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Volume 11

Issue 3

ISSN 1994 – 7402

2018

Journal of Construction

EXPLORING CASUAL CONSTRUCTION WORKERS' JOB SECURITY DIFFICULTIES IN THE CENTRAL REGION OF SOUTH AFRICA

Lesiba George Mollo¹ and Fidelis Emuze²

^{1,2}Department of Built Environment,
Central University of Technology, Free State,
South Africa

Corresponding Author: Lesiba George Mollo
Email: lmollo@cut.ac.za

ABSTRACT

PURPOSE

The lack of job opportunities in the industrial sectors has increased the unemployment rate in most developing countries. This situation is evident in South African construction where people struggle to find and keep decent permanent jobs. The situation has encouraged the proliferation of the casualisation of employment in the industry.

METHODOLOGY

This article illustrates the challenges experienced by casual workers in the central region of South Africa. Mixed-methods data were used to understand the phenomenon in the construction industry context. The quantitative strand of the study involved 19 participants familiar with labour-intensive construction while the qualitative strand involved 24 interviewees and have lived experiences of the casual labour phenomenon.

FINDINGS

The results show that the lack of economic growth, inadequate education, poverty, inequality, and systematic corruption contribute to the casualization and low job security among construction workers. The persistence of casualization marginalised the psychosocial wellbeing of workers, apart from the negative image of the industry through poor cost, health and safety, time and quality performance.

VALUE FOR AUTHORS

The article focuses on the need to pay close attention to the wellbeing of people in the front line of construction.

KEYWORDS

Casual workers, Construction, Labour, People, Unemployment

1. INTRODUCTION

Construction labour productivity has a major influence on the economic development of a country¹. However, labour productivity is not improving in South African construction because labour unrest such as strikes, and protests produces a negative impact on the cost, quality, safety, and duration of work in construction². Although employment practice woes plague many industrial sectors in general, and it is explained that the construction industry is seen by the unemployed as a pathway out of poverty^{3,4}. Uneducated people struggling to get permanent jobs chooses to earn a living by becoming casual construction workers^{4,5}. The pipeline of casualisation seems to be on the rise in recent decades. Similar to reported news in developing economies, the use of casual workers in South African construction has increased because of heightened employer preference². The reason why uneducated people choose to seek employment in the construction industry is because the construction work generally attracts unskilled workers⁶. The intensive use of manual labour in the industry makes it easier for people with little or no education to obtain employment.

As a result of low barriers to entry, the construction industry in South Africa as at 2014 is a significant job opportunity vehicle for general workers as statistics show that employment in the industry accounts for around 8% of the total formal employment and around 17% of the total informal employment (casual workers)². Previously, contractors used to employ their labour operatives (general workers) on a permanent contract. However, in recent years, contractors globally are more inclined to employ general workers, often called 'labourers', on a casual (often daily) basis⁴. It is reported that unemployed people migrate from rural areas to big cities in the hope of changing their lives⁷. The International Labour Organization (ILO) corroborates the previous statement by reporting that casualisation is on the rise as the number of people employed as casual workers have grown significantly, especially in the construction industry⁸. Casual workers in construction started to grow in numbers at the turn of the century when casual workers were estimated at 85% in the Philippines, 66% in Mexico, 77% in the Republic of Korea, and 74% in Malaysia⁴. The estimations are in relation to the entire labour force in the industry in each country. In fact, the ILO contends that the construction industry experienced a major phenomenon regarding casualisation and



outsourcing of labour work in many countries such as China, India, the Russian Federation, Brazil and the Gulf States⁹.

The demand for casual workers in the industry has increased worldwide⁴. According to the reports issued by the ILO, globalisation and technological change have led to a decline in permanent jobs in the manufacturing industry⁸. The decline of permanent jobs in the industry elevated the extent of job insecurity, stress and other psychosocial factors confronted by people in construction. Within the South African context, casualisation of employment is commonly adopted in industries where demands for employment are highly variable and business owners shy away from employing people on a permanent basis⁵. Such employment is found in construction work, migratory farm labour and other jobs which require manual labour or unskilled workers¹⁰. Across the world, the employment of labour on a casual basis leads to job insecurity, low wages, poor working conditions, and non-membership of trade unions⁴. Most researchers have emphasised that general workers employed on a casual basis are often victims of loss in the form of the absence of medical care allowance, lack of promotion at work, lack of gratuity and other severance benefits, lack of leave or leave allowance, and lack of accident insurance at work^{4,5,10,11}.

