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WAGE DIFFERENCES IN THE COMMERCIAL CONSTRUCTION SECTOR

(A CASE STUDY OF NOIDA UTTAR PRADESH)

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ABSTRACT

The present study aims at – identifying the wage differences in commercial construction sector by analysing the average earning of workers, wage rate (Category of skill), pattern of average occupational wage levels, wage deviation among construction workers and wage mean and standard deviation male and female workers. Wage differences in the commercial construction sector more strenuous than in other manufacturing industries. The construction workers do not face only wage differences in skill occupation work but also paid lower wages compare to minimum wage (National wage). Minimum and prevailing, and male & female wages are differences in the commercial construction sector in different way such as: different skill/occupation workers. And women face instability in work, they get poor remuneration discrimination in the payment of wages and virtual absence of enforcement of proactive of labour legislation. Their work is regarded as unskilled, but they are given no opportunity to acquire skills on the job. Usually, skill/training wage differences available in the commercial construction sector.

KEY WORDS: - *minimum wage, prevailing wage, male and female, skill /occupation workers, average earning, wage deviation.*

1.1 INTRODUCTION

A wage differences in the commercial construction sector is based on skill/occupation. And wage differences depend on skill/occupation work in the commercial construction sector. Prevailing and female wages is low comparison to minimum and male wages and wage deviations exist in this skill occupation. These wage differentials are mostly of difference in worker ability and the workers effort in performing the job. These also wage differentials across occupations, because of difference in the demand and supply of labourers for particular job or occupation. These differences arise primarily because of difference in the amount of education or training required and in the desirability of the job itself. Obviously, certain occupation worker such as: mason, tiles fitter, painter and electrician are getting more wages than other semi-skilled and unskilled workers. Workers, most of these wage differentials are the result of training and skill requirement.

Objective: To study the wage differences in the commercial construction sector

1.2METHODOLOGY

Purposive and random sample method used for collection the data from different construction sites (Princley, Amarpali, Prateek Silicon, Ajanara, Supertec) and sectors (66, 71, 72, 76, 100). Data has been classified skilled, semi-skilled and unskilled work and sub occupation work. On the other hand skill/occupation is divided (skilled; workers 100 male, semi-skilled; 85 male and 15 female, unskilled; 50 mala and 50 female).

1.3 SAMPLE SIZE

In the study 300 construction workers have been covered from NOIDA different construction sites. Data

were collected 60 samples from each sector and construction sites from purposive sampling and random method.

1.4 SAMPLE PROFILE

Primary data collection for the present study was done from construction workers those who are working in NOIDA. A total 60 construction workers (included male and female) selected from each sector 66, 71, 72, 76, 100 and construction sites. Purposive and random sample method used for collection the data.

1.5 STATISTICAL TOOLS

Data was analysed using Excel and Statistical Package for Social Science (SPSS) version 16.0. Mean wage is indicating to average wages of workers in relative work, SD is showing deviation of wages and CV is relative wage variance in among work. A 'P' value less than 0.05 indicated a statistically significantly association. And Gini Coefficient is measuring disparities among between male and female wages in different skill / occupation.

Table: 1 Sector wise distribution

Sector	Site Name	No. Of Workers	Percentage
66	Princley	60	20.00
71	Amarpali	60	20.00
72	Prateek	60	20.00
76	Supertec	60	20.00
100	Ajanara	60	20.00

Source: Field Survey March 2015

Construction worker were collected from six sectors and different construction sites- sector 66 (Princley), 71 (Amarpali), 72 (Prateek), 76 (Supertec), 100 (Ajanara). Total workers enrolled in this study 300 and out of 300 workers 60 (20%) each were from five sector.

2.1 PROFILE OF WORK

Table: 2 show the profile of work in the commercial construction sector.

Table: 2 Types of Occupation

Variable		No. Of Cases		Percentage		
Number of Workers	**Total**	**Male**	**Female**	**Total (%)**	**M (%)**	**F (%)**
1. Skilled	100	100	0	33.33	33.33	0
2. Semi-skilled	100	85	15	33.33	28.33	5
3. Unskilled	100	50	50	33.33	16.66	16.66
Total	300	235	65	99.99	78.32	21.66

Source: Field Survey March 2015

Using a purposive sample design, a total of 100 (33.3%) workers were selected from amongst Skilled, Semi-skilled and Unskilled workers.

2.2 AVERAGE EARNING OF WORKERS

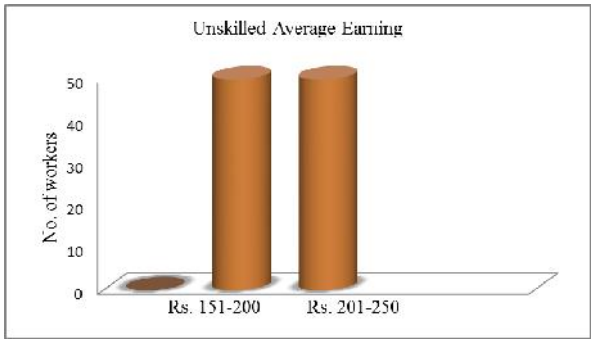
Table: 3 show the average earning of the workers:

Table: 3 Distribution of Workers by Skills and Wage Rate

Wage Rate (Per day in Rs.)	Rs.151-200		Rs.201-250		Rs.251-300		Rs.301-350		Rs.351-400		Rs.401-450		Rs.451-500	
Category of Skill	**Nos.**	**%**	**Nos.**	**%**	**Nos.**	**%**	**Nos.**	**%**	**Nos.**	**%**	**Nos.**	**%**	**Nos.**	**%**
Unskilled Worker	50	16.6	50	16.6										
Semi -Skilled Worker					52	17.33	48	16						
Skilled Worker					22	7.66	39	19	28	9.33	9	3	2	0.66
Total	**50**	16.6	**50**	16.6	**74**	24.66	**87**	29	**28**	9.33	**9**	3	**2**	0.66

