



Impact of wage polices international labor organization, on unorganized constructions workers: An empirical study

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Abstract

The International Labour Organisation has the tone setting for labour laws in India where it is adapted and implemented in India making suitable reformations. The rationalization of wages and the timely implementation of the provisions relating to wages and other work conditions relating to the labourers is worked out from time to time. The labourers in the unorganized sector are still the worst sufferers where the situation is very pitiable as they work under uncertainties and without any safety measures.

Keywords: unorganized sector, wages, international labour organisation, provisions

Introduction

The provisions are relating to overall impact of wage policies of ILO the fixing hours for normal working day considers in general how they fix the number of hours for a work which shall constitute a normal working day for a building construction workers, it inclusive of one or more specified intervals and provide for a day of rest in every period of seven days which shall be allowed to all building workers which shall be allowed to all building workers and for the payment of remuneration in respect.

Maintenance of registers and records giving the information of particular employees working under particular job assignment and information includes the work performed by them, the number of hours of work which shall constitute a normal working day, a day of rest in every period of seven days which shall allowed to them, the wages paid to them, the receipts given by them, if any overtime work.

Prohibition in certain buildings or other construction work the Risk assessment in Construction workers build, repair, maintain, renovate, modify and demolish houses, office buildings, temples, factories, hospitals, roads, bridges, tunnels, stadiums, docks, airports and more. The International Labour Organization (ILO) classifies the construction industry as government and private-sector firms erecting buildings for habitation or for commercial purposes and public works such as roads, bridges, tunnels, dams or airports. In India, construction workers also clean hazardous waste sites.

A construction site is a dangerous place full of potential hazards. Where safety measures should be taken such as helmets, mask to protect workers for there safety and this can be especially true for people unfamiliar with safety rules, such as clients who are visiting the worksite. Even veterans of the construction industry can be hurt on the job, including your employees.

India to ensure convention-100 relating to equal remuneration convention in ILO

National laws and regulations the adoption of labour laws and regulations is an important means of implementing ILO standards, promoting the ILO Declaration and the Fundamental Principles and Rights at Work, and putting the concept of Decent Work into practice. Under the ILO Constitution, the Office is committed to offering technical cooperation and advisory services to member States and to assist them in assessing and, where necessary, framing or revising their labour laws. This includes assistance in the development of national laws and regulations to allow ratification of Conventions or implementation of the corresponding principles.

Regulation of the hours to work including the establishment of a maximum working day in a week and Recognition of the principle towards equal remuneration for a work done by the workers and Regulation of labour supply, prevention of unemployment and provision of an adequate living wage.

A worker is a person who does a particular job to earn wage. But, an employee is an individual who is hired by an employer to do a specific job and earn a salary. A collective agreement is a commercial agreement as negotiated "collectively" between management and trade unions on behalf of employees or workers. The collective agreement regulates the terms and conditions of employees in their workplace and the duties of the employer. It is usually the result of a process of collective bargaining between an employer or a number of employers and a trade union representing workers.

In a recession, Building or other construction work will also try to reduce costs by keeping wages low. Some workers especially temporary workers without contracts may see wage cuts.

Proper incentives will motivate you to behave in a certain way, while preferences are your needs, wants and desires. Proper incentives provide you the motivation to pursue your preferences and it increases in productivity and morale.

Objectives of national wage and income policies is imperative in Indian unorganized labour market

The provision of minimum wages to workers employed in sweated industries by the fixation of the rate or rates of minimum wages by a process or by invoking the authority of the State. Minimum wage consists of a basic wage and an allowance linked to the cost of living index and is to be paid in cash, though payment of wages fully in kind or partly in kind may be allowed in certain cases. The statutory minimum wages has the force of law and it becomes obligatory on the part of the employers not to pay below the prescribed minimum wage to its employees. The obligation of the employer to pay the said wage is absolute. The process helps the employees in getting fair and reasonable wages more particularly in the unorganized sector and eliminates exploitation of labour to a large extent and also ensures rapid growth and equitable distribution of the national income thereby ensuring sound development of the national economy.

To fix wage citing

The Minimum Wages Act 1948 is an Act of Parliament concerning Indian labour law that sets the minimum wages that must be paid to skilled and unskilled labours. The Indian Constitution has defined a 'living wage' that is the level of income for a worker which will ensure a basic standard of living including good health, dignity, comfort, education and provide for any contingency. However, to keep in mind an industry's capacity to pay the constitution has defined a 'fair wage'. Fair wage is that level of wage that not just maintains a level of employment, but seeks to increase it keeping in perspective the industry's capacity to pay.