Most countries experiencing an increase in casual workers fail to protect and honour the rights of casual workers, which are highlighted in the constitutions of most countries¹². In other words, casual workers are subjected to inappropriate labour practices despite a measure of legislative cover for them. For example, in South Africa, it should be noted that there is no definition of a 'casual worker' in the current labour legislation. However, 'casual workers' were acknowledged in the old Basic Conditions of Employment Act of 1983, but the recent Act of 1997 does not mention them. Nevertheless, casual workers' rights in South Africa are generally similar to the rights of permanent employees if they work more than 24 hours in a month¹³.

This article is aimed at illustrating the challenges experienced by casual workers, which are likely to make a significant contribution to the socioeconomic concerns of people. The motivation for this study is the notion that casual workers' dilemma has multiple effects (such as poor payment arrangement, unsafe working conditions and lack of respect) on people in construction, apart from the concerned operatives. The problem that is reported in this article, is grounded in the fact that casual construction workers are experiencing challenges. Most of the casual workers working in construction suffer from a poor payment arrangement (cheap labour) compounded by unsafe working conditions⁴. These reported challenges are connected to social and economic conditions⁴. The construction industry hires most of the casual workers because the industry is labour intensive and uneducated people settle in easily⁶.

2. AN OVERVIEW OF CASUALISATION OF WORK IN CONSTRUCTION

The term 'casual worker' is described as someone employed without a clear written contract for a short period. The employment is designed for a short period and, the duration of the work is often not stipulated¹⁰. Bamidele described casualisation as the method adopted by the construction business to employ people as a freelancer, on an occasional basis, and on a short-term period instead of a permanent period¹⁴. For example, in physical labour-intensive work environments, casual employment is classified as a vibrant feature of operations, especially in developing countries⁸. However, this phenomenon is not limited to developing countries. Reports from the European Union (EU) suggest that general workers are no longer employed on a permanent basis, but are employed on a temporary basis, on apprenticeship contracts, and for a part-time contract¹⁵. In understanding the causes of casual employment in Europe, Cuyper et al. stated that the deviation in the employment relations in most of the European countries was the consequence of changing the technical and economic environment in the early 1970s by the EU to strengthen working relationships¹⁶.

In the EU, casual construction workers have developed a culture of moving in and out of temporary employment on a regular basis to seek higher wages. Such a mindset and actions have made casual workers vulnerable to unemployment¹⁵. In most countries in the EU, casual workers working in the construction industry do not belong to a trade union. They either work on an individual contract of employment between them and the contractor or out of the collective agreement which governs their work¹⁷. It is important for the casual construction workers to fall under a trade union. This is because union representatives are responsible for negotiations with contractors for a suitable health and safety working environment and the working hours of the labourer⁸, as well as in the case of wage disputes. Not belonging to a union makes general workers vulnerable to exploitation, which may be encouraged by the fact that they do not fall under a trade union. Also, they do not have the capital to challenge the contractors or seek legal guidance¹⁷.

It is reported that in the British construction industry, majority of the registered construction companies use casual and insecure employment and 'labour-only' subcontractors as a method of employment¹⁸. Lack of labour regulations, especially in developed countries such as Britain, encourages construction companies to employ workers using methods such as learning on the job, casual employment, and output-based pay¹⁸. The method of using casualisation in the British construction industry has resulted in a shortage of skilled workers¹⁹. The contractors who fail to employ general workers but make use of labour-only subcontractors instigate the lack of skilled workers in the construction industry. Moreover, most of the labour-only subcontractor companies fail to provide skills' training to their casual workers¹⁹. They are always



unable to provide skills training to casual workers because of a short-term contract. The labour-only subcontractors fear that their relationship will not last long enough to recoup their investment²⁰. It is evident that the EU is experiencing increased casual employment in labour-intensive operations as Pirani and Salvini discovered in Italy. It is reported that the situation was the highest in the EU over the period from 1997 to 2008 when most of the victims of casualization were the youth¹⁵.

