry fall into four main groups namely (i) the physical nature of the product, (ii) the structure of the industry together with the organization of the construction process, (iii) the determinants of demand and (iv) the method of price determination.]

The art of building constructions has been handed down through generations and it has followed set patterns. The extensive application of science and technology and the induction of cement concrete accelerated the pace and pattern of advancements in this direction.

Construction sector is an important component in gross capital formation activity in the country's economy. It is a productive activity as it results in creation

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<sup>2</sup> Patriciam Hill Bront, *Economic Theory and the Construction Industry*, (London: Gower Publishing Company Ltd, 1987), p.8.

of assets. These assets will be further used for productive purposes. Therefore, construction should be regarded as "the Mother of Productive Activities" and it is inter-linked with most of the other sectors in an economy. Practically, all the sectors have construction components in them of varying degrees such as 40 per cent in transport and communications, 75 per cent in power, 80 per cent in irrigation and flood control to 100 per cent in housing.<sup>3</sup>

Demand on the construction industry is for investment goods for which the ultimate use is as a means to further production (e.g. factory building) as an addition to or improvement of the infrastructure of the economy (e.g. roads); as social investment (e.g. hospitals); and as an investment good for direct enjoyment.<sup>4</sup>

Construction work is physically hard and must be carried out in conditions which are difficult and hazardous. Most of the time the workers are exposed to the elements. There are serious hazards of accidental injury and even death due to objects or persons falling from height, collapse of scaffolding, caving in of earth work, handling of explosives and so on.<sup>5</sup>

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<sup>3</sup> Roy, Satya R. Kar, "Problems and Challenges for providing Shelter to all", *Indian Construction*, 22(6): 17, 1989.

<sup>4</sup> Patriciam Hill Bront, *op.cit.*, p. 15.

<sup>5</sup> *Report of the Study Group for the Construction Industry*, (Delhi: National Commission of Labour, Manager of Publications, Civil lines, 1968), p.18.

Construction in recent years has emerged as a growing activity, the growth rate in labour absorption recorded by construction sector is almost thrice as large. It has been generating employment at a rate faster than the industrial sector and thereby manifesting its significance in the city's development.<sup>6</sup>

Construction is one of the few industries that is of common importance in all countries. Its role cuts across differences in resource endowments, social policies and existing levels of development.<sup>7</sup>

Some of the ancient civilisations had human settlements with well planned layouts and service facilities which we associate today with urban development. The middle East, India and China have traditions of city building that go back to 3000 years.<sup>8</sup>

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<sup>6</sup> K.K. Subrahmanian, D.R. Veena and K.P. Bhanumathi, *Construction Labour Market-A Study in Ahmedabad*, (New Delhi: Concept Publishing Company, 1982), p.162.

<sup>7</sup> Theo Vander Loop, *Industrial Dynamics and Fragmented Labour Markets, Livelihood and Environment-2*, (New Delhi: Saga Publications, 1996), p. 54.

<sup>8</sup> V.C. Kulandaisamy, "Urbanisation", *Bulletin Madras Development Seminar Series*, Madras Institute of Development Studies, 7 (1): 47, 1977, p. 7.

It is also a valuable generator of tremendous markets for manufactures and suppliers of building materials and equipments. Sometimes it is also called an engine of growth."<sup>9</sup>

In recent years, construction has emerged as a dynamic activity with immense employment potentials. Several types of male and female workers - skilled, semi-skilled and unskilled- belonging to both urban and rural areas are employed in this sector. The socio-economic conditions of these workers do not seem to be bright at all places and levels. They have prospects and problems. The government and trade unions have much scope to function in promoting the welfare of the construction workers.

### **Development Goals:**

Economic development is accorded with due importance these days. Achievements and honours are influenced by inspiration and demonstration. Economic development, though an intricate process, is an indispensable area of human civilisation. It carries a number of goals and targets. Such objectives have undergone radical changes in their stress and significance from time to time and place to place. Modern economies are able to diagnose their basic problems and the requirements of the people carefully and set new goals with suitable priorities.

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<sup>9</sup> Roy, Satya R. Kar, "Major Problems of construction sector in India", *Indian Construction*, 22(12): 21, 1989, p. 3.

A fast rate of growth of the economy, stable price and exchange rate, maximum employment, optimum welfare and economic equality or redistributive justice are the widely aspired goals of development.