Source: Field Survey March 2015

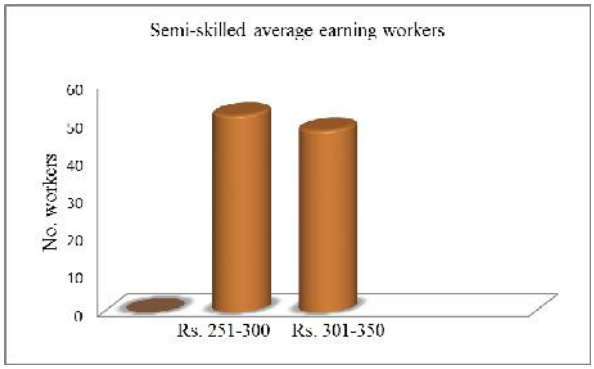
Graph: 1



Analysis in table & figure reveals that majority of unskilled workers 100 (n1 =50 male, n2 =50 female) are earning in between Rs. 151-250. Total percentages of workers (16.66%) were to unskilled labour. Range of wages has been divided into two segments. First, segment of wages was in between Rs. 151-200 and Second, Rs. 201-250.

Range was female wages in between Rs. 151-200. And female wages was less compare to male wages. Male workers were getting higher wages and range was male wages in between Rs. 201-250. On the other hand new workers are getting less wages compare to old workers. An old and new worker wage difference was Rs. 20.

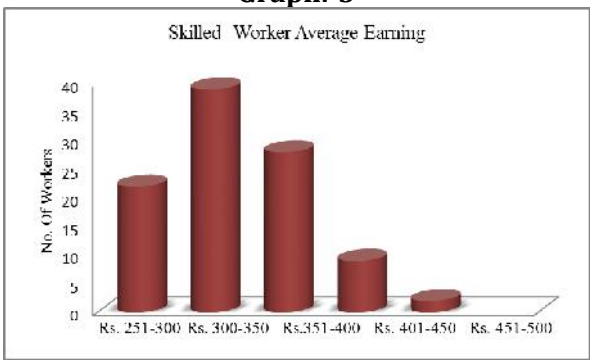
Graph: 2



Analysis in semi-skilled table & figure reveals that majority of semi-skilled workers were 100 (n1= 85 Male, n2=15 Female) are earning in between Rs.251- 350. Range of wages has been divided into two segments. First, segment of wages was in between (n=52 workers) Rs. 251-300 and Second, (n=48 workers) Rs. 301-350.

Female wages was engage in range of wages Rs. 251-300 with male. And male wages engage both range of wages Rs. 251-300 and Rs. 301-350. Maximum percentage of workers was in between range of wages Rs.251-350. Male and Female workers were getting similar wages in between range of wages Rs.251-300. And there was no one female workers present in between range of wage Rs.301-350.

Graph: 3



Analysis in skilled table & figure reveals that majority of skilled workers were 100 (n1=22, n2= 39, n3=28, n=9 and n=2). They were earning in between different range of wages. Maximum majority of workers were earning in between range of wages (n2=39) Rs. 300-350. And minimum majority of workers (n=2 and n=9) were engaged in between Rs. 401-500.

Because they were have knowledge of high skilled work such as: Electrician, Pipefitter and Machine operator. So they were getting high wages compare to other skilled work (Carpenter, Plastering worker, Machine Operator, Mason, Tiles fitter etc.). On the other hand, there was no one skilled female worker in commercial construction industry. And skilled work was covered only from male workers.

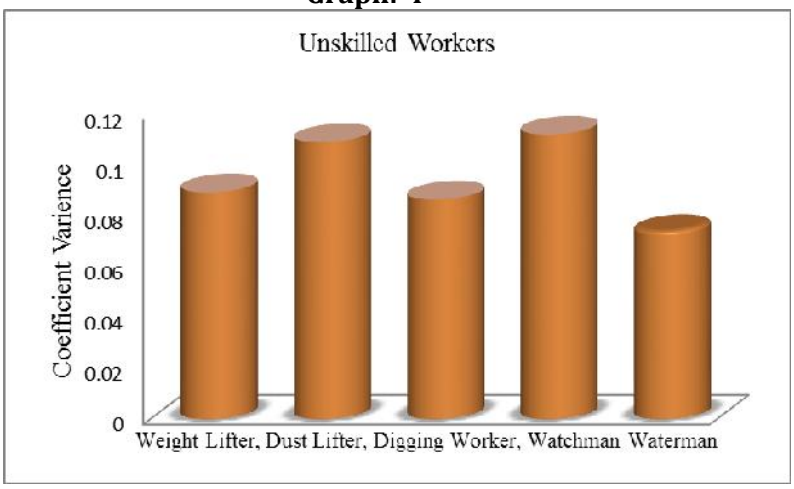
Table: 4 to 6 shows that mean wage standard deviation and coefficient variation among male skill / occupation:

Table: 4 Pattern of average Occupational Wage-levels and Wage Deviations among Construction Workers

S.No.	Skill / Occupation			
	Unskilled Workers	**Mean Wage**	**S.D.**	**C.V.**
1.	Weight lifter	235.5	21.08	0.08
2.	Dust lifter	227.5	24.86	0.10
3.	Digging Worker	233.5	20.28	0.08
4.	Watchman	215	24.15	0.11
5.	Waterman	237.5	17.62	0.07