The reports outside Europe are similar. A recent study by the ILO reported that in Bangladesh and India (South Asia) nearly two-thirds of wage employment is casual; while in Mali and Zimbabwe (Africa), one in three employees is casual⁸. Even in Australia, it has been reported that casual employment is under a specific employment category and one out of four employees is casual⁸. The above narrative, therefore, shows that casualisation of work is a global phenomenon that is not localized to South Africa.

3. METHODOLOGY

The research data presented in this paper used both quantitative and qualitative analyses. A mixed-methods research approach was adopted²¹. The data for this study were collected from 2016 to 2018. Quantitative analysis was carried out to rate factors contributing to the growth of casualization in the industries²¹. Based on a detailed literature review, five critical factors contributing to the growth of casualisation were identified^{18,20,7,10,4,5}. These factors that have been highlighted in section 1 and 2 include lack of economic growth, inadequate education, inadequate legislation, poverty and inequality, and systemic corruption. More than forty (42) questionnaires were distributed to directors of medium-sized construction companies working on labour-intensive projects in the Free State Province. The survey questionnaire was purposive and consisted of closed-ended questions 21. The survey was limited to 42 participants who are contracted by the Department of Roads, Transport and Police in the Free State Province to work on road maintenance using labour-intensive method of construction. The selected participants often make use of casual workers on their road maintenance projects. However, out of 42 potential survey respondents, only 19 contractors returned a validly completed questionnaire. The response rate for the survey is therefore 45%. The closed-ended questions in the instrument were based on a five-point Likert scale. With the inclusion of an unsure option 'U' = 0, the scale ranged from 1 = minor to 5 = major. Descriptive statistics in the form of a mean score (MS) and inferential statistics were used to analyse the data. Statistical Package for the Social Sciences (SPSS) helped to compute the reliability measures in the form of Cronbach alpha, which provide a measure of the internal consistency of the scale.

Qualitative data was used to investigate the challenges experienced by casual workers in the same study. The qualitative data helped the researchers to understand social issues from 'lived experiences' of the participants in a study²². The qualitative data were collected from groups of casual construction workers in Bloemfontein (Free State Province) and Kimberly (Northern Cape Province). The selection of the 'casual construction workers' was based on purposive sampling techniques, that the interviewed participants should have the necessary knowledge and experience relating to a phenomenon²². The researchers visited the locations where casual workers were situated in the two cities. An invitation was extended to the casual construction workers to take part in the study and semi-structured focus group interviews were conducted to obtain the required data. The use of focus group interviews helped the researchers to gain knowledge of the attitude, beliefs and values of the casual workers in the two cities. The focus group interviews were structured under the titled theme 'challenges experienced by the casual workers in the construction industry.

To be specific, 15 casual construction workers were selected in Bloemfontein, while nine of them were selected in Kimberly for data collection. The total number of interviewees was 24 casual construction workers. In both cities, focus group interviews were used to understand the challenges experienced by casual workers. The focus group interview sessions often lasted between 45 and 60 minutes in duration. In total, seven interview sessions were conducted in both cities, five in Bloemfontein and two in Kimberly. In all interviews, the language of the interviews between the researcher and participants was in Sesotho (South African home language) and was translated into English. The sessions were recorded and transcribed. Thereafter, the transcribed data were analysed by focusing on the research question and eliminating responses which did not answer the question. The interviewed participants were aged between 25 and 40 years old (10 participants were below 25 yrs and 14 participants were above 40 yrs), and none of them had completed their secondary (high) school education. In addition, the race of the participants was black Africans and there were no female interviewees.

There are several ways of linking textual data to research questions and propositions. These are not limited to pattern matching, explanation building, time-series analysis, logic models, and cross-case synthesis. Pattern matching, which is at the core of thematic analysis, was adopted in this research. As shown in the textual data in section 4, pattern matching involves the comparison of a predicted theoretical pattern with an observed pattern in the collected primary data. The themes used to explain in the textual data in section 4 evolved through pattern matching conducted with the transcribed interview data.