Eminent economists argue that liberation from poverty, inequality, unemployment, illiteracy and mass deprivation should be recognised as the grand goals of any development effort.

While they argue that the term 'development' itself is a developing concept, categorically establish that in essence development is a process of modernisation coupled with social justice paving the way for the grand objective of ultimate realisation of humanization. Construction workers, as an integral constituent of the labour stock and supply, contribute considerably in the effort of realising these grand goals.

The socio-economic features of construction workers will have to be analysed and assessed in the light of the above goals to have an objective insight into their realities. A positive examination of the parameters with a perspective outlook is bound to throw adequate light on the challenging issues relating to the construction workers. In a way, the development goals can serve as useful touchstones of the problems analysed. They can be expected to indicate the gap between the aspirations

and the actuals and ideals and reals. Suitable policy formulations can be made on the basis of these analyses.

### **Growth and Employment:**

Maximisation of employment opportunities is an accepted goal of growth all over the world. It gains added importance in over populated but underdeveloped countries.

In economic terms, the construction industry plays an important role through wide range of operations and projects. It contributes to the growth and development of virtually all other economic sectors. It provides for a significant source of direct employment, especially for semi-skilled or unskilled workers, through which a substantial part of 'the poor' men as well as women, are able to earn an income. It is a labour-intensive industry, in which standardisation and mechanisation are hindered by its project-wise nature. The main requirement of labour is of unskilled workers and they are usually recruited locally near about the place of work. The skilled workers in many cases do enjoy a fairly high degree of security of employment. The semi-skilled and non-skilled workers, however, have virtually no such security. In fact, since the recruitment of the un-skilled workers is made by the sub-contractors or

the labour contractors, the principal contractor assumes no responsibility about the continuity of their employment.<sup>10</sup>

(The construction industry employs a large proportion of the civilian labour force in countries at all levels of economic and social development. Statistics for less developed countries are less accurate than those for industrialised countries; furthermore, they are not likely to cover the considerable construction activity that occurs in the subsistence sector of the economy. There are no reliable estimates of the numbers of self-employed and “do-it-yourself” builders. Even in industrialised countries much construction work is carried out in this way. Thus, in the United Kingdom it has been estimated that as much as 10 per cent of total construction output and approximately 30 per cent of all maintenance work, particularly of current maintenance and repairs, take place outside the construction industry. After allowance has been made for such factors, it seems likely that construction provides from 6 to 10 per cent of total employment in most of the industrialised countries and from 2 to 6 per cent in less developed countries.<sup>11</sup>)

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<sup>10</sup> *Ibid*

(<sup>11</sup> UNIDO Monographs on Industrial Development, *Industrialisation of Developing Countries, Problem and Prospects*, Monograph No.2, Construction Industry Based on the Proceedings of the International Symposium on Industrial Development, Athens, November - December 1967, (New York: United Nations, 1969), p. 11)

The phenomenon of self-employment in the construction industry appears to be widespread in both industrialised and developing countries. It also appears that the self-employed are frequently an extension of the production network of larger construction enterprises. A characteristic feature of employment in the construction industry is the constant moving from site to site, from job to job, and often from employer to employer. This mobility creates a number of problems for the workers concerned as well as for employers in the industry. In many developing countries casual employment is the main form of employment relationship in construction, and in many industrialised ones temporary construction workers are increasingly recruited through intermediaries. The dividing line between self-employment and wage labour is not always easily drawn, therefore, especially when the self-employed are themselves recruited under labour-only subcontracting arrangements.<sup>12</sup>

The Indian economy is centrally planned, but is of a mixed nature. Although its share in providing employment is gradually decreasing, agriculture is still of prime importance, providing job opportunities to almost two-thirds of the country's workforce. In order to alleviate poverty, the Economic Advisory Council (1990) and the Planning Commission (1990) have recently stressed the reorientation of policies for the Eighth Plan (1990-95) towards the generation of employment in the economy,

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<sup>12</sup> International Labour Organisation, *Sectoral Activities Programme*, (Geneva: Building Civil Engineering and Public Works Committee, Eleventh Session, 1987), p. 86.

especially in agriculture. The construction sector is exceptional in that it has by far the highest rates of growth in employment. From 1977 to 1983, it had a growth rate of 7.5 per cent per annum, whereas the overall rate was only 2.2 per cent. So, in any employment-oriented strategy, as is now envisaged in India, construction has an important role to play. The planning commission recognises construction's employment potential, but its advice is cryptic; steps would be taken to encourage construction of houses for weaker sections through mobilisation of profits from commercial construction activities, particularly in the cities, and one wonders how this mobilisation should be promoted.<sup>13</sup>

The employment problem in the industry falls into two sharply different categories. The skilled workers are very scarce and there are no organised training facilities for training additional workers in the construction trades. On the other hand, the problem regarding the unskilled workers is to ensure for them at least a minimum security of employment.