Source: Field Survey March 2015

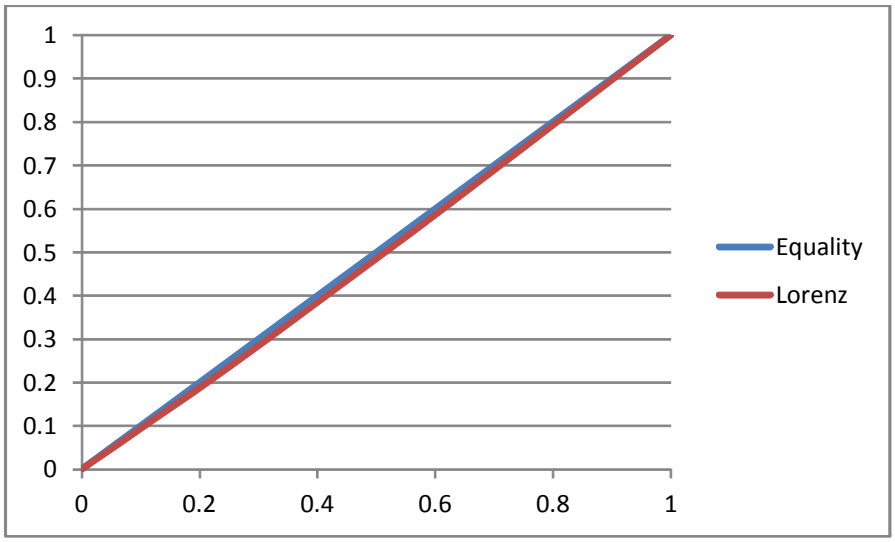
Graph: 4



Analysis table & figure reveals that Unskilled workers were; Weight lifter (n=10), mean wage (235.5 Rupees) and C.V. (0.08), Dust lifter (n=10), mean wage (227.5 rupees) and C.V. (0.10), Digging workers (n=10), mean wage (233.5 Rupees) and C.V. (0.08), Watch man (n=10), mean wage (215 Rupees) and C.V. (0.11) and Waterman (0.07), mean wage among workers (237.5) and C.V. (0.07). There was no high dispersion among relative wages but skill wage dispersion exists among different occupation.

Graph: 5

Gini Coefficient among relative Unskilled Skill / Occupation wages



Gini = 0.20115

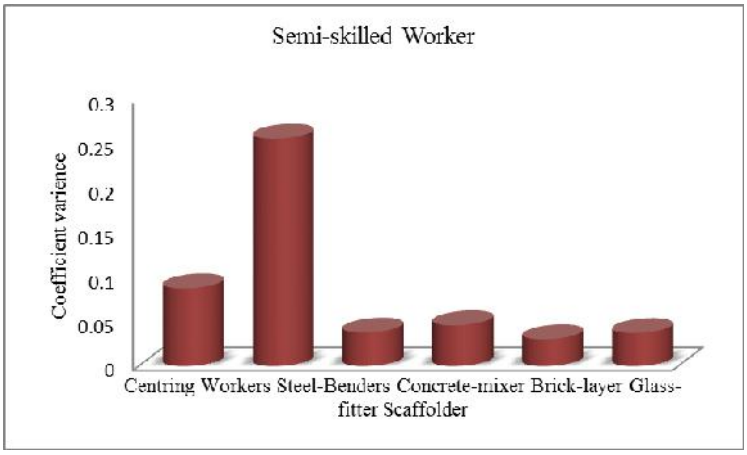
Gini Coefficient showing that there is no high wage differences among unskilled relative work. Gini coefficient value is 0.20115.

Table: 5

S.No.	Semi-skilled Worker	Mean wage	S.D	C.V
1.	Centring Worker	311	27.31	0.08
2	Steel-Bender	307.75	78.94	0.25
3.	Concrete Mixer	337.75	12.82	0.03
4.	Bricklayer	336	15.49	0.04
5.	Glass fitter	294	8.94	0.03
6.	Scaffolders	292	10.95	0.03

Source: Field Survey March 2015

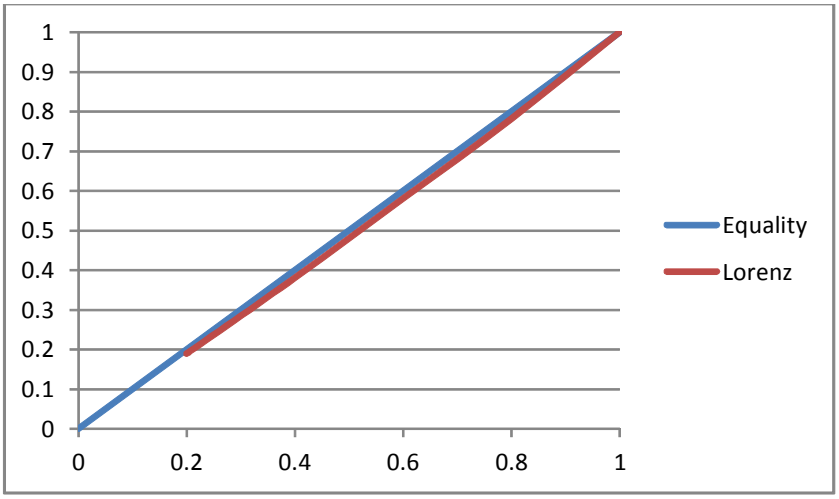
Graph: 6



Analysis table & figure reveals that Semi-skilled workers were; Centring (n=20), mean wage (311 Rupees) and C.V. (0.08), Steel-Bender (n=20), mean wage (307.5 rupees) and C.V. (0.25), Concrete Mixer (n=20), mean wage (337.75 Rupees) and C.V. (0.03), Bricklayer (n=15), mean wage (336 Rupees), and C.V. (0.04). Glass-fitter (n=5), mean wage (294 Rupees) and C.V. (0.03) and Scaffolders (n=5), mean wage (292 Rupees) and C.V. (0.03). There was no high dispersion in relative wages but skill wage dispersion was exists among different occupation.