4. RESEARCH FINDINGS

4.1. Challenges experienced by the casual workers in the construction industry

It was discovered that failure by both the public and private sectors to consistently produce decent permanent jobs has resulted in the perpetuation of a situation whereby uneducated people choose to earn a living through casual construction work. It was noted that casual construction workers have limited chances of obtaining decent permanent jobs in the mining sector or selected governmental intervention programmes such as the Expanded Public Works Programme (EPWP). This is because of the unethical decisions by ward councillors and community liaison officers (CLOs) when hiring people in the community projects. The interviewees cited several incidents where the relevant ward councillors and CLOs who, when appointing people to work for mining companies and government projects or programmes, overlooked them. A ward councillor is an official elected by the community to represent an area on the council. This councillor can represent either a political party, stand as an independent candidate, or represent a local association²³. However, a CLO plays a crucial communication role and acts as the connection between local communities, stakeholders and project developers by facilitating the project objectives²⁴. The interviewees from Kimberly had the following to say relating to the influence of a councillor and CLO:

"Should the mining companies wish to employ people, they communicate with the ward councillor and would tell the councillor to provide the name list of people they seek to employ. However, the councillor sends the list of people who are related or close to him to the companies. Often should those people on the list be employed, they are forced to pay a certain amount of money to the councillor from their monthly salary".

"In the case of the government projects or programmes such as EPWP. The councillor nominates a CLO and the CLO will recommend people who are selected by the councillor to be employed by the contractor. You find a situation whereby the councillor controls the CLO and the CLO controls the construction workers. If you are not part of the club, you must just forget about being part of the EPWP programme".

It is important to know that the EPWP project is designed to employ workers on a temporary or ongoing basis, either by the government, contractors, or non-government organizations under the Ministerial Conditions of Employment for the EPWP or leadership employment conditions. The programme contributes to economic growth, using job opportunities to address social issues²⁵. However, it is worrying that the casual construction workers have no expectations of ethical practices in the programme designed to empower them because of political decisions. Interference of government representatives in the process of labour

employment might also be the reason behind the contention that the construction industry is experiencing labour unrest².

The interviewees also explained that their lack of a high school certificate makes it difficult for them to secure permanent employment. Their opinions are based on the notion that most employers require a minimum qualification of either a university or a college qualification for permanent jobs. An interviewee from Kimberly explained that because of apartheid, his parents neither went to school nor saw the importance of schooling. His parents advised him to go to school only to learn how to read and to write. Later in life, he joined his father to work for a mining company. In the early 2000s, it was easy to obtain employment in the mining industry in Kimberly. It should be known that Kimberly is called 'The City of Diamonds' because of its diamond mining history. However, at the onset of the recent economic problems in 2008, he was retrenched from his mining work. Another interviewee from Bloemfontein explained that he had been working in the manufacturing industry prior to the economic recession. However, in 2007 the factory shut down, and he was forced to become a casual worker because of lack of education. Ten years on he has remained a casual worker in the construction industry. The stories from these interviewees are not strange/unusual? in a country where unemployment remains high at around 25%²⁶. Furthermore, high levels of unemployment combined with low levels of job creation and educational achievement have resulted in many semi- and unskilled workers at a time when labour-intensive industries such as construction, farming, mining and manufacturing have reduced their workforce's²⁶. This statement corresponds to the perceptions of the interviewees from Kimberly and Bloemfontein who previously worked in the mining and manufacturing industries.

For a proper understanding of the term 'casual construction worker', the interviewees were asked to provide a definition for it. It was defined as the process adopted by unemployed people to seek labour-intensive work by walking to the town in the morning and standing at the traffic light to seek employment. The target jobs include painting and renovating houses, cleaning the yard and cutting the grass. These groups of people are employed without a contract and do not have the right to negotiate their wages with their employers. It should be noted that the casual construction workers are experiencing challenges related to payment abuse by employers. For example, an interviewee said:

"The employers are not paying us according to our agreement, especially those who own construction companies. Yesterday the owner of a construction company took me to go and excavate the foundation of a house. After I finished the work, he told me that he does not have money, he will pay me in the morning, I'm still waiting for him, I arrived here at 6 o'clock in the morning, now is almost 12:00 in the afternoon he



never comes and pay me as he promised".