Another significant feature of employment in the construction industry is that in countries with a high per capita national income, wages in this industry tend to be higher than wages in manufacturing. It may be postulated that the higher the level of development, the higher the ratio of wages in construction to manufacturing wages, as the construction industry has to compete with other sectors of the economy for

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<sup>13</sup> Theo Vander Loop, *op. cit.*, pp, 69-70

skilled workers and finds difficulty in attracting them to jobs where working conditions are particularly hard.

An increase in the supply of labour and in the volume of employment shall lead to a higher rate of growth and development.)

### **Contribution of Construction Works to Development:**

Each economic sector makes its own contribution to the national welfare. Since construction forms a significant part of the general economy, many of the indicators of its development are simply particular facets of a more general phenomena, varying according to local conditions. (Construction is a complex process, not for technological reasons but because of the great number of participants involved and the conflicts arising out of their differing requirements and attitudes.

Construction workers number over two crores in India and 30 per cent of them are women and children.<sup>14</sup>) In a growing economy the building construction activity is thus bound to receive an important place in terms of investment also.

In India, construction industry is one of the oldest organisations of human societies employing a large segment of unorganised workers. The growth of this industry is because of the growth of urban population leading to expansion of road,

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<sup>14</sup> R. Geetha, "Will Their Struggle Bear Fruit", *The Hindu*, April 4, 1999, p.V.

railways, river, dams which are made by manual workers and the most important being housing work.<sup>15)</sup>

A specific branch of the economy may assume the role of a leading sector or a lagging burden or a balancing force. It depends on the nature and extent of contribution made to the gross domestic product (GDP) by the concerned branch of the economy.

Capital development in the whole economy has increased by 4.3 times over the last three decades since 1950-51 and in construction sector, investment in absolute terms has increased by 1.5 times. But its relative share in respect of total investment has surprisingly fallen down from 2.8 per cent in 1950-51 to 1.4 per cent in 1980-81. This sector contributes about 4.5 per cent of net domestic product (NDP). Though, its share to contribution in prior seventies has been reasonable but its growth rate to net domestic product has slowed down appreciably in post seventies.<sup>16</sup>

During the period 1975-1981, Indian construction companies secured project export worth about Rs.6,000 crores. Therefore, our performance began tapering down to low levels-Rs.454 crores in 1982, Rs.91 crores in 1983, Rs.246 crores in

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<sup>15</sup> S. N. Tripathy, *Unorganised Women Labour in India*, (Delhi: Discovery Publishing House, 1996), p. 6.

<sup>16</sup> S.N. Nandi, "Construction Sector Modernisation", *Productivity*, XXVI(4): 367, 1986.

1984 and to a near Rs.100 crores during 1988. In percentage terms, we have to content with a share of less than one per cent in the globally traded construction market.<sup>17</sup>

The huge labour has been contributing to the economic activity of the nation. Based on the results of the 32<sup>nd</sup> round of the National Sample Survey of employment, it was estimated that about 251 million persons in the age group above 15 years were in the labour force out of the total population of 659 million in 1980. The projections of labour force by age, sex and place of residence upto 1995 was 359 million. The estimated addition was 108 million persons to the labour force over the period 1980-95. Combined with the back log of unemployment/under-employment would prove to be the most important challenge to India's development strategy in the years ahead.<sup>18</sup>

During the Seventh Plan period the construction sector was required to cater for about Rs.30,000 crores per annum and for the Eighth Plan period, it was required to cater for about Rs.50,000 crores per annum.<sup>19</sup>

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<sup>17</sup> Shah, Harshvadan, J, "Projects Exports: Issues in Planning" *Indian Construction*,26(4): 7, 1989.

<sup>18</sup> *Kotharis Industrial Directory of India*, 1992, 38<sup>th</sup> Edition p. 3.