Graph: 7

Gini Coefficient among relative Semi- Skilled / Occupation wages



Gini =0.027259

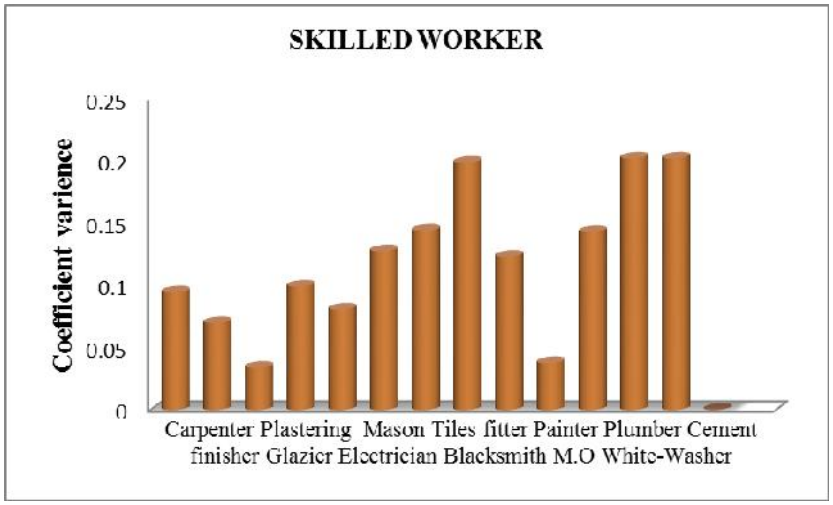
Gini Coefficient showing that there is no high wage differences among semi-skilled relative work. Gini coefficient value is 0.027259.

Table: 6

S.No.	Skilled Worker	Mean Wage	S.D	C.V
1	Sandblast Operator	0	0	0
2	Carpenter	370	34.96	0.09
3	Plastering Worker	370	25.81	0.06
4	Mason	374	12.64	0.03
5	Tiles fitter	415	41.63	0.09
6	Painter	320	25.81	0.08
7	Plumber (Iron)	360	45.94	0.12
8	Cement Finisher	375	54	0.14
9	Glazier	356	70.71	0.19
10	Electrician	340	41.83	0.12
11	Blacksmith	350	13.17	0.03
12	Pipefitter	350	50	0.14
13	Machine Operator	350	70.71	0.20
14	White-Washer	350	70.71	0.20

Source: Field Survey March 2015

Graph: 8

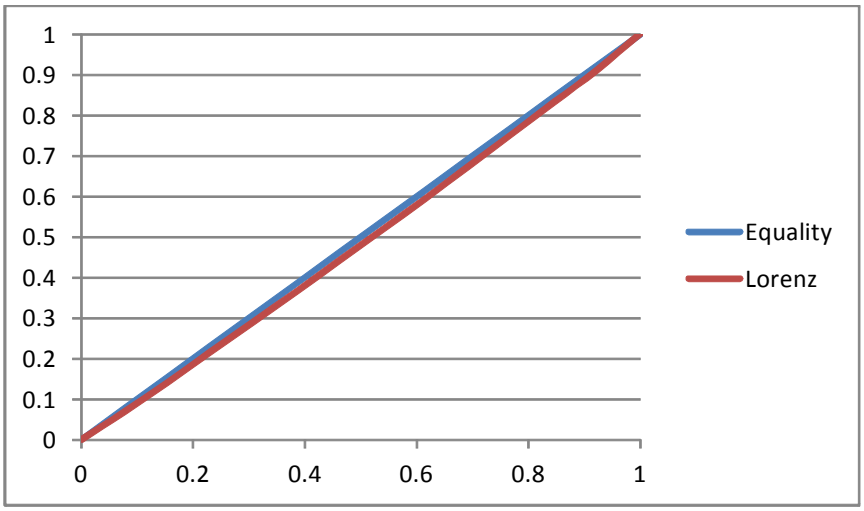


Analysis table & figure reveals that Skilled workers were; Carpenter (n=10), mean wage (370 Rupees) and C.V. (0.09), Plastering workers (n=10), mean wage (370 Rupees) and C.V. (0.06), Mason workers (n=10), mean wage (374 rupees) and C.V. (0.03), Tiles fitter (n=10), mean wage (415 Rupees), and C.V. (0.09). Painter (n=10), mean wage (320 rupees), and C.V. (0.08), Plumber Iron (n=10), mean wage (360 rupees) and C.V. (0.12), Cement finisher (n=10), mean wage (375) and C.V. (0.14). Glazier (n=5), mean wage (350), and C.V. (0.19), Electrician workers (n=5), mean wage (340), and C.V. (0.12), Blacksmith workers (n=5), mean wage (350), and C.V. (0.03), Pipefitters workers (n=5), mean wage (0.14), Machine operators workers (n=5), mean wage (350) and C.V. (0.20) and White Washer workers were (n=5), mean wage (350) and C .V. (0.20).

There was no high dispersion in relative wages but skill wages dispersion was exists in among occupation.

Gini Coefficient among relative Skilled / Occupation wages

Graph: 9



Gini = 0.02918

Gini Coefficient showing that there is no high wage differences among skilled relative work. Gini coefficient value is 0.02918.

