

Construction Labour In Buarpui



**A reported submitted to Department of Commerce, Higher and Technical Institute,
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CERTIFICATE

This is to certify that the dissertation entitled “A Study on Construction Labour in Lunglei” submitted to the Mizoram University for the award of the degree of Bachelor of Commerce, is a record of research work carried out by R. Lalmuanpuia, Roll No. 2123BCOM039, IV Semester B.Com. He has fulfilled all the requirements laid down in the regulations of Mizoram University. This dissertation is the result of his investigation into the subject. Neither the dissertation as a whole nor any part of it was ever submitted any other University for any degree.

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DECLARATION

I, R.Lalmuanpuia, hereby declare that the subject matter of this dissertation is the record of work done by me, that the contents of this dissertation did not form basis of the award of any previous degree to me or to do the best of my knowledge to anybody else, and that the dissertation has not been submitted by me for any research degree in any other University or Institute. This will be submitted to the Mizoram University for the degree of Bachelor of Commerce.

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Thank you,

R.Lalmuanpuia

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CHAPTER-I

(INTRODUCTION)

CHAPTER – 1

(INTRODUCTION)

ABSTRACT : The most challenging issue in Construction industry in the last decade is how to improve the production efficiency. Many researchers have been done in the last decade however a deeper understanding is still needed to improve the productivity by studying the workers behavior in construction industry. The performance of labor is affected by many factors and is usually linked to the performance of time, cost, work pressure, safety measures and quality. The aim of this study is to get the latest information and to identify the key factors that affect production efficiency in Buarpui by study of workers behavior in construction industry. Data's are collected through questionnaires and distributed to respondents who work at various projects in wide area in Buarpui. Respondents were required to rate and analyse using their experience and the factors were identified from past researches, which affects the project performance and then the level is measured based on their affect. The data collected are analyzed using Microsoft Excel which is analytical software

1.1 **CONCEPTUAL FRAMEWORK:**

Globalisation breeds competition and sophistication in construction. In the age of quickly changing technologies, workers have to work at less remunerative pay, particularly when they are unskilled. The productive activities, irrespective of whether it is capital or labour intensive, aim to maximize profit and with this intention in mind they resort to most advanced type of technology. Profit motivated technologies and investment in the construction sector neglecting the priority of the working class. The opening up of the economy provides sufficient ground for workers and contractors to negotiate the conditions of work and wage of those trained and skilled and this too is at the cost of the untrained and unskilled majority. The inflow of cheap labour from the neighbouring states also affect adversely to the better trained indigenous labourers including women. The changing frequency of labour mobility at the national and regional level affects adversely the employment prospects of locally available labour force. In this context, the present study examines the changing dimensions of construction industries in the organization level and looks into the possible alternatives to improve the working and living environment of labourers particularly women in this sector

1.1.1 Meaning and Concept of Construction Labour:

Construction worker, also known as a **construction laborer** or **building construction worker** is a general term for the many skilled workers who work with contractors and subcontractors on the construction site..

Construction workers are the backbone of the construction industry. They are responsible for performing various tasks on construction sites, ranging from manual labor to operating heavy machinery. Building Construction workers must be able to follow instructions and work safely to avoid accidents. Construction workers typically have a high school diploma or equivalent, although some jobs may require additional training. Many construction workers learn their trade through on-the-job training

1.1.2 Concept Behavior and Preference:

Human resource is an important factor in the development of the construction industry and therefore understanding the labour behavior is very much important to improve the efficiency of production. Variations in the construction labour productivity can naturally make a great impact on national economy and productivity. Lack of safety, lack of skills, lack of quality of materials, lack of wages, communication barriers like that are mainly create psychological stress to the labours. It totally affects the labour production efficiency. Construction labor productivity has become such a word and one of the most frequently researched topics. In most countries, labor cost comprises 30 to 50% of the overall project's cost, and thus is regarded as a true reflection of the economic success of the operation. Horner et al. indicated that a 10% increase in construction labor productivity would yield annual savings of about £1 Billion to the British economy; a similar conclusion was echoed by Stoekel and Quirke (1992). Since construction is a labor intensive industry, the significance of this effect not only justifies the concern over its labor productivity, but it can also be argued that laborpower is the only productive resource, hence construction productivity is mainly depend upon human effort and performance. Therefore, the objective of this research is to identify and rank the relative importance of factors perceived by Contractors to affect construction labor productivity in Buarpui, so that the outcomes can be used by not only local, but international industry practitioners, who may be further interested in venturing into potential mega scale projects, but possess no prior practical knowledge of the construction industry in the State, to develop a wider and deeper perspective of the factors influencing the productivity, and provide guidance to projects and construction managers for efficient utilization of the labor force, thus assisting in achieving a reasonable level of competitiveness and cost effective operation

1.2 LITERATURE REVIEW:

Attar et al. (2012) carried survey of building projects in Sangli, Kolhapur and Pune districts, where an increase in productivity is being sought. He identified ten most significant factors affecting labour productivity for small, medium and large companies. The groups of factors which are highly effective are: supervision, material, execution plan, and design. He said that for large companies, equipment factors have also highly effective. While in small and medium companies, owner/consultant factors also need special attention

AynurKazaz et al (2008) moreover surveyed 82 firms on factors affecting labour productivity in Turkey and identified the following nine factors as most important to labour efficiency; 1. Quality of site management, 2. Material management, 3. Amount and on payment, 4. Planning, 5. Supervision, 6. Site layout, 7. Work discipline, 8. Occupational education and training, 9. Working at similar activities, based on relative importance index method

Soekiman et al (2011) explored various factors affecting labour productivity in Indonesia and shortlisted the following as most significant: Lag of materials, Delay in arrival of material, Unclear instruction to labour, Labour strikes, Financial difficulties, Higher absenteeism of labour, No supervision method, Supervisors absenteeism, Lag of equipment and design change. In another study by Attar et al on various factors affecting labour productivity and methods to improve it at Sangli, Kolhapur and Pune district concludes with the same parameters given by Soekiman et al (2011) as most significant factors affecting labour productivity.

Makulsawatudom et al (2004) researched the influence of 23 factors on the productivity of the construction industry in Thailand and deducted that lack of material, incomplete drawings, incompetent supervisors, lack of tools and equipment, labour absenteeism, poor communication, instruction time, poor site layout, inspection delay and rework, are the most critical.

Lim and Alum (1995) classified various factors impacting the construction productivity in Singapore and shortlisted the following as most significant; 1. Lack of qualified supervision, 2. Shortage of skilled labours, 3. High rate of labour turnover, 4. Labour absenteeism and 5. Communication with foreign labour

Dharani et al. (2015) found that construction laborers are migratory in nature and therefore geographically searching for employment. Thus their employers keep on changing and it is impossible for both the parties to develop long-term relationships and loyalty to their employers. He found most of the construction labour is also engaged in some other profession like farms, factory, domestic servant etc. and hence they do not give full importance to construction work and tend to work informally. Due to this labour cultivates informality, and Informality lowers productivity growth.

Varma et al. (2014) told that productivity can be measured by monthly planned/targeted concrete and actual consumption of concrete data. Here, targeted concrete is the input value and

actual consumption of concrete is the output of the productivity. They considered single factor type of productivity i.e. concrete they have calculated the productivity for shell and core type of contract.

Thivagu et al. (2015) proposed fifteen independent groups affecting the labour productivity in the construction projects. The topmost factors affected the labour productivity are given Sanitation and hygiene of the construction site and the temporary shed; Labour injuries on site; Alcoholism; Working overtime; Shortage of construction materials; Payment delays; Change orders from the designers; Improper equipment; Poor quality of construction materials; Misunderstanding among laborers

1.3 RATIONALE OF THE STUDY:

Quality of the construction largely depends upon the quality of work done by labour. Labour productivity directly affects construction productivity; it is important to know the factors affecting labour productivity. In construction projects, there are three basic planning elements: time, cost, and quality.

1.4 STATEMENT OF THE PROBLEMS:

The reason for me to have this topic is that I want to have further study about the workers in the construction. I want to acknowledge their attitudes and their problems faced in their work. I want to have further knowledge so I choose this topic.