To address the issues of health and safety (H&S) on a construction site, the interviewees explained that their employers do not address it. Owing to the temporary nature of their engagement, the employers of casual workers do not expend any effort in providing the required personal protective equipment (PPE) for them. The construction sites on which they are working do not have any site safety measures. They stated that their employers do not care about their well-being since they only care about production work. An interviewee further explained that "...when you're working on a construction site, you must be intellectual; you must be able to determine areas which are not safe to carry out a task on your own." This comment implies that ignorance could be dangerous where important H&S signage and instructions are missing. The notion contradicts the advice by McAleenan and McAleenan who elucidated the importance of site safety warning signs²⁷. The importance of a sign is that it warns construction workers or visitors that they are about to enter a dangerous workplace where hazards could easily become risks.

4.2. Factors influencing the growth of casualization in the industries

Table 1 shows the ranking of five factors influencing the growth of casualization. The ranking of the factors is in terms of percentage responses on a scale of 1 to 5 where 0 = unsure, 1 = minor and 5 = major. The mean score (MS) ranking is between a minimum value of 1.00 and a maximum value of 5.0021. The analysed statistical survey data show that the highest ranked factor is 'lack of economic growth' at MS 3.26 with a response percentage of 23.0%, and the lowest ranked factor is 'systematic corruption' at MS 2.53.

It is not surprising that 'lack of economic growth' ranked first as it is reported that South Africa's economic prospects remain largely unfavourable over a short-term period. For example, the gross domestic product (GDP) growth is projected to increase from 1.3% in 2017 to 1.4% in 2018²⁸.

The factor ranked second is 'inadequate education' at MS 3.16 (22.3%). The third-ranked factor is 'inadequate legislation (law)' at MS 2.63 (18.6%), while the fourth-ranked factor is 'poverty and inequality' at MS 2.58 (18.2%). The macro state of the economy is well documented when, the Minister of Economic Development, Ebrahim Patel, issued a statement on September 01, 2017 that corruption costs the country GDP at least R27 billion (\$2.01 billion) annually as well as the loss of 76 000 jobs that would have been created²⁹. The statement of the Minister underscores the perceptions shown in Table 1. It can be concluded that the lack of economic growth, inadequate education, inadequate legislation and poverty and inequality are rooted in a system that should be addressed.

Cronbach alpha was adapted to test whether the collected statistical data was reliable or not²¹. Table 2 indicates the values of the reliability statistics, cronbach's alpha is recorded at 0.705 and the cronbach's alpha based on Standardized Items is recorded at 0.712. Based on the reliability test results in Table 2, it can be concluded that the represented cronbach alpha of 0.705 is acceptable and this alpha value suggests that the the statistical results in Table 1 are reliable. In-addition, Inter-Item Correlation Matrix represented in Table 3 was also adapted to measure the internal reliability of the Likert scale questions as described in the methodology section. Please note that Q1 represents poverty and inequality, Q2 represents inadequate education, Q3 represents systematic corruption, Q4 represents lack of economic growth, and Q5 represents inadequate legislation (Law).

Table 1: Factors influencing the growth of casualization in construction

Factors	Response (%)						MS	Rank
	Unsure	Minor.....Major						
	U	1	2	3	4	5		
Lack of economic growth	0.0	10.5	21.1	21.1	26.3	21.1	3.26	1
Inadequate education	0.0	5.3	26.3	31.6	21.1	15.8	3.16	2
Inadequate legislation (Law)	5.3	31.6	15.8	15.8	5.3	26.3	2.63	3
Poverty and inequality	0.0	21.1	31.6	26.3	10.5	10.5	2.58	4
Systematic corruption	5.3	31.6	15.8	21.1	5.3	21.1	2.53	5

Table 2: Reliability statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
0.705	0.712	5