<sup>19</sup> Roy, Satya R. Kar, "Major Problems of Construction Sector in India", *Indian Construction*, 22(12): 17, 1989.

According to World Bank, any effective method will comprise of optimum mix of human and mechanical resources. Construction activity in India is the second largest activity only next to agriculture. The incremental capital output ratio (ICOR) is lowest for the construction activity compared to any other major activity. In another comparison every rupee invested in construction generates incremental Gross Domestic Product (GDP) to the tune of 79 paise as against 20 paise in agriculture and 14 paise in manufacturing sectors.<sup>20</sup>

Thus, in any economy, developed or developing, the contribution of construction workers is bound to be significant both quantitatively and qualitatively. It can easily lead other sectors or effectively enable other sectors to lead and function as an engine of economic advancement.

### **Construction Sector in Tamil Nadu:)** -

(Tamil Nadu is the southern most State in the Indian sub-continent. It covers a little over 1,30,000 sq.km., representing about four per cent of India's geographical area.

In the State of Tamil Nadu, there are more than 20 lakhs workers engaged in the activity of building construction. Next only to agriculture, the age-old

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<sup>20</sup> S. N. Nandi, *op.cit*, p. 370

construction industry, employs a larger number of workers in the unorganized sector.)

The superb monuments found all over this country are symbols of a civilization built by blood and sweat of these toiling people.<sup>21</sup>

In 1988-89, Tamil Nadu had a population of 55.1 million mining, quarrying, manufacturing, construction, electricity, gas and water absorb 17 per cent of the rural workforce, compared to the national average of 10.6 per cent.<sup>22</sup>

(There are several active types of big and small housing schemes. Low income group housing scheme, middle income group housing scheme, higher income group housing scheme, Tamil Nadu Government housing scheme, small industrial housing scheme, slum improvement housing scheme, special clearance housing scheme, special low cost housing scheme, rural housing scheme and police housing scheme are the various schemes in which the Government of Tamil Nadu has completed 1,78,920 houses during the period April 1961 to September 1989.<sup>23</sup>)

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<sup>21</sup> M. Subbu, "Mobilization in the Unorganised Sector - The Case of Construction Workers in Tamil Nadu", *Seminar Paper*, Madras Institute of Development Studies, Chennai, 1984, p. 36.

<sup>22</sup> S. Guhan, "Tamil Nadu Economy - Performance and Issues," *Bulletin - Madras Development Seminar Series*, XVII(2): 111, 1990.

<sup>23</sup> Government of TamilNadu, Department of Statistics, *Abstract of Statistics for Tamil Nadu*, XXX(4): 13, 1989..)

Construction sector in Tamil Nadu, which accounted for 9.53 per cent of state income during 1980-81, had manifested a growth of 19.63 per cent in 1987-88.<sup>24</sup>

In Tamil Nadu, the construction sector could offer employment opportunities for 2.34 lakhs in 1977; 3.39 lakhs in 1981; 4.89 lakhs in 1991. The corresponding percentages to the totals were 1.6, 1.8 and 2.11 respectively.<sup>25</sup>

During 1971-81 the growth rate of employment in construction sector was 3.78 percent and the corresponding figure for 1981-91 was 3.73 percent.<sup>26</sup>

As far as the contribution of the construction industry, to the net state domestic product (NSDP) of Tamil Nadu is concerned, a very encouraging trend is found. Naturally, huge investments are to be made for construction activities. Consequently, the share of the construction segment in the secondary sector and the contribution of the same to net state domestic product (NSDP) have been significant with very negligible ups and downs.

As computed by the Department of Statistics, Chennai, the construction industry has been contributing 6.73 per cent in 1970-71 to Tamil Nadu's net state domestic product (NSDP). During 1980-81, the share came down to 5.64 per cent.

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<sup>24</sup> Madras Institute of Development Studies, *A Manual of Source of Data on the Tamil Nadu Economy*, XIV(1): 36, 1989.

<sup>25</sup> *Census of India, 1971, 1981 and 1991.*

<sup>26</sup> *Census of India, 1991.*

The same increased to 6.90 per cent during 1990-91. Again, in 1996-97 it stood at 6.65 per cent. During the year 1990-91, the construction industry was able to contribute the maximum share of 6.90 per cent. Though ups and downs in the percentage levels were found the changes had been insignificantly small.