1.5 OBJECTIVES OF THE STUDY:

- 1) To study the income and health status of workers
- 2) To identify the major health determinants of workers
- 3) To study the difference between the income of the village and civil labour
- 4) To study the satisfaction of workers at their work

1.6 LIMITATION OF THE STUDIES:

The major limitation of the study are explained below:

- 1) This study focus only on the village labours employed in Buarpui

2) The study is limited to only specific area and therefore several other potential sample outside these area had been neglected

3) Due to conservative nature it is possible that some respondent may not have filled their respondent in the questionnaire in fully manner

1.7 RESEARCH METHODOLOGY:

1.7.1 Data collection:

Both primary and secondary data are used as the study's foundation. Using convenient sampling method, a group of 39 respondents was chosen from various locations in Buarpui in order to learn about the way of life, present situation, opportunities, and obstacles experienced by business owners by construction of labourer in Buarpui. To collect responses from respondents for the intended study, pre-designed questionnaires are given. To comprehend the conceptual underpinnings and to analyse previous studies in the topic under consideration, secondary sources of information are gathered from a variety of sources

CHAPTER-II
ANALYSIS & INTERPRETATION OF
DATA

2.1 GENDER

Table 2.1 Gender

Gender	Frequency	Percentage
Male	22	56.4%
Female	17	43.6%
Total	39	100%

Interpretation:

The above table mentioned that from 39 respondents 22 are male and 17 are female

2.2 Age

Table 2.2 Age

Age	Frequency	Percentage
Below 19 years	3	7.7%
20 - 30	20	51.3%
30 - 40	13	33.3%
40 - 50	3	7.7%
50 years above	0	0%
Total	100%	100%

Interpretation:

The above table shows that from 39 respondents, the age of the respondents are 50 years above that means below 19 years are 3 and 20-30 years are 20, 30-40 years are 13 and 40-50 years are 3

2.3 Marital Status

Table 2.3 Marital Status

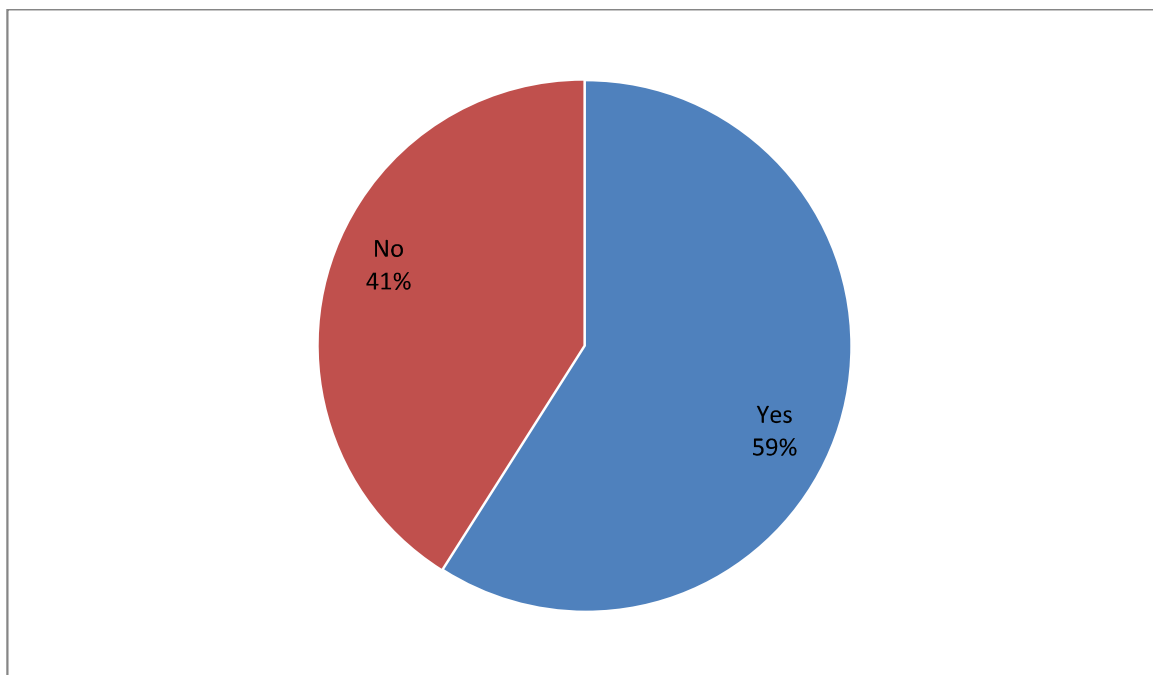
Marital Status	Frequency	Percentage
Married	15	38.5%
Unmarried	24	61.5%
Total	100	100%

Interpretation:

The above table mentioned that from the respondents 15 of them are married and 24 of them are unmarried

2.4 Did you need specific skill/experience/training to do your present work?**Table 2.4**

Particular	Frequency	Percentage
Yes	23	59%
No	16	41%
Total	39	100

**Figure 2.1****Interpretation:**

The above table mentioned that from the question 23 of the respondents said that they need specific skill/experience/training to do their present work and 16 of them said that they don't need specific skill/experience/training to do their present work

2.5 What is the time duration of your present work?

Table 2.5

Time duration	Frequency	Percentage
8:30am – 4:00pm	2	5.1%
9:00am – 4:00pm	16	41%
9:30am – 4:00pm	15	38.5%
9:30am – 5:00pm	2	5.1%
Others	4	10.3%
Total	39	100%

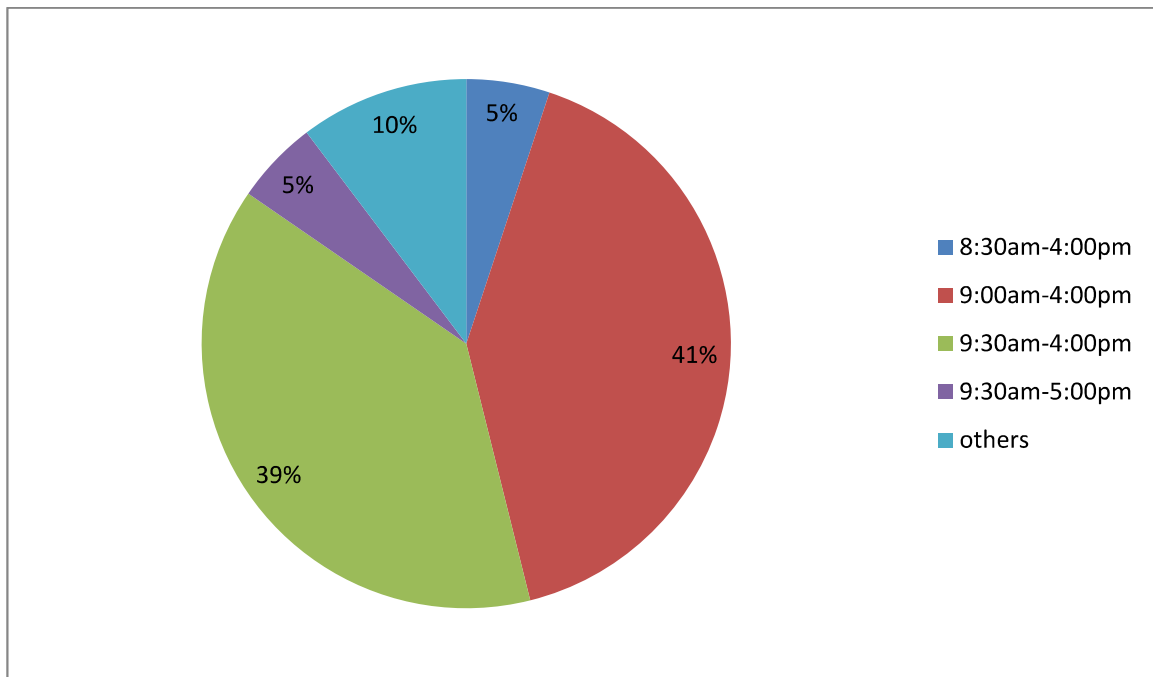


Figure 2.2

Interpretation:

The above table mentioned the time duration of the workers ,we can know that most of the workers time duration was 9:00am- 4:00pm and 9:30am-4:00pm with a percentage of 41% and 39%