Table 3: Inter-Item correlation matrix

Casualisation factors	Q1	Q2	Q3	Q4	Q5
Q1	1.000	0.703	-0.132	0.256	0.573
Q2	0.703	1.000	-0.092	0.144	0.549
Q3	-0.132	-0.092	1.000	0.538	0.245
Q4	0.256	0.144	0.538	1.000	0.524
Q5	0.573	0.549	0.245	0.524	1.000

5. DISCUSSION

The discourse on casualization highlights negative consequences for people in construction. Hence, in this study, the focus is on the casual workers employed in the construction industry because the industry is regarded as a significant employer in South Africa, spending around R262 billion (\$19.53 billion) on construction projects in 2013 and (R310 billion) \$23.11 billion in 2010². Dainty et al. explained that the construction industry remains one of the most reliable industries, employing almost two million people in the United Kingdom (UK), despite the growth in technology and manufacturing techniques²⁰. Regardless of the high numbers of people employed in construction, most of the medium and large construction companies in the UK no longer employ general workers on a permanent contract but use labour-only subcontractors to fill the labour employment requirements, as explained in the literature^{18,19}.

Doming and Jianxin explained the nature of the construction work, namely that it is a labour-intensive activity and can be executed anywhere³⁰. The reason that the construction industry is able to employ millions of people is that it is a labour-intensive industry. According to Dainty et al., the construction industry comprises both educated (professional) and uneducated people (general workers)²⁰. Perhaps, the foregoing argument is why 'limited education' was ranked second among the factors influencing the growth of casualization in the industries (Table 1). The uneducated people (casual workers) in this case are characterized by non-standard employment contracts. The evidence is highlighted in the literature^{4,9,7}. In addition, the findings show that uneducated people choose to become economically active through casualization in the construction industry. This may be because the South African economy is not growing as expected²⁸.

The interviewees explained that their lack of high school diplomas makes it difficult for them to secure permanent employment. Their opinion is based on the notion that most employers require the minimum qualification of either a university or a college qualification for permanent jobs in South Africa. In addition, casual construction workers in South Africa

are employed without a contract and do not belong to any trade unions. In this study, the interviewees from both cities explained that they are the victims of poor payment and improper agreement implementation with their employers. The interviewees recalled many times when they had been appointed without a written contract and their employers often manipulate their verbal agreement. This statement points to the statistical results that ranked 'system corruption'. To support this statement, the interviewees from Kimberly indicated as follows:

"The employers are not paying us according to our agreement, especially those who own construction companies. Yesterday the owner of a construction company took me to go and excavate the foundation of a house. After I finished the work, he told me that he does not have money, he will pay me in the morning, I'm still waiting for him, I arrived here at 6 o'clock in the morning, now is almost 12:00 in the afternoon he never comes and pay me as he promised".

The above results show that employers do not respect casual construction. In addition, the construction casual workers' problems are experienced in both developing and developed countries. For example, in Hong Kong, young uneducated people migrating from the rural areas to the cities prefer to work at the construction sites, where their contracts are non-standard³⁰. The study findings corroborate the statement of Daming and Jianxin. As one of the interviewees from Kimberly explained, he went to school to only learn how to read and to write; later in life he joined his father to work in the mining industry.

Unemployed people become casual workers because of their failure secured jobs. Daming and Jianxin stated that casual construction workers are a group of 'migrant job hunters' with little education³⁰. This study identified factors persuading uneducated people to become casual construction workers. The five factors leading to casualization in the industries are highlighted in Figure 1. For an adequate understanding of the highlighted casualization factors in Figure 1, see Table 2. The description of the casualization factors is based on the social and economic conditions faced by people in South Africa.