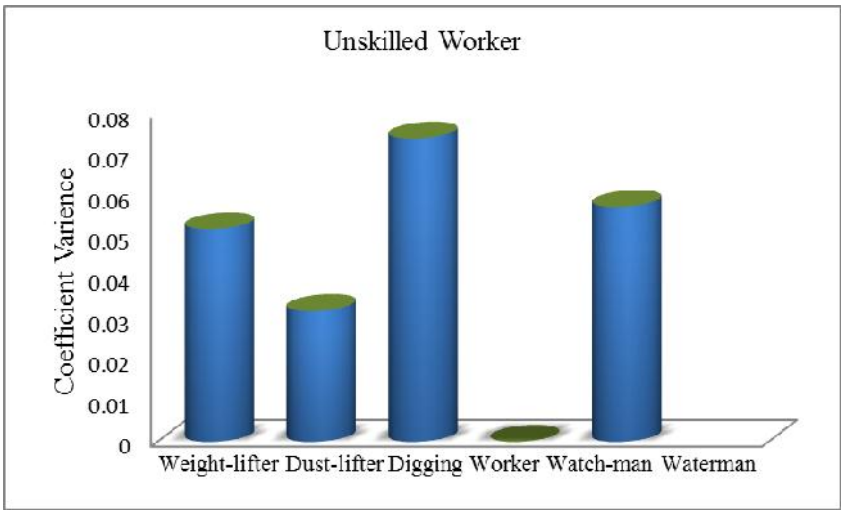
Table: 7 to 8 shows that mean wage standard deviation and coefficient variation among Female skill/occupation.

Table: 7 Wage mean and standard deviation of Female workers

S.No.	Skill / Occupation			
	Unskilled Workers	**Mean Wage**	**S.D.**	**C.V.**
1.	Weight Lifter	192	9.96	0.05
2.	Dust Lifter	198	6.32	0.03
3.	Digging Worker	185	13.69	0.07
4.	Watchman	-	-	-
5.	Waterman	192	10.95	0.05

Source: Field Survey March 2015

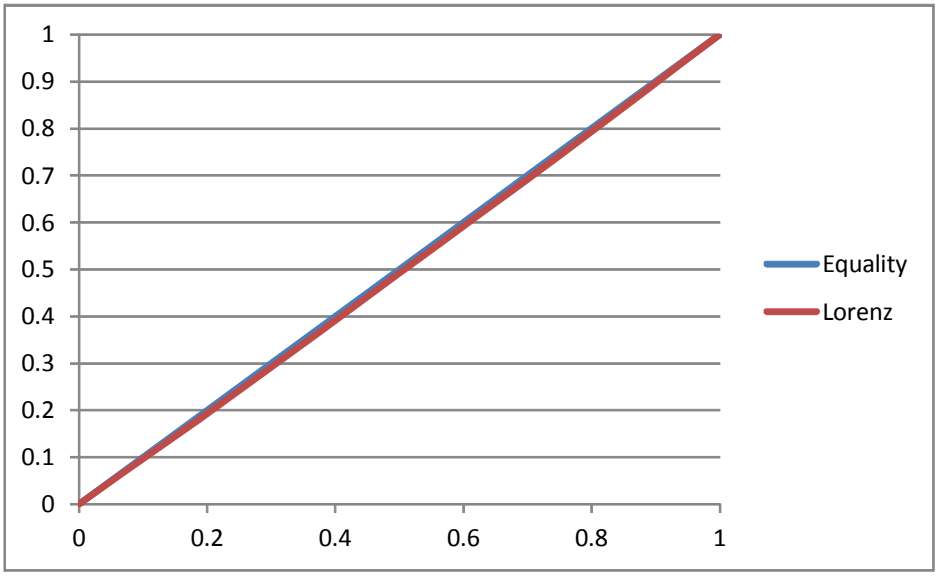
Graph: 10



Analysis table & figure reveals that Unskilled workers were; Weight lifter (n=30), mean wage (192 Rupees) and C.V. (0.05), Dust lifter (n=10), mean wage (198 rupees)) and C.V. (0.03), Digging (n=5), mean wage (185 Rupees) and C.V. (0.07), Waterman workers (0.07), mean wage (237.5) and C.V. (0.07), There were no female watchman workers present in commercial construction sector. And there was no high dispersion in relative wages but skill wage dispersion was exists among different occupation.

Gini Coefficient among relative Unskilled Skill / Occupation wages

Graph: 11



Gini = 0.065474

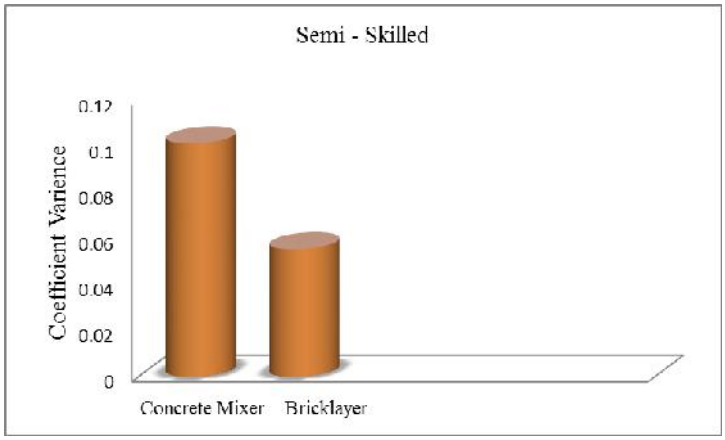
Gini Coefficient showing that there is no high wage differences among unskilled relative work. Gini coefficient value is 0.065474.