2.6 Are you satisfied on your working time duration?

Table 2.6

Particular	Frequency	Percentage
Yes	33	84.6%

No	6	15.4%
Total	39	100%

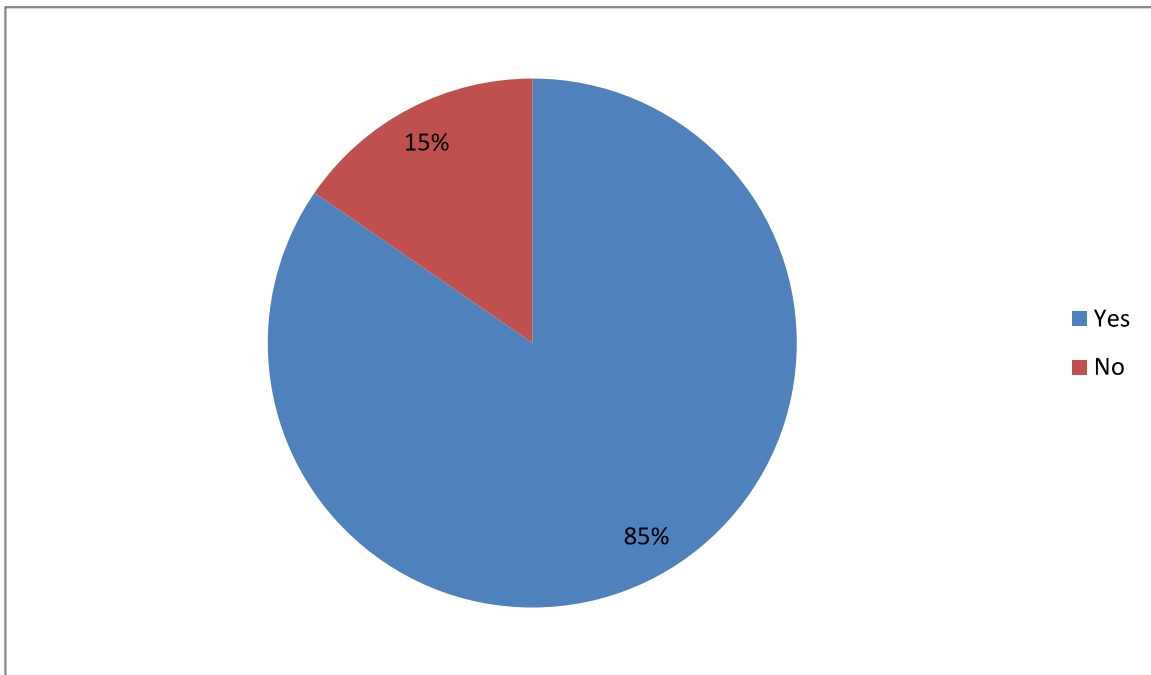


Figure 2.3

Interpretation:

The above table mentioned that from 39 respondents 33 of them are satisfied on their working time duration and 6 of them are not satisfied on their working time duration

2.7 Do you take lunch sufficiently?

Table 2.7

Particular	Frequency	Percentage
Yes	36	92.3%
No	3	7.7%
Total	39	100%

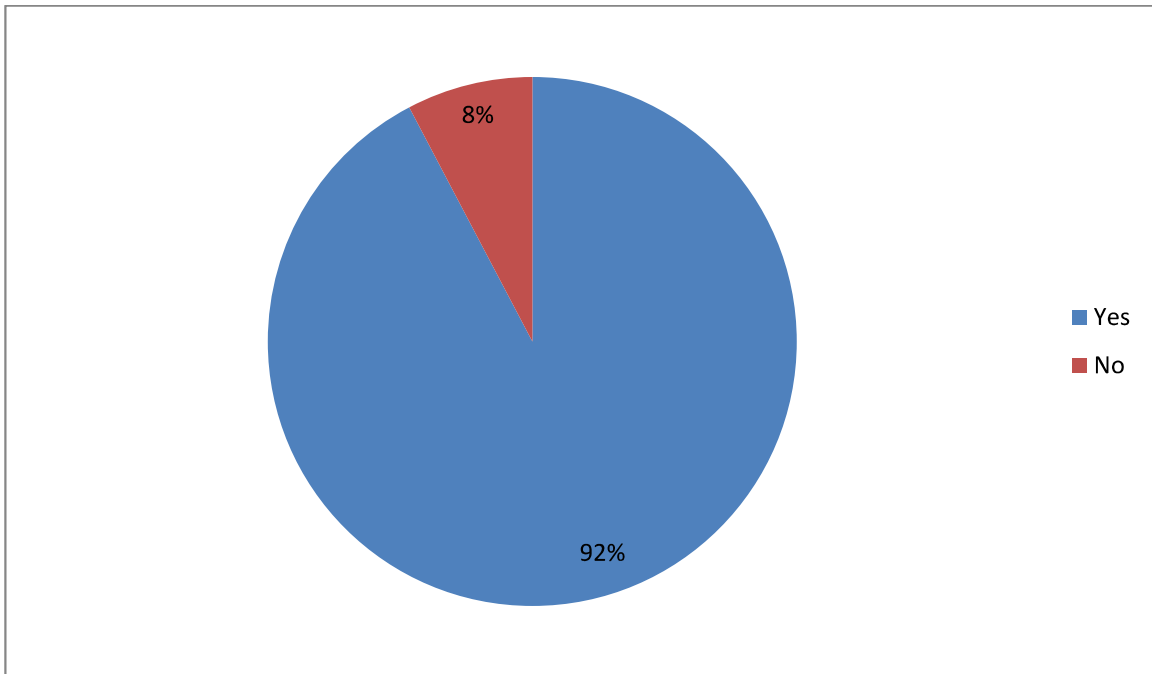


Figure 2.4

Interpretation:

The above table mentioned that workers are taking their lunch sufficiently in their work

2.8 Do you enjoy wage bargaining?

Table 2.8

Particular	Frequency	Percentage
Yes	25	64.1%
No	14	35.9%
Total	39	100%

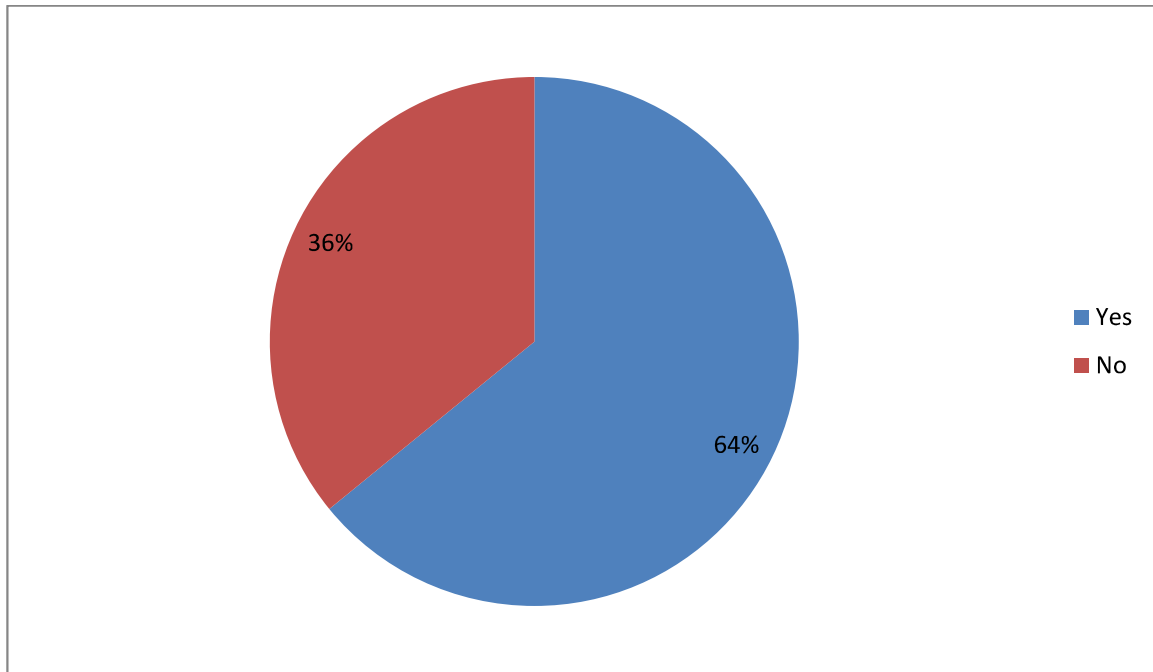


Figure 2.5

Interpretation:

The above table mentioned that from 39 respondent 25 workers are enjoying wage bargaining and 14 of them are no enjoyed