To improve the existing wage structure

Wage structure is generally the levels or hierarchy of job and pay ranges, It may mean the way the total wage of a worker or group of workers is composed for example including such elements as a basic rate, a piecework bonus and other forms of bonus, overtime, etc. as compare organized sector the unorganized sector pay less wages to workers, The ideal way to make certain improvement in the existing wage structure reflect market rates begins with annual compensation audits. This function is typically performed by in-house compensation professionals or contracted to an outside consultant. The process involves matching as many jobs as possible to one or more appropriate wage surveys to obtain market data. Employers then utilize data comparisons to test existing wage structures for alignment with the market. In addition to wage data, companies may also consider total compensation. After studying the market, analysts can make recommendations to tweak or increase benefits, add or change bonus compensation plans or design new incentives for sales personnel

To control Inflationary tendencies

Inflation is when the economy grows due to increased

spending. When this happens, prices rise and the currency within the economy is worth less than it was before. This basically means that the currency won't buy as much as it would before. When a currency is worth less, its exchange rate weakens when compared to other currencies. There are many methods used to control inflation, including some that work and some that don't work without damaging consequences such as a recession. For example, controlling inflation through wage and price controls can cause a recession and hurt the people whose jobs are lost because of it. The biggest challenges for exporters is due to the lack of knowledge about how to effectively market in abroad, many newly emerging developing countries have been unable to increase their export volume on their own. Even though they have advanced technology, social media tools, and digital marketing devices marketing outside of one's borders is a big challenge for most small businesses in any country. The purpose of Trade Promotion Organization is to encourage, promote and develop trade with other countries. A TPO can also conduct trade missions and bring foreign buyers to a local-based trade shows. In short, a TPO serves as an adviser of sorts to the government on international trade and related matters. Most governments make export promotion and development a priority because it helps them achieve certain economic development goals.

To improve the economic and social posting of the work class

Socioeconomic work class encompasses not just income but also educational attainment, financial security, and subjective perceptions of social status and social class. Social position determines individual's place in the social environment and social organisation. A group of social positions will create a social class and a circle. Socioeconomic is quality of life attributes as well as the opportunities and privileges afforded to people within society. Poverty is specifically not a single factor but rather is characterized by multiple physical and psychosocial stressors. Further, socioeconomic is a consistent and reliable predictor of a vast array of outcomes across the life span, including physical and psychological health and it is relevant to all realms of behavioral and social science, including research, practice, education and advocacy.

Incorporation of ILO principles in India

Giving effect to the fundamental rights of employees provided for in the ILO labour standards, as ratified and enshrined in both the National Constitution and labour law Providing a legal framework within which employees and employers can bargain collectively for the improvement of conditions of employment and Promoting fair labour standards, employees' participation in decisions affecting their interests in the workplace also Enforcing legal provisions, i.e. securing the fair, effective and expeditious resolution of disputes and unfair labour practices.

Here context is about the equitable condition of labour working and living standards for workers especially those in vulnerable situations. Low wages, instability of earnings and overall poor working conditions tend to be concentrated within certain groups of workers disproportionately women and members of socially disadvantaged groups and in some

sectors, such as domestic work. The programme achieves this by strengthening the capacities of national governments, workers' and employers' organizations, and other governance institutions to assess, design and implement effective policies, laws and programmes concerning wages and earnings, working time and other conditions of work.

Accomplishment of regulation of labour condition Generally speaking about the labour conditions cover topics and issues, from working time hours of work, rest periods, and work schedules to remuneration, as well as the physical conditions and mental demands that exist in the workplace. Working conditions are at the core of paid work and employment relationships.

The ILO monitors trends and developments regarding working time, work organisation, and work-life balance around the world and analyses key and emerging issues, in order to provide ILO constituents and policymakers with practical information and research-based policy advice grounded in state-of-the-art knowledge.

Hypothesis 1

H0: There is no relationship between the Precautionary Means Applied in India Labour market in India and Equal Remuneration Convention in International Labour

organisation.

Ha: There is a relationship between the Precautionary Means Applied in India Labour market in India and Equal Remuneration Convention in International Labour organisation.