Table: 8

NO	Semi-skilled	Mean Wage	S.D.	C.V.
1.	Concrete Mixer	270	27.38	0.10
2.	Bricklayer	237.5	13.17	0.55

Source: Field Survey

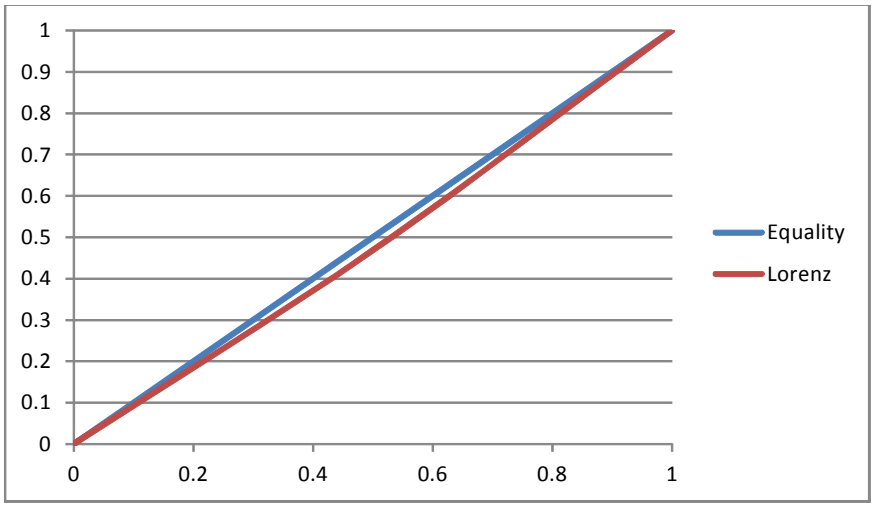
Graph: 12



Analysis table & figure reveals that majority of Semi-skilled Centring, Steel-Benders and Glass- fitter's female workers were not present in commercial construction industry. Concrete – mixer female workers were (n=5), mean wage among female workers were (270 Rupees) and C.V. (0.10) and Bricklayer female workers (n=10), mean wage (237.5 Rupees) and C.V. (0.55). There was no high wage dispersion in relative wages. But skill wage dispersion was exists among different occupation.

Gini Coefficient among relative Semi-skilled Skill / Occupation wages

Graph: 13



Gini = 0.065474

Gini Coefficient showing that there is no high wage differences among semi-skilled relative work. Gini coefficient value is 0.065474.

Table: 9 to 11 shows that significance of difference among wage and skill/occupation.

Table: 9

Wage variance across skill (Male) & Significance of Difference

Skill/Occupation	Wage Rate (Per day) According to (Minimum Wage Act)	Prevailing average wage rate (in Rs. Per day)	S.D.	C.V	Significance of Difference	
Unskilled	276.66	229.7	42.05	0.18	¡ ²	**P**
Semi-skilled	367	313.08	25.88	0.08		
Skilled	382.16	331.78.	229.9	0.63	0.14	0.99

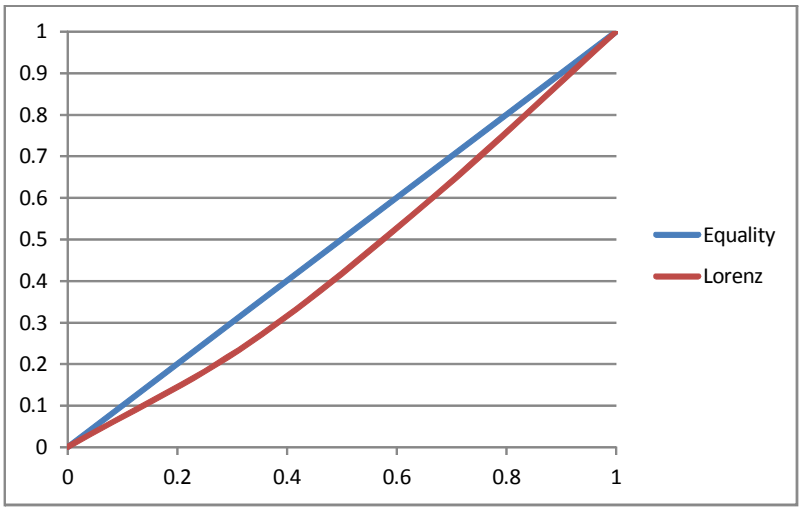
Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

Analysis of table that total majority of Unskilled, Semi-skilled and Skilled Workers were (n=50), (n=85) and (n=100). Unskilled workers minimum wage (276.66 rupees), mean (Prevailing) wage (229.7 rupees) and C.V. (0.18), Semiskilled workers minimum wage (367 rupees), mean (Prevailing) wage (313.08 rupees) and C.V. (0.08) and Skilled workers minimum wage (382.16 rupees) mean (Prevailing) wage (331.78 rupees) and C.V. (0.63). In between different skill/occupation unskilled, semi-skilled and skilled workers mean wage and C.V. difference was high. But relative mean wage and C.V wag not high, it was minimum differences.

According of Minimum wage act 2014 wage rate (per day) 276.66 rupees and Prevailing average wage rate (Per day) were 192.5 rupees in commercial construction sector for unskilled female workers. And Minimum and Prevailing average wage difference was 84.16 rupees.

Prevailing average wages were different in different occupation. Weight lifter, Dust-lifter, Digging worker, Watchman and Waterman in average wages were 192, 198, 185 and 192 and wage differences in between minimum and prevailing wages were 84.66, 78.66, 91.66 and 84.16.

Gini Coefficient among male Skill / Occupation wages
Graph: 13



Gini = 0.097689

Gini Coefficient 0.097689 showing that wage differences exist among skill, semi-skilled and skilled wages in male workers.