It can be understood that the construction sector of Tamil Nadu has been showing strong symptoms of an upward march. With necessary training and care, the construction workers can upgrade themselves and excel those in other States.

#### **Construction Activities in Tirunelveli District:**

Tirunelveli is one of the dynamic districts of South India. It has been accorded a place of prime importance among the districts of Tamil Nadu considering its vast socio-economic potentials of development and also its rich historical, social and cultural background.

As found at the national and state levels, the construction activities in Tirunelveli district have been promotive and progressive. A considerably large section of the population of the district has been engaged in construction activities both on a full time and part time bases.

The traditional and modern types of construction activities are found in Tirunelveli district which has already initiated the process of urbanisation. Several

types of construction activities like building of residential accommodation, administrative units and public utilities, construction of dams, river and canal banks, reservoirs and sanitation preserving projects, and provision of roads, bridges, drainages, parks and public amenities are being carried out periodically.

The central and state governments have been adopting suitable policies and programmes as far the development of the secondary and tertiary sectors of this district are concerned. All these efforts have become possible in the light of the availability of the rich natural resources and the willing co-operation of the people in general.

**Problem focus:**

Shelter is a significant branch of the economy next only to food and clothing. It enjoys basic significance in all welfare states. Naturally, the construction workers who constitute a vital input in the industry play a unique role. The construction workers have been consistently assuming added importance in all modern economies over the years. As a key branch of the service sector, construction activity has been accorded with considerable importance and preferential priority in developing economies as well. The provision of shelter depends mostly on the exertion of energy both mentally and physically by men and women. The skills of construction workers are able to influence the trend of economic upliftment itself.

Generally, the term 'construction workers' refers to skilled, semi-skilled and un-skilled workers who discharge physical work in the construction of several types of buildings such as houses, apartments, business centres, items of public utility like schools, hospitals, libraries, bridges, roads and also several types of administrative conveniences. It excludes professionals like engineers, designers and contractors.

Construction workers are essentially wage earners. Apart from the skilled categories, these workers are commonly classified by the nature of contract of their services as contractual labour or casual labour or hired workers. The labour contract can be broadly classified as (i) contract for a period and (ii) contract for a specific piece of work.

The workers on period contract attach themselves to well established building contractors and that ensures continuity of employment. The piece-wise contract workers and casual workers do not have any such guarantee and suffer many days of unemployment. They are not able to take up works directly. There are maistries (a sort of employment brokers) who arrange jobs for them for a charge. The contractors and maistries have market power to determine wages, by their control over avenues of jobs. Thus, there is much room for exploitation of construction workers, especially those who are unskilled and un-organised. The very nature of the work allows little scope for organisation of these workers. Therefore, trade unions are

small in number and weak in nature. The work is not standardised and that makes implementation of the Minimum Wages Act very difficult.

The construction workers reveal certain other features also. For example, they work hard but their bargaining capacity is low. Moreover, they are highly migratory in character. So, the strengthening of interpersonal and intra-personal relationship has been frequently halted. Again, a high degree of inadequacy is found in the implementation of welfare schemes.

The construction workers are confronted with a number of major and minor problems. The seasonal variations in construction activities like the rainy season affect their activities considerably. Consequently, several spells of unemployment occur. The rate of inflation and high cost of construction materials, distribution bottlenecks due to such causes as lorry strikes or other social unrests disturb work and several days of work and income are lost. As wage income is the main source of living of the construction workers, loss of work days and wages compel the workers to borrow for consumption purposes and that leaves a heavy burden of indebtedness.

The resultant debt-trap is another cause for exploitation, reducing the unorganised workers to the level of bonded labour. Yet another problem is the inbuilt risk involved in the work. Construction workers are often exposed to the risk of injuries and even death at times because there is no standardised protective

measures for the jobs involving risk such as, construction at high elevations and pollutions by dust and poisonous gases.

The cruel touch of poverty is not uncommon among certain types of construction workers. In addition to the common discrimination, found in wages paid to male and female workers, the latter are exploited physically also. Technically speaking, the market for construction workers is imperfect, discriminated, differentiated and exploitative in character. It is more favourable to the employers and middlemen than to the workers.

