

Problems Facing by Construction Organisation and Construction Labour

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Abstract—Construction industry in INDIA is main component of GDP and covers huge amount of investment every year. On the other hand international labour organisations, NGO's and socially working groups are continuously raising the question of human rights, labour safety, health cares and so many. In the similar way construction management facing the problems, as labour is the main force which execute the construction project on actual front line. But labour force is also responsible for project delay and cost over running in direct and indirect way as strikes of labours, not available at time, accidents at construction site and so many other reason.

Keywords- construction industry, labour ,

I. INTRODUCTION

Since industrial era construction industry is playing key role in the development of country in different ways directly and indirectly that is helping to generate the power for rotating the cycle of the economy. The Construction industry of India is an important indicator of the development as it creates investment opportunities across various related sectors. The construction industry has contributed an estimated 2186.76 INR billion[] to the national GDP in 2016. Direct construction industry is basically an social infrastructure, residential and industrial projects which need man power to construct, and indirect is basically the material which required for the construction work which are steel, cement , finishing material and for maintenances of structure need a man power.

India is the 2nd largest populated country in the world (i.e. 1.25 Billion) from this population india having the 43 percentage of peoples are below poverty line (BPL). Out of this 46.6 crore is work force in India. 2.8 crore is organized and 43.7 is unorganized from this 4.4 crore [] are construction LABOUR's which are not skill with update and advance technology in the construction industry. The maximum possibility of accident on construction site are increasing, as the labour are uneducated they are being casualties and facilities are not provided properly. Classification of unorganized sector labour,

- Construction workers
- Labourers employed in small scale industries
- Handloom and power loom workers
- Workers in Bidi and cigar factories
- Sweepers and scavengers
- Workers in tanneries
- Workers in matches and crackers industry
- Fishermen
- Farmers and agriculture labourers

- Manual labourers in carpentry, trade, transport, communication etc.

In project management there are five M's which are MONEY, MACHINERIES, MATERIAL, METHOD's and MAN all these are very important to execute and complete the project with in optimum time, money and safety. Out of these five M's MAN (i.e. LABOUR) is important to execute the project.

II. LITERATURE SURVEY

[1] *Unorganized workers: A core strength of Indian Labour force : An analysis*

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Authors: Dr. Muna Kalyani (2015)

The paper encompasses the study of statistic regarding construction labour and classification of work force in Indian Economy. Statistic contend the numbers of labour from different sectors such as Agriculture(24.6 crores), Industry and construction(4.4crores) .

It help to under stand which are organized labour and Un-organized labour. Un-organized are those worker which are not under the protection of The Employee's Compensation Act, 1923 , The Industrial Disputes Act, 1947 , The Employees State Insurance Act, 1948 , The Employees Provident Funds and Miscellaneous Provision Act, 1952 , The Maternity Benefit Act, 1961 and The Payment of Gratuity Act, 1972 . And those who are home base worker, self employed worker or day wage worker. . The Ministry of Labour, Government of India, has categorized the unorganized labour force under four groups in terms of Occupation, nature of employment, especially distressed categories and service categories.

Paper also provide the information regarding problems facing by the from cycles of excessive seasonality of

employment, lack of a formal employer-employee relationship and absence of social security protection.

[2] *The Impact of The Financial Crisis on The Labour Protection of Chosen Employer Brands in The Construction Industry In Slovakia*

Authors: Martina Gogolová(2014)

It provide the risk associated with the investment in the construction industry as it is labour instances industry The labour protection is an inseparable part of jobholder relations. Not only determining the effectiveness of staff power, it is also the realization of employees' social rights. Every year, working injuries cause 4.9 million injuries with more than three-days absence From the point of view of importance and bonding to national economy of the particular country, the construction industry plays a prominent role and as image of construction industry is reducing because of this. From the hypothesis it is been conform that financial crisis badly affect the construction industry in a very negative way, which approved also in the area of labour protection.

[3] *Construction project risk assessment : development of model based on investigation of opinion of construction project experts Freon India*

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Authors: Hariharan Subramanyan, Priyadarshi H Sawant, Vandana Bhatt (2015)

Risk is involved in every business, and the construction industry is no exception. Objective for this paper is obtained each and every risk factor involved in the construction works, The focus of the present research is to identify factors that influence the smooth completion of a project and develop a risk assessment mode

Most of the project management issues that impact a project arise from associated uncertainties. There are a number of problems in the construction industry in India that are attributed to various factors. The focus of the present research is to identify factors that influence the smooth completion of a project and develop a risk assessment model. The authors of the paper have made an attempt to analyze the present risk condition in the construction industry by meeting experts in the field to collect first-hand information as a first step towards risk assessment and suggest a risk response strategy. All the risk factors being find by making questionnaire from expertise in the construction industry having Experian's more than twenty years. The study is being father reduce zoom in to owner, contractor, project manager, finance, and resource specific risks risk pertaining to project, architect , consultant, external environment, and contract clause specific factors. For finding and simplification of questionnaire student's T-test is conducted.

We found a total of 93 risk factors were identified and listed under various subgroups in this paper. From this factors it is being