Wage variance across skill (Female) & Significance of Difference
Table: 10

S.No.	Skill/Occupation	Wage Rate (Per day) According to (Minimum Wage Act)	Prevailing average wage rate (in Rs. Per day)	S.D.	C.V	Significance of Difference	
1.	**Unskilled**	276.66	192.5	10.16	0.052	¡²	**P**
2.	**Semi-skilled**	367.66	298.33	24.02	0.096	1.58	0.45

Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

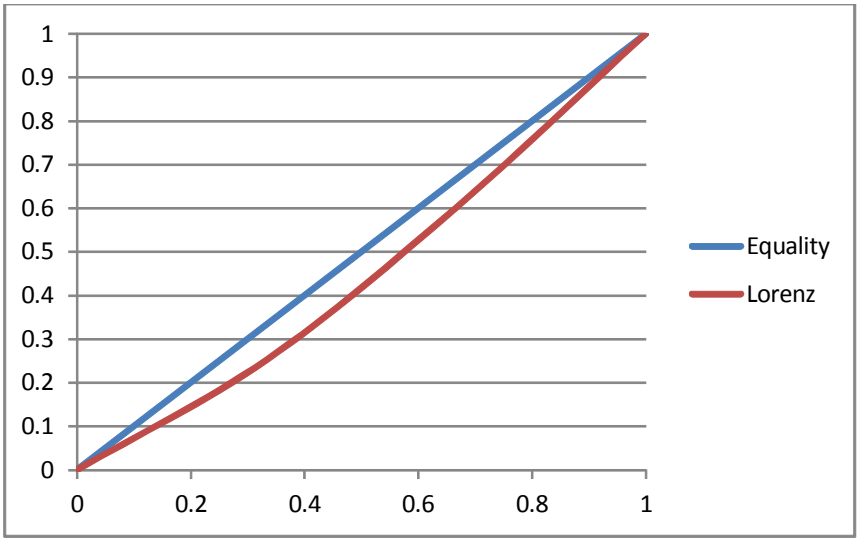
Analysis of this table that total majority of female unskilled and semi-skilled workers were (n=50) and (n=15). Unskilled workers minimum wage 276.66 mean (Prevailing) wage were 192.5 rupees and C.V. (0.052). Semi-skilled workers minimum wage 367.66 rupees, mean (prevailing) wage were 248.33 rupees and C.V. (0.096).

And unskilled and semi-skilled wage difference was high but there was no high wage variation among same occupation.

Statistically, Minimum and Prevailing wage is not significant in female workers (P>0.05). Result showing that female worker is getting lower wages compare to minimum wage act.

Gini Coefficient among female Skill / Occupation wages

Graph: 14



Gini = 0.063324

Gini Coefficient 0.0063324 showing that wage differences exist among skilled and semi-skilled wages in male workers.

On the other hand there were on one female skilled workers present in skilled occupation.

Table: 11

Wage Rate and Significance of Difference in between Male and Female

Skill/Occupation	Prevailing Male Average wage rate (In Rs. Per day)	Prevailing Female Average wage rate (In Rs. Per day)	Significance of Difference	
			¡ ²	P
Unskilled	229.7	192.5	1.025	0.59
Semi-skilled	313.08	298.33		
Skilled	331.78	NA		

Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

Statically, Male and Female wages are not significant (P>0.05). Result showing that female workers are getting lower wages compare to male workers.

Table: 12 to 16 show that minimum, prevailing wages and wage differences among male skill/occupation:

Table: 12

Wage Rate and Wage difference in Building Construction Sector (Unskilled Male Workers)

S.No.	Skill/Occupation	Wage Rate (Per day) According to (Minimum Wage Act)	Prevailing average wage rate (In Rs. Per day)	Wage Difference
	Unskilled Workers	**276.66**	**229.7**	**46.96**
1.	Weight lifter		235	41.66
2.	Dust lifter		227.5	49.16
3.	Digging Worker		233.5	43.16
4.	Watchman		215	61.66
5.	Waterman		237.5	39.16

Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

Analysis of this table that according of Minimum wage act 2014 wage rate (per day) 276.66 rupees and Prevailing average wage rate (Per day) were 229.7 rupees in commercial construction sector for unskilled male workers. And Minimum and Prevailing average wage differences was 46.96 rupees.

Prevailing average wages were difference in different sub-occupation. Weight lifters, Dust-lifter, digging Worker, Watchman and Waterman in average wages were 235, 227.5, 233.5, 215 and 237.5 and wage differences in between minimum and prevailing wages were 41.66, 49.16, 43.16, 61.66 and 39.16.

Table: 13 Wage Rate and Wage difference in Building Construction sector (Semi-skilled Male Workers)

S.No.	Skill/Occupation	Wage Rate (Per day) According to (Minimum Wage Act)	Prevailing average wage rate (In Rs. Per day)	Wage Difference
	Semi-skilled Worker	**367**	313.08	**53.92**
6.	Centring Worker		311	56
7	Steel-Bender		307.75	59.25
8.	Concrete Mixer		337.75	29.25
9.	Bricklayer		336	31
10.	Glass fitter		294	73
11.	Scaffolders		292	75

Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

Analysis of this table that according of Minimum wage act 2014 wage rate (per day) 367 rupees and Prevailing average wage rate (Per day) were 313.08 rupees in commercial construction sector for Semi-Skilled workers. And Minimum and Prevailing average wage differences was 53.92 rupees.

Prevailing average wages were difference in different sub-occupation. Centring worker, Steel-Bender, Concrete mixer, Brick layer, Glass-fitter and Scaffolders in average wages were 235, 227.5, 233.5, 215 and 237.5 and wage differences in between minimum and prevailing wages were 59.25, 29.25, 31, 73 and 75.

Table: 14
Wage Rate and wage difference in Building Construction sector (Skilled Workers)

S.No.	Skill/Occupation	Wage Rate (Per day) According to (Minimum Wage Act)	Prevailing average wage rate (In Rs. Per day)	Wage Difference
	Skilled Worker	**382.16**	**331.78**	**50.38**
12.	Sandblast Operator		0	0
13.	Carpenter		370	12.16
14.	Plastering Worker		370	12.16
15.	Mason		374	8.16
16.	Tiles Fitter		380	2.16
17.	Painter		320	62.16
18.	Plumber (Iron)		360	22.16
19.	Cement Finisher		375	7.16
20.	Glazier		356	26.16
21.	Electrician		340	42.16
22.	Blacksmith		350	32.16
23.	Pipefitter		350	32.16
24.	Machine Operator		350	32.16
25.	White-Washer		350	32.16

Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

Analysis of this table that according of Minimum wage act 2014 wage rate (per day) 382.16 rupees and Prevailing average wage rate (Per day) in average wages were 331.78 rupees in commercial construction sector for Skilled workers. And Minimum and Prevailing average wage differences was 50.38 rupees.

Prevailing average wages were difference in different sub-occupation. Sandblast Operator, Carpenter, Plastering, Mason, Painter, Cement-finisher, Glazier, Electrician, Black-smith, Pipefitter, Machine Operator and White-washer average wages were 370, 370, 374, 380, 320, 360, 375, 356, 340, 350, 350, 350 & 350. And wage differences in between minimum and prevailing wages were 12.16, 12.16, 8.16, 2.16, 62.16, 22.16, 7.16, 26.16, 42.16, 32.16, 32.16, 32.16 and 32.16.

Table: 15 to 16 show that minimum, prevailing wages and wage differences among female skill/ occupation:

Table: 15
Wage Rate and Wage differences in Building Construction Sector (Unskilled Female Workers)

S.No.	Skill/Occupation	Wage Rate (Per day) According to (Minimum Wage Act)	Prevailing average wage rate (In Rs. Per day)	Wage Difference
	Unskilled Workers	**276.66**	**192.5**	**84.16**
1.	Weight lifter		192	84.66
2.	Dust lifter		198	78.66
3.	Digging Worker		185	91.66
4.	Watchman			
5.	Waterman		192	84.66

Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

Analysis of this table that according of Minimum wage act 2014 wage rate (per day) 276.66 rupees and Prevailing average wage rate (Per day) were 192.5 rupees in commercial construction sector for Unskilled Female workers. And Minimum and Prevailing average wage difference was 84.16 rupees.

Prevailing average wages were difference in different sub occupation. Weight lifter, Dust-lifter, Digging worker, Watchman and Waterman in average wages were 192, 198, 185 and 192 and wage differences in between minimum and prevailing wages were 84.66, 78.66, 91.66 and 84.16.

Table: 16
Wage Rate and Wage differences in Building Construction sector (Semi-skilled Female Workers)

S.No.	Skill/Occupation	Wage Rate (Per day) According to (Minimum Wage Act)	Prevailing average wage rate (In Rs. Per day)	Wage Difference
	Semi-skilled Worker	**367.66**	298.33	**119.33**
6.	Centring Worker			
7	Steel-Bender			
8.	Concrete Mixer		270	97.66
9.	Bricklayer		237.5	130.16
10.	Glass fitter			
11.	Scaffolders			

Source: Minimum Wage: Minimum Wage act 2014 and Field Survey March 2015

Analysis of this table that according to Minimum wage act 2014 wage rate (per day) Rs.367.66 and Prevailing average wage rate (Per day) were Rs.298.33 in commercial construction sector for Semi-skilled female workers. And Minimum and Prevailing average wage differences was Rs. 119.33.

Prevailing average wages were difference in different sub-occupation. Concrete mixer and bricklayer in average wages were 270 and 237.5 and wage differences in between minimum and prevailing wages were 97.66 and 130.16.

SUGGESTIONS

- Construction workers are getting low wages in NOIDA. So wage given to workers need should be to increase as per the rate of increase in general prices.
- Construction workers are not getting minimum wage. Therefore minimum wage should be sticky implementation on the construction sites.
- Skill/training is the main reason of the wage differences in the commercial construction sector. So skill training should be provided by the government and NGO for reduce the wage differences in skill/occupation work.
- Participation of women in all types of construction workers should be increased. Whereas women workers are willing they should be given a chance to become masons; plumbers, painters etc. This type's step would be beneficial for reduce the wage differences among male and female skill/occupation work.
- They are unskilled, semi-skilled and skilled workers but they are facing wage differences in the same skill/occupation work. Wage laws should be implementation on the construction sites.
- Wage payment should be direct by the wage contractor. There should not be role of the mediator for distribute the wages on the sites.

CONCLUSION

Commercial construction sector is based on the skill/ occupation work. Skill/training is the main reason of wage differences in this sector. Mean wage, Gini coefficient differences and variance is very high among skill/ occupation and very less relative skill/occupation work. Average earning of male and skilled workers are differentiated comparison to female and other skill workers. Significance of difference is high among minimum and prevailing and male & female wages and prevailing and female wage is low compare to minimum and male wages. On the other hand minimum wage act is not being following in commercial construction sector and prevailing wages are low comparison to minimum wages. Skill/ training are the major key of the wage differences & wage determination in the commercial construction sector. Skilled worker such as; mason, tiles-fitter and cement finisher are getting higher wages comparison to other skill / occupation workers (weightlifter, bricklayer and glass-fitter.

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