The Government of Tamil Nadu prescribed a few safety measures and group insurance scheme; but they find little use in practice. Hence, a through study of the working and living conditions of construction workers will be useful to bring to light several problems faced by them and suitable remedial measures. Such studies may suggest specific steps fo 'organising' construction workers for collective bargaining and self help. It must be possible to identify the areas where government policies may help those socially and economically backward sections of the society, through training, organisation, minimum wages, safety regulations and security of job. The present study is one such an attempt.

**Objectives:**

The overall objective of this study is to understand and analyse the working and living conditions of construction workers in Tirunelveli district and thus it has its focus on their social and economic conditions. The following are the specific objectives of the study:

1. to study and compare the nature of employment, migration and living conditions of the construction workers of three categories namely skilled, semi-skilled and unskilled in urban and rural areas;
2. to analyse and compare the consumption pattern, propensity to consume and propensity to save of the construction workers;
3. to discuss the wage and wage structure and working conditions of the construction workers;
4. to study the role of trade unions in the fixation of wages and implementation of welfare measures relating to construction workers;
5. to describe the problems of construction workers in the study area;
6. to discuss the views and opinions of the maistries and contractors regarding construction workers and;
7. to offer suitable suggestions on the basis of the findings of the study.

### **A Few Limitations:**

As far as this study is concerned, limitations in terms of secondary data are not many. But, it was not very easy to fishout the actual figures from the contractors, maistries and even workers.

Most of the construction workers seem to be a little hesitant to provide the researcher with actual facts and figures. Invariably, they do not keep any accounting system and most of the workers do not reveal their items of expenditure. Hence, the researcher has to be conscious of the possible small computational errors. Necessary neutralising provisions have been made for such errors in analyses.

This study is limited to Tirunelveli district and to a sample of <sup>50</sup>300 construction workers. Therefore, the results of the study are reasonably applicable to the construction workers in the district. Any generalisation of the findings to other areas, must be done with abundant care to take into account local conditions.

## **Organisation of Thesis:**

In the light of the specific objectives of the study, this thesis is organised into seven chapters.

### **CHATER- I INTRODUCTION**

It carries a brief introduction, development goals, growth and employment, contribution of construction works to development, construction sector in Tamil Nadu construction activities in Tirunelveli district, problem focus, objectives, a few limitations and the chapter scheme.

### **CHAPTER – II CONCEPTS AND REVIEW**

It presents the key concepts and also a brief review of previous studies and past literature.

### **CHAPTER - III METHODOLOGY AND PROFILE**

This chapter states the methodology which includes the choice of the study area, scope of the study, period of study, sampling method, collection of data, tools of analysis and terminology.

## **CHAPTER - IV GENERAL CHARACTERISTICS OF CONSTRUCTION WORKERS**

This chapter analyses the nature of employment, migration, living condition, consumption pattern and standard of living of construction workers.

## **CHAPTER-V NATURE OF EMPLOYMENT AND WAGES**

This chapter presents a discussion of several aspects of the nature of employment, structure and determinants of wages, working conditions of labourers and the role of trade unions in promoting workers' welfare.)

## **CHAPTER - VI PROBLEMS OF CONSTRUCTION WORKERS**

This chapter describes the problems faced by the three categories of construction workers, specific problems faced by female construction workers and the views of building contractors and maistries.

## **CHAPTER-VII - SUMMARY AND CONCLUSIONS**

A summary of salient findings of the study is presented, conclusions are drawn, and the implications of the study for the betterment of construction workers and policies are stated in this chapter.)

## CHAPTER II

### CONCEPTS AND REVIEW OF LITERATURE

In a research, the concepts and reviews are used to make the study more clear and comprehensive. Review of previous literature is essential to have better understanding of the problem. This chapter is arranged into two sections - one to present key concepts and the other to present the review of past studies.

#### SECTION: I CONCEPTS

##### **Wages:**

The term 'wage' denotes all payments for labour services irrespective of the form or shape in which they are received such as hourly basis, daily basis, weekly basis, bi-weekly basis, monthly basis and salaries, fees, commissions, bonuses, boarding and lodging and other payments in monetary or real terms.<sup>1</sup>

##### **Wage Fixation:**

Wage fixation is a highly intricate problem requiring a deep study and understanding of each job. Under Indian conditions, wages, more than any other single demand of workers, have been responsible at all times for the largest extent of

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<sup>1</sup>G. Stephen Pietchnis, *The Canadian Labour Market*, (Toronto: Oxford University Press, 1975), p.228.