2.9 Do you get pure drinking water at your worksite?

Particular	Frequency	Percentage
Yes	36	92.3%
No	3	7.7%
Total	100	100%

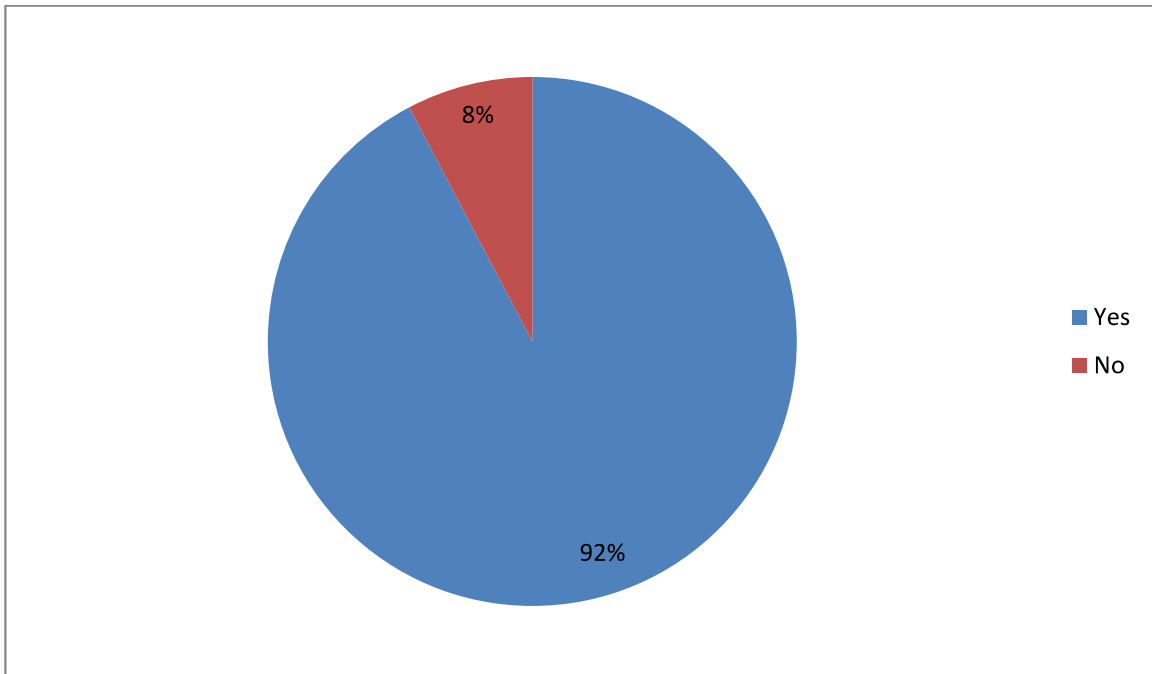


Figure 2.6

Interpretation:

The above table mentioned that 92.3% of the workers are getting pure drinking water at the worksite but 7.7% of them are not

2.9 At your workplace do you have toilet facilities?

Particular	Frequency	Percentage
Yes	37	94.9%
No	2	5.1%
Total	39	100%

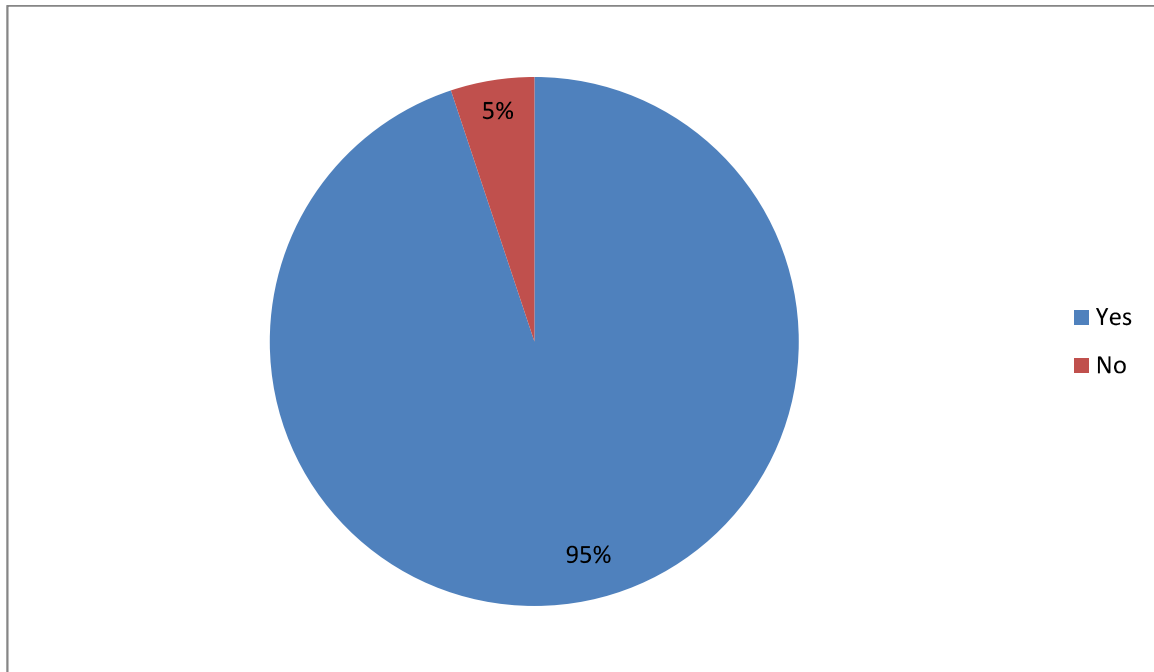


Figure 2.7

Interpretation:

The above table mentioned that from 39 respondents 94.9% of them have toilet facilities at their workplace but 5.1% are not have it

2.10 Is their any difference in your wages with the city labour/

Table 2.10

Particular	Frequency	Percentage
Yes	30	76.9%
No	9	23.1%
Total	39	100%

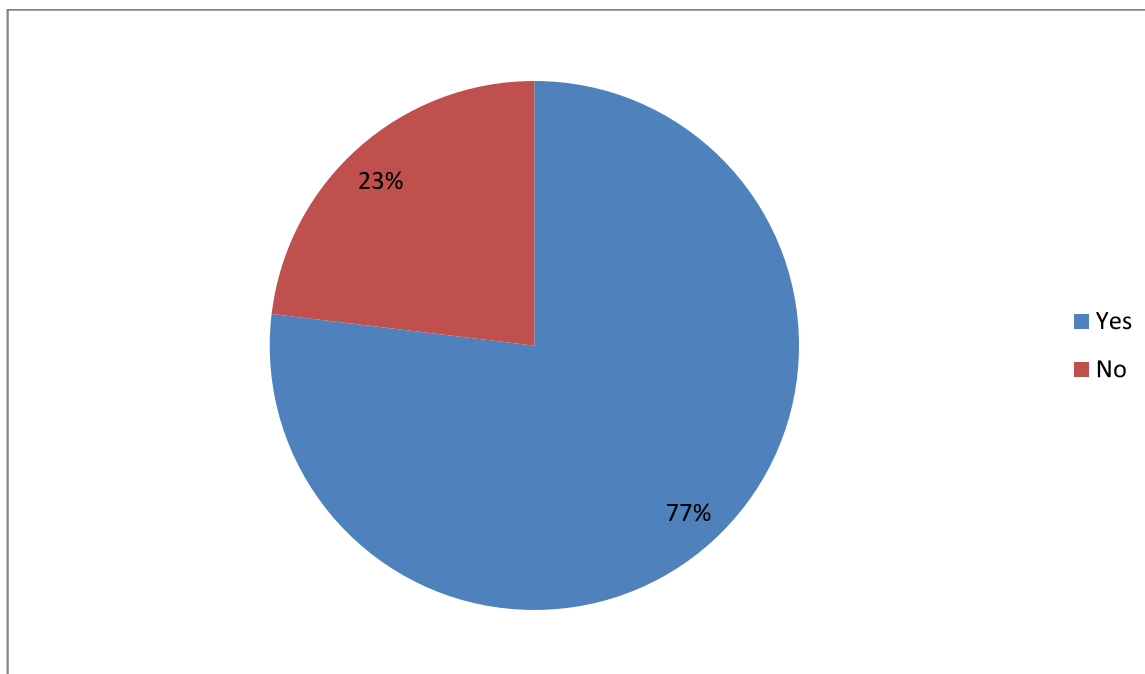


Figure 2.8

Interpretation:

The above table mentioned that 76.9% of the workers said that there is a difference in their wages with the city labour and 23.1% of the workers said that there is no difference in their wages with the city labour

2.11 If yes, how much is the difference?

Table 2.11

Rupees	Frequency	Percentage
Rs 50-100	7	18.4%
Rs 100-150	7	18.4%
Rs 150-200	5	13.2%
More	19	50%
Total	39	100%

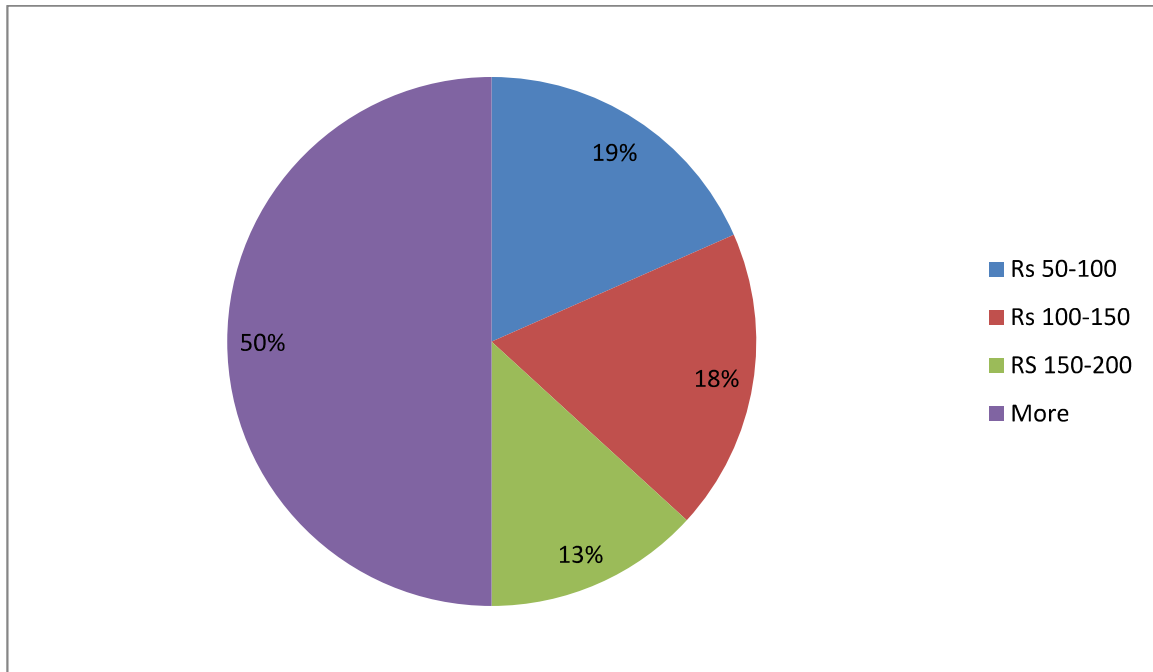


Figure 2.9

Interpretation:

The above table mentioned that from 39 respondents 7 of them said that the difference of their wages with the city labour is Rs 50-100 and 7 of them said Rs 100-150 and 5 of them said Rs 150-200 also from the question 19 of the respondents said the difference between the city labours and village labours wages is more than Rs 200

2.12 Are you satisfied with your wages?

Table 2.12

Particular	Frequency	Percentage
Yes	19	48.7%
No	20	51.3%
Total	100	100%

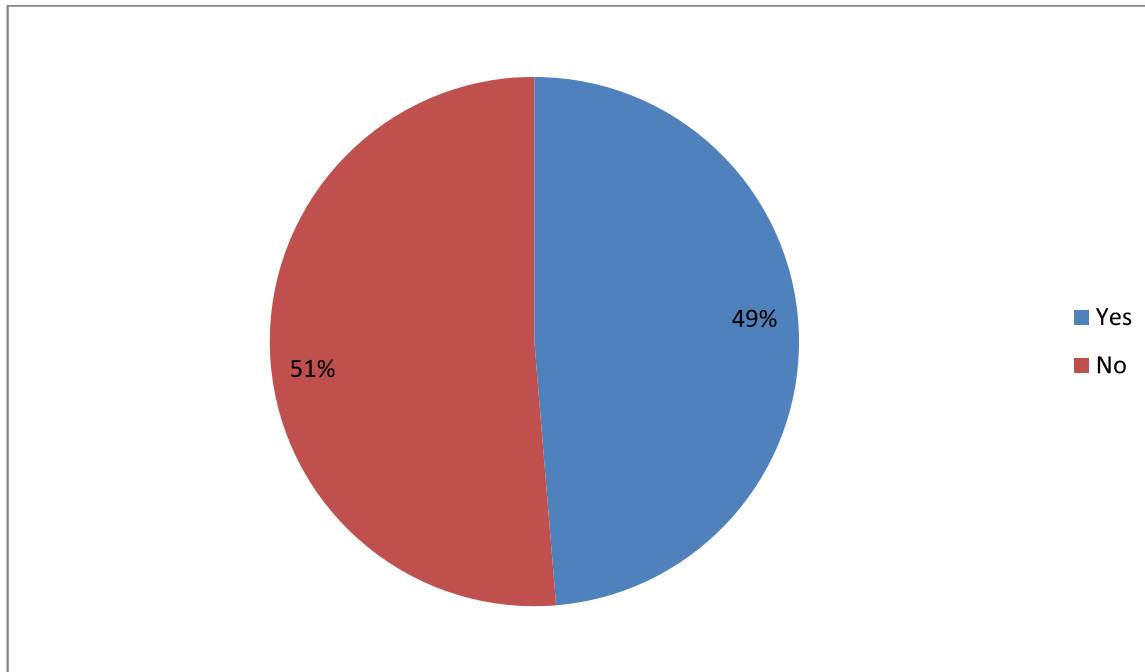


Figure 2.10

Interpretation:

The above table mentioned out of 100% , 48.7% are satisfied on their wages and 51.3% are not satisfied on their wages they want to get same wages with the city labour

2.13 Do you think it is sufficient to carry on your daily work?

Particular	Frequency	Particular
Yes	24	61.5%
No	15	38.5%
Total	39	100%

Figure 2.11

Interpretation:

The above table mentioned out of 39 respondents 24 of them said that there wages is sufficient to carry on their daily work but 15 of them said that it is not sufficed to carry on their daily work

2.14 If you are given higher wages would you shift/change your job?

Particular	Frequency	Particular
Yes	34	87.2%
No	5	12.8%
Total	39	100%

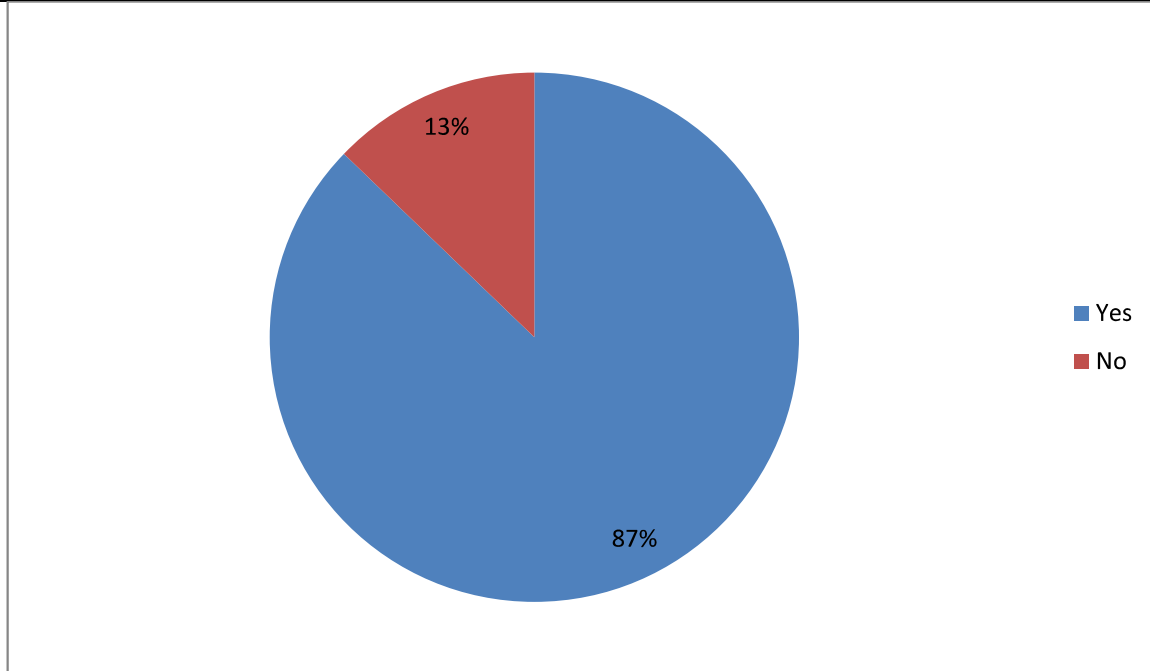


Figure 2.12

Interpretation:

From the above question we can see that out of 39 respondents 34 of them will still shift/change their job even if they are given higher wages but 5 of them will not shift/change their job if they are given higher wages

2.15 How long have you been working with the same employer?

Months/Year	Frequency	Particular
3 months	9	23.1%
6 months	6	15.4%
1 year	11	28.2%
More	13	33.3%
Total	39	100%

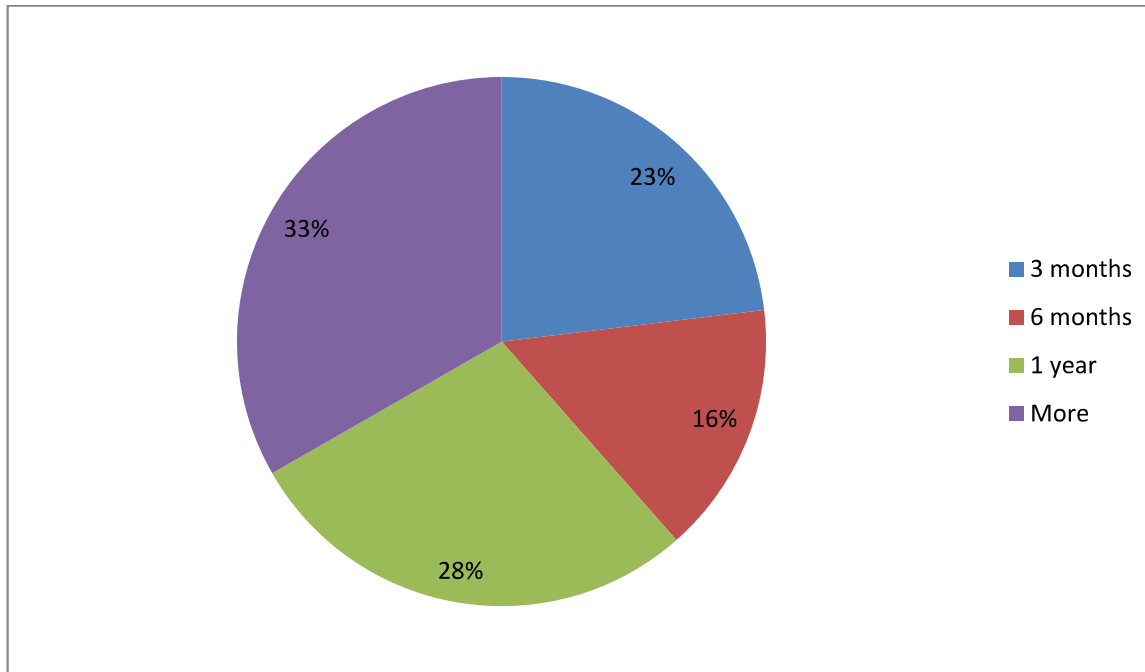


Figure 2.13

Interpretation:

The above table mentioned from 39 respondents 9 of them usually work with the same employers within 3 months and 6 of them within 6 months and 11 of them within 1 year and 13 of them usually more than a year

2.16 Do you have a written contract for the work?

Particular	Frequency	Percentage
Yes	15	38.5%
No	24	61.5%
Total	39	100%

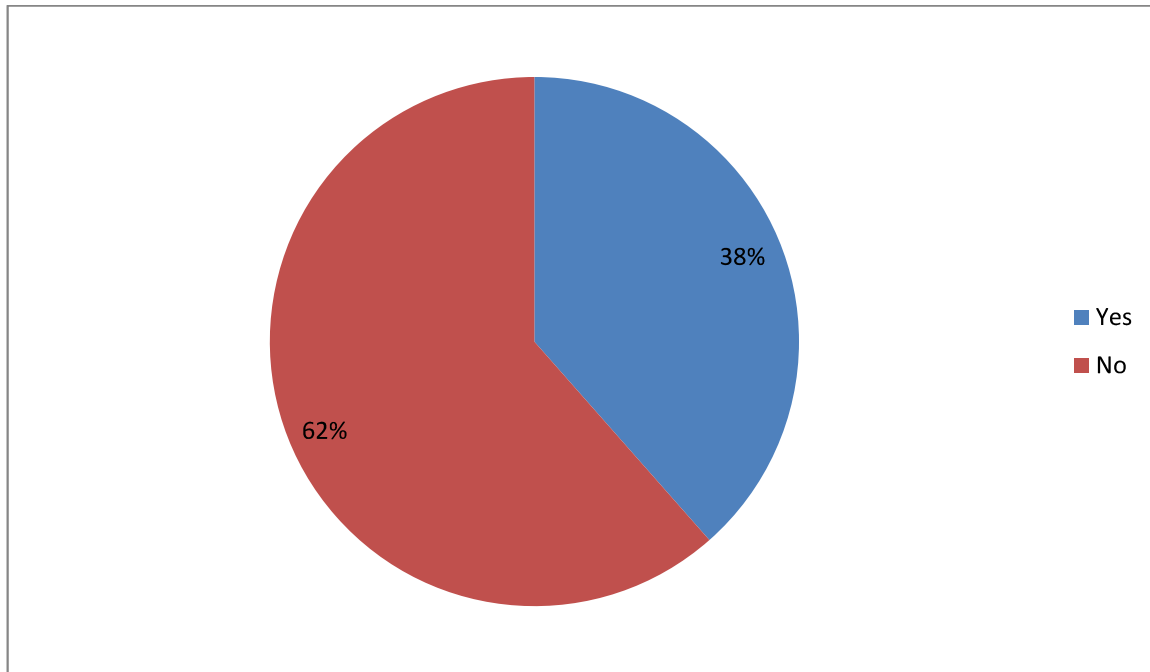


Figure 2.14

Interpretation:

From the above question we can see that most of the workers doesn't have a written document for the work and around 38.5% used to have it

2.17 Have you met with any accident in your work place?

Particular	Frequency	Percentage
Yes	13	33.3%
No	26	66.7%
Total	39	100%

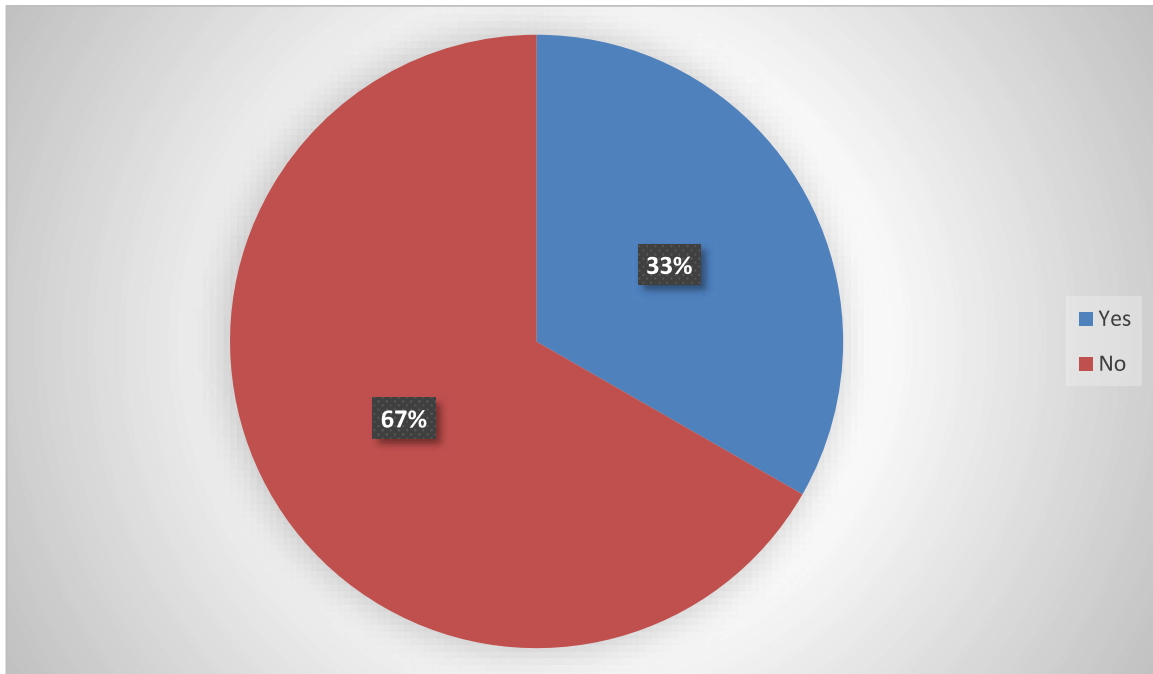


Figure 2.15

Interpretation:

The above table mentioned that out of 100% , 33% of the workers had mentioned that they have met with an accident at their workplace and 66.7% of the workers have never met any kind of an accident at their workplace

2.18 If yes,who take care of accident relief?

Particular	Frequency	Percentage
Me	4	11.4%
My employers	8	22.9%
Others	23	65.7%
Total	39	100%

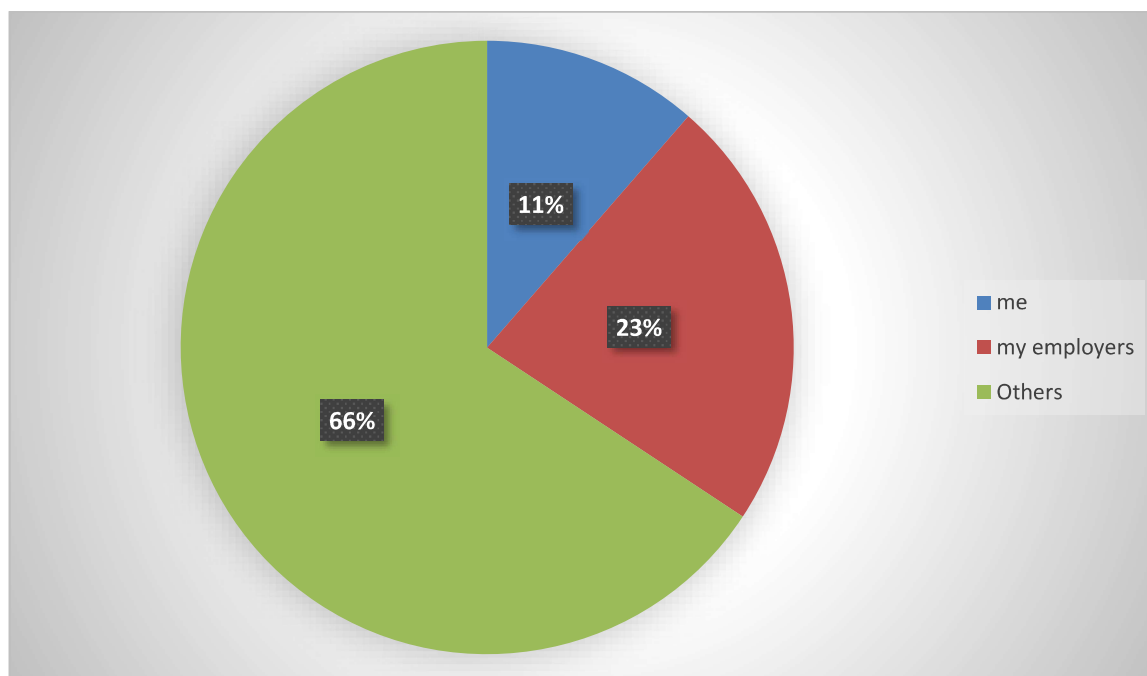


Figure 2.16

Interpretation:

The above table mentioned that out of 100% workers who met an accident at their workplace, 11.4% of them take care by themselves of accident relief and 22.9% mentioned that the accident relief was taken by the employers and 65.7% of them mentioned that the accident relief was taken by others

2.19 Are you aware of your health problems affecting your productivity?

Table 2.19

Particular	Frequency	Percentage
Yes	24	61.5%
No	15	38.5%
Total	39	100%

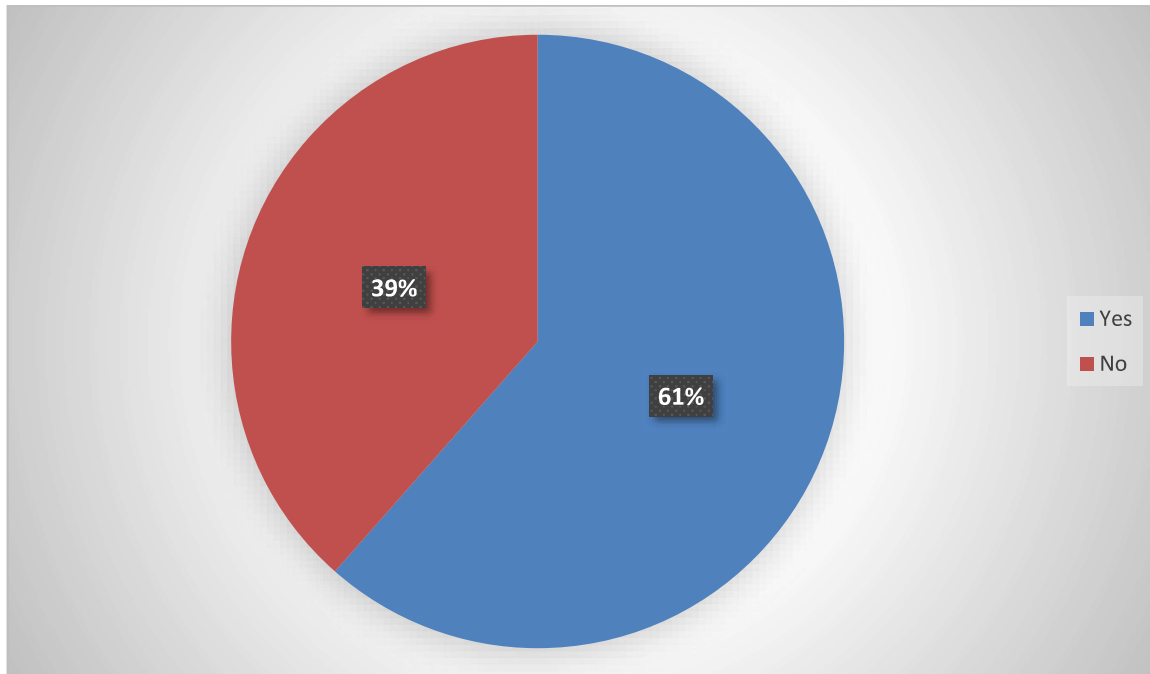


Figure 2.17

Interpretation:

From the above question out of 100% , 61.5% aware that there health problems affecting their productivity and 38.5% of them had mentioned that they are not aware of their health problems affecting their productivity