Table 2: Description of casualization factors

Factors	Descriptions
Lack of economic growth	Failure of the South African economy to grow due to a tense political climate and corruption, compel the private sector, especially the mining and manufacturing industries to close businesses and retrench their workers. Because of the nature of these industries, their general workers often do not have an adequate university or college qualifications, a situation that compels them to become casual workers after job layoffs.
Inadequate education	Formal access to education in South Africa is not yet a reality for everyone irrespective of the government intervention to subsidise primary and high school in the township and rural areas and, college and university for middle-class people (students are not paying school fees). Besides the government intervention, most young South African from the historically disadvantaged individual (HDI) category struggle to complete high school education. It is difficult for the South African people to get a decent or a permanent job without a university or college qualifications. The lack of job opportunities for people with limited education is increasing the population of casual workers in the country.
Inadequate Legislation (Law)	The labour law in South Africa does not compel the employers of casual workers to pay them a decent wage because they are not regarded as permanent employees.
Poverty and inequality	In South Africa, people are migrating from the rural area (villages) to the cities with the hope of changing their lives. However, the majority of people migrating to the cities are failing to get decent jobs and are struggling to survive. As such, they become the victim of poverty and inequality where they are staying at the shacks (informal settlement). Because of their circumstances, they end up as casual construction workers to survive.
Systematic corruption	It appears that politicians are unethically manipulating the system. The people at the lower class of the society (for example, casual construction workers) are the victims of unethical practices by politicians as elucidated in the interviews. Corruption designed by politicians and their associates is a major challenge that is preventing equality and justice in society. The unethical practices linked to local councillors and CLO where projects are located are notable.

The conceptual casualization schema was developed using the highlighted five ranked factors, which include a lack of economic growth, inadequate education, inadequate legislation (law), poverty and inequality, and systematic corruption. Lack of economic growth is the first step or the benchmark of casualization in South Africa. Systematic corruption is the last step or the umbrella of casualization in South Africa. While, inadequate education, inadequate legislation (law), and poverty and inequality are the middle steps contributing to high number of casualization in South Africa. These five casualization factors highlight the causes of casualization which can be blamed both on the public and private sectors, also on the victim 'casual construction workers' themselves. These factors contribute to the reason that socioeconomic challenges are increasing casualization in construction. Therefore, it is important to address these factors and address the dilemma of casualization in society, especially in labour-intensive industries.

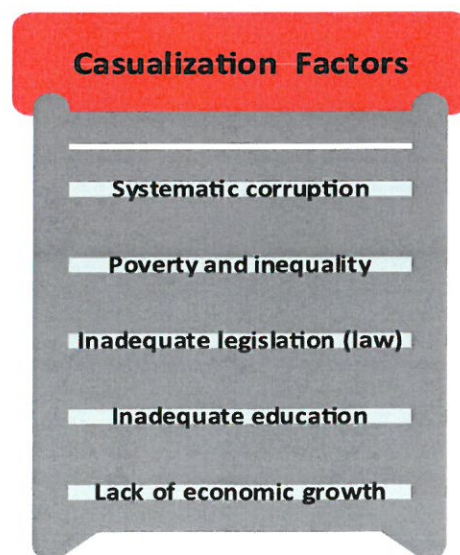


Figure 1: The conceptual casualization schema (Source: Authors' own, 2018)



To establish an authenticity of the schema illustrated in Figure 1, it is crucial to further explore this research through ideograph studies that would reveal nuances as yet uncovered in this work.

6. CONCLUSIONS

Unemployment have led to people becoming casual construction workers, especially in the big cities around the world. This is because people migrate from rural villages because of lack of gainful employment to cities in the hope of finding jobs. However, failure to find permanent employment makes them casual workers. In this study, it was discovered that the perceptions of the workers from both cities are the same. In both cities, the experiences of being a casual construction worker are the same. The reason why uneducated people become casual construction workers is that the industry is labour intensive and is dominated by general workers. Another factor influencing casual construction workers is the failure of the economy to grow and accommodate most of the country's labour force. Most companies in the manufacturing and mining industries have either closed their businesses or been forced to retrench their employees. This happened because of the failure of the economy of South Africa to grow or remain stable. In addition, systematic corruption is eroding the benefits of government programmes such as the EPWP. These are the reasons why people who are retrenched either choose to stay at home unemployed or to become casual construction workers. The study discovered that most construction employers using casual workers fail to provide PPE and site inductions to the casual workers. The fact that the construction is classified as a labour-intensive industry makes it easier for uneducated people to find employment.

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