Key to variables

- H1F1 : National Laws or Regulations
- H1F2 : Legally Established or recognized machinery for Wage Determination
- H1F3 : Collective Agreements between employees and Workers
- H1F4 : Protection of Wage Earners from the adverse effects of Economic Fluctuations.

Correlation between the precautionary means applied in India labour market in India and equal remuneration convention in international labour Organisation

The study establishes the relationship between the Precautionary Means Applied in India Labour market in India and Equal Remuneration Convention in International Labour organisation. The correlation coefficient values are as under table.

Table 1: Correlations

		H1F1	H1F2	H1F3	H1F4
H1F1	Pearson Correlation	1	.983**	.982**	.971**
	Sig. (2-tailed)		.000	.000	.000
	N	359	359	359	359
H1F2	Pearson Correlation	.983**	1	.990**	.979**
	Sig. (2-tailed)	.000		.000	.000
	N	359	359	359	359
H1F3	Pearson Correlation	.982**	.990**	1	.986**
	Sig. (2-tailed)	.000	.000		.000
	N	359	359	359	359
H1F4	Pearson Correlation	.971**	.979**	.986**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	359	359	359	359

** . Correlation is significant at the 0.01 level (2-tailed).

The variable, Legally Established or recognized machinery for Wage Determination shows high positive correlation with Collective Agreements between employers and Workers and also Collective Agreements between employers and Workers and Legally Established or recognized machinery for Wage Determination with r=0.990. This is followed by the variable, Collective Agreements between employers and Workers and

Protection of Wage Earners from the adverse effects of Economic Fluctuations and also with Protection of Wage Earners from the adverse effects of Economic Fluctuations and Collective Agreements between employers and Workers with r=0.986. There were significant inter-correlation among the independent variables with four items. The result indicate high of positive correlation among variables.

Table 2: Correlation

		H1F1	H1F2	H1F3	H1F4	
Kendall's tau_b	H1F1	Correlation Coefficient	1.000	.977**	.975**	.957**
		Sig. (2-tailed)	.	.000	.000	.000
		N	359	359	359	359
	H1F2	Correlation Coefficient	.977**	1.000	.977**	.960**
		Sig. (2-tailed)	.000	.	.000	.000
		N	359	359	359	359
	H1F3	Correlation Coefficient	.975**	.977**	1.000	.979**
		Sig. (2-tailed)	.000	.000	.	.000
		N	359	359	359	359

	H1F4	Correlation Coefficient	.957**	.960**	.979**	1.000
		Sig. (2-tailed)	.000	.000	.000	.
		N	359	359	359	359

** . Correlation is significant at the 0.01 level (2 tailed).

There exists a high degree of correlation between the variable, Collective Agreements between employers and Workers and Protection of Wage Earners from the adverse effects of Economic Fluctuations and also with Protection of Wage Earners from the adverse effects of Economic Fluctuations and Collective Agreements between employers and Workers with r=0.979. This is followed by the variable, National Laws

or Regulations and Legally Established or recognized machinery for Wage Determination and also Legally Established or recognized machinery for Wage Determination and National Laws or Regulations with r=0.977. There is a high degree of positive correlation from among the four variable identified under consideration.

Table 3: Correlation

			H1F1	H1F2	H1F3	H1F4
Spearman's rho	O18F1	Correlation Coefficient	1.000	.986**	.985**	.973**
		Sig. (2-tailed)	.	.000	.000	.000
		N	359	359	359	359
	O18F2	Correlation Coefficient	.986**	1.000	.981**	.970**
		Sig. (2-tailed)	.000	.	.000	.000
		N	359	359	359	359
	O18F3	Correlation Coefficient	.985**	.981**	1.000	.987**
		Sig. (2-tailed)	.000	.000	.	.000
		N	359	359	359	359
	O18F4	Correlation Coefficient	.973**	.970**	.987**	1.000
		Sig. (2-tailed)	.000	.000	.000	.
		N	359	359	359	359

** . Correlation is significant at the 0.01 level (2-tailed).

There exists a high degree of correlation between the variable, Collective Agreements between employers and Workers and Protection of Wage Earners from the adverse effects of Economic Fluctuations and also Protection of Wage Earners from the adverse effects of Economic Fluctuations and Collective Agreements between employers and Workers with r=0.987. This is followed by the variable, National Laws or Regulations and Legally Established or recognized machinery for Wage Determination and also with Legally Established or recognized machinery for Wage Determination and National Laws or Regulations with r=0.986. There were significant inter-correlation among the independent variables with four items. The result indicate high of positive correlation among variables.

Conclusion

There tends to congruence between the correlations calculated between Pearson, Kendall and of as well as Spearman. The correlation values computed show high degree of positive correlations. This indicates that the correlation exhibit

consistency under all the measurement models.

Hypothesis-2

H0: There is no relationship between the Migration of workers and costs to the construction owners.

H1: There is a relationship between the Migration of workers and costs to the construction owners.

Key To Variable

- H2F1 : Instability of workers leads to payment of wages for time not worked.
- H2F2 : Costs due to delay of work due to migrant work attitude
- H2F3 : Loss of efficiency of crew members
- H2F4 : Cost of replacing workers if they leave in between
- H2F5 : Costs of rescheduling of work to other workers.

T-Test: One sample test is conducted where the T- values have got as under. The table value for 358df under T-Test is shown in the following table.

One-Sample Test

Table 4

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
H2F1	66.795	358	.000	3.992	3.87	4.11
H2F2	65.538	358	.000	3.975	3.86	4.09
H2F3	65.499	358	.000	3.994	3.87	4.11
H2F4	68.374	358	.000	4.014	3.90	4.13
H2F5	68.585	358	.000	4.061	3.94	4.18

The T-test show the variables tend to that the distribution is normal.

Anova

Table 5

		Sum of Squares	df	Mean Square	F	Sig.
H2F2	Between Groups	466.979	4	116.745	7.131E3	.000
	Within Groups	5.795	354	.016		
	Total	472.774	358			
H2F3	Between Groups	471.453	4	117.863	6.384E3	.000
	Within Groups	6.536	354	.018		
	Total	477.989	358			
H2F4	Between Groups	434.000	4	108.500	4.301E3	.000
	Within Groups	8.931	354	.025		
	Total	442.930	358			
H2F5	Between Groups	429.260	4	107.315	1.776E3	.000
	Within Groups	21.392	354	.060		
	Total	450.652	358			

The ANOVA test between the Migration of workers and costs to the construction owners indicate existance of significance.

The influence of the Migration of workers and costs to the construction owners. Is found to be significant.

Regression

Table 6: Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	H2F5, H2F2, H2F4, H2F3 ^a	.	Enter

- a. All requested variables entered.
- b. Dependent Variable: H2F1

Model Summary

Table 7

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.996 ^a	.993	.993	.097

- a. Predictors: (Constant), H2F5, H2F2, H2F4, H2F3

ANOVA^b

Table 8

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	455.640	4	113.910	1.209E4	.000 ^a
	Residual	3.334	354	.009		
	Total	458.975	358			

- a. Predictors: (Constant), H2F5, H2F2, H2F4, H2F3
- b. Dependent Variable: H2F1

Coefficients^a

Table 9

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.036	.020		1.812	.071
	H2F2	.403	.037	.409	10.811	.000
	H2F3	.344	.037	.352	9.288	.000
	H2F4	.270	.036	.265	7.559	.000
	H2F5	-.026	.026	-.025	-9.98	.319

- a. Dependent Variable: H2F1

The "R" column indicates the value of R, the multiple correlation coefficient. R can be considered to be one measure of the quality of the prediction of the dependent variable: in the above table, 0.996^a. A value of 0.996^a, represents a good level of prediction. The "R Square" column represents the R² value (also called the coefficient of determination), which is the proportion of variance in the dependent variable that can be explained by the independent variables.

The F-ratio in the ANOVA table above tests whether the whole regression model is a good fit for the data. The table reveals that the independent variables statistically significantly predict the dependent variable, $F(4, 354) = 1.209E4$, $p < .0005$ (i.e., the regression model is a better fit of the data).

Conclusion

Despite providing many laws of social security in the constitution of India for organized and unorganized labour force, still the situations of unorganized labour remain same, only organized labours are enjoying the test of that fruits. There are lots of schemes have been framed by central as well as state government both, but

The Minimum Wages Act, 1938 is a special legislation, intending to meet certain socio-economic objectives. It attempts to vindicate the exploitation of the rights of the poor, illiterate and ignorant, who are in a socially and economically disadvantageous position. It is imperative, therefore that such legislations are not merely limited to paper but act as reassurance against the exploitation to improve the faith of people in the system. The State Governments are obligated to ensure compliance with the socio-economic legislations, the failure of which would amount to a violation of the Right to Life protected under Article 21 of the Indian Constitution.

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