2.20 Do you receive any accident relief benefits from your workplace?

Table 2.20

Particular	Frequency	Percentage
Yes	16	41%
No	23	59%
Total	39	100%

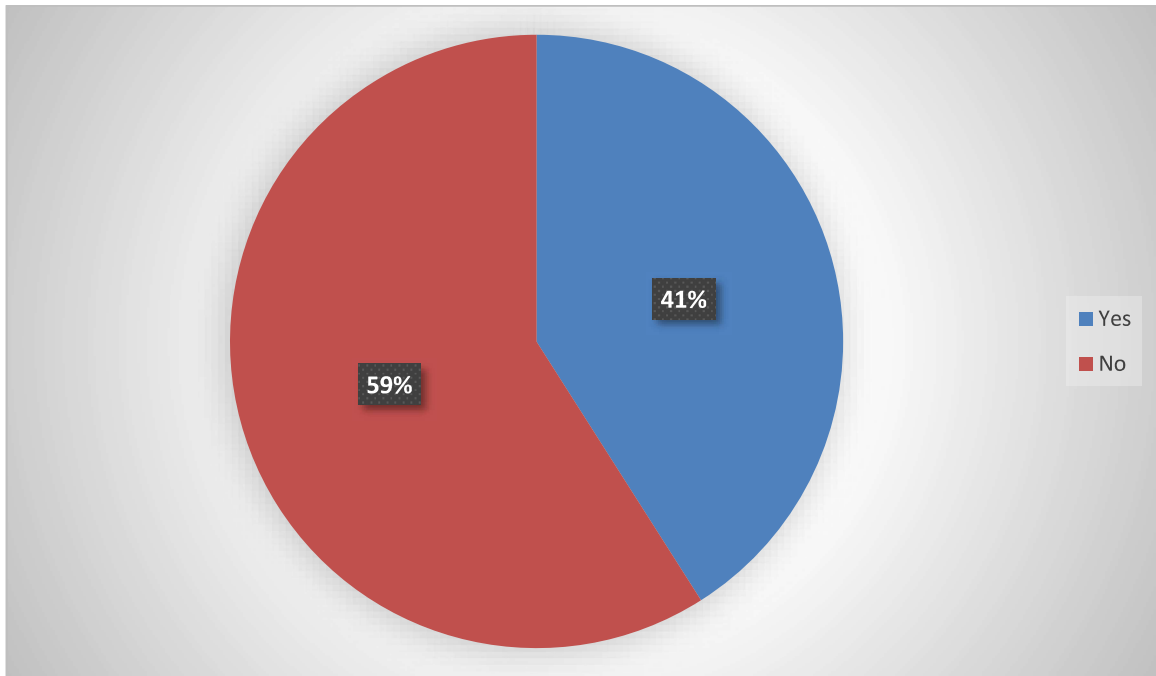


Figure 2.18

Interpretation:

The above table mentioned that out of 39 respondents, 16 of them mentioned that they do not receive any accident relief benefits from their workplace and 23 of them mentioned that they do receive an accident relief benefits from their workplace

CHAPTER – III
(RESULTS AND DISCUSSION)

CHAPTER – III

RESULTS AND DISCUSSION

Major finding :

This chapter finally highlights the findings of the study from the data collected from 39 respondents

Demographic profile of the respondents:

The demographic status of the respondents is one of the objectives that this research tried to find out

- (i) The total respondents of the survey are 39 among them, 22 (56.4%) respondents are male and 17 (43.6%) respondents are female.
- (ii) 7.7% of the respondents are in the age group of below 19 years, 51.3% are between 20-30 years of age, 33.3% are between 30-40 years, 7.7% are between 40-50 years and there are no 50 years above of age from the respondents. Respondents are more eligible in the young ages
- (iii) From the respondents 38.5% are married and 61.5% are unmarried. This shows that most of the workers are adults
- (iv) 59% of the respondents have skilled\experience\training and 41% are unskilled and have no experience and training to their work which shows that to be a good labour it is good to have skill and experience
- (v) 5.1% of the respondents working time is 8:30am-4:00pm, 41% of them are 9:00am-4:00pm, 38.5% are 9:00am-4:00pm and 5.1% are 9:30am-4:00pm and among the respondents 10.3% have answer that their working time depends on their employers which means that the labours working time is made by their own employers
- (vi) 84.6% of the workers satisfied on their working time but 15.4% are not satisfied at all. This shows that most of the workers are still satisfied on the duration of the working time made by their employers

- (vii) 92.3% are taking the lunch sufficiently and 7.7% are not. This shows that there is still not need to be worry about the lunch of the labours at all
- (viii) 64.1% are enjoyed of wage bargaining and 35% are not enjoy at all . This means that workers are not paid enough wages which they deserve to be paid \
- (ix) 92.3% got pure drinking water at their worksite but 7.7% do not, which means most of the workers are getting good enough of pure water for drink
- (x) 94.9% have toilet facilities at their workplace, 5.1% of the workers are not having toilet facilities. This shows that there is a good toilet facilities in the workplace
- (xi) 76.9% mentioned that there is a difference about the wages with the city labour, 23.1% mentioned there is no difference of wages with the city labour
- (xii) 18.4% mentioned that the difference of wages with the city labour is Rs 50-100, 18.4% of them said Rs 100-150, 13.2% mentioned Rs 150-200 and 50% of them mentioned that the difference is above Rs200
- (xiii) 48.7% of the respondents are satisfied with their wages , 51.7% are not satisfied on their wages , they wanted to increase their wages
- (xiv) 61.5% thinks that it is sufficient to carry on their daily work , 38.5% don't think it is sufficient to carry on
- (xv) 87.2% of the respondents would change their job if they are given higher wages, 12% will not change their job if they were given higher wages
- (xvi) 23.1% work around 3month with the same employer, 15.4% work 6month, 28.2% work 1year and 33.3% work more than a year
- (xvii) 38.5% used to have a written contract for their work, 61.5% doesn't used to have a written contract for their work
- (xviii) 33.3% have met with an accident in the workplace, 66.7% have not met with any kind of accident in their workplace
- (xix) 11.4% of the respondents who have met with an accident take care of the accident relief, 22.9% was take care by the employers, 65.7% was take care by others
- (xx) 61.5% aware that their health problems affecting their productivity, 38.5% are not aware of it
- (xxi) 41% received the accident relief benefits from the workplace, 59% do not receive at all

CHAPTER – IV
(CONCLUSIONS AND SUGGESTIONS)

Conclusion:

The study was mainly intended to find out the work-life balance of migrant labourers. The research provides empirical evidence to explain the relationship of work-life balance of migrant labourers with their satisfaction level and productivity. By considering work-life balance, satisfaction and productivity as multidimensional constructs, this research is able to explain the relationship between all these constructs with respect to migrant labourers employed in civil construction sector. With the findings of the research work human resource practitioners and managers of construction firms can develop policies that will enhance the satisfaction level of migrant labourers employed and thereby increase their productivity without affecting the work-life balance of the worker. The research findings can be used by organisations for improving their efficiency through enhancing the work-life balance of labourers

Suggestion:

- (i) I suggest construction labour from to have a better equipments in terms of construction of buildings
- (ii) I suggest to have equal salary they earned comparing with the city labour
- (iii) I suggest construction labour in Buarpui to have better knowledge and skills about constructing
- (iv) I suggest to have a proper time fixing about their working hours

APPENDIX:

Construction Labour in Buarpu

Hello, my name is R.Lalmuanpuia from B.COM IV Semester Studying at HATIM.I am doing research on the topic **Construction Labour in Buarpu**. The responses will be used for academic purposes only and it will be confidential.

I will be greatly honored if you could spare your time for answering the questions. Thank you.

1.Gender of the Respondents:

- (i)Male []
- (ii)Female []
- (iii)Others []

2. Age of the respondents:

- (i) Below 19 years []
- (ii) 20 – 30 years []
- (iii) 30 – 40 years []
- (iv) 40 – 50 years []
- (v) 50 and above []

3.Marital Status of the respondents

- (i) Married []
- (ii)Unmarried []

4.Did you need specific skill/experience/training to do your present work?

- (i)Yes []
- (ii)No []

5.What is the time duration of your present work?

(i)8:30am-4:00pm []

(ii)9:00am-4:00pm []

(iii)9:30am-4:00pm []

(iv)9:30am-5:00pm []

(v)Others []

6.Are you satisfied on your time duration?

(i)Yes []

(ii)No []

7.Do you take lunch sufficiently?

(i)Yes []

(ii)No []

8.Do you enjoy wage bargaining?

(i)Yes []

(ii)No []

9.Do you get pure drinking water at your worksite?

(i)Yes []

(ii)No []

10.At your workplace do you have toilet facilities?

(i)Yes []

(ii)No []

11.Is there any difference in your wages with the city labour?

(i)Yes []

(ii)No []

12.If yes,how much is the difference?

(i)Rs50-100 []

(ii)Rs100-150 []

(iii)Rs150-200 []

(iv)More []

13.Are you satisfied with your wages?

(i)Yes []

(ii)No []

14.Do you think it is sufficient to carry on your daily work?

(i)Yes []

(ii)No []

15.If you are given higher wages would you shift\change your job?

(i)Yes []

(ii)No []

16.How long have you been working with the same employer?

(i)3 months []

(ii)6 months []

(iii)1 year []

(iv)More

17.Do you have a written contract for the work?

(i)Yes []

(ii)No []

18.Have you met with any accident in your workplace?

(i)Yes []

(ii)No []

19.If yes,who take care of accident relief?

(i)Me []

(ii)My employers []

(iii)Others []

20.Are you aware of your health problems affecting your productivity?

(i)Yes []

(ii)No []

21.Do you receive any accident relief benefits from your workplace?

(i)Yes []

(ii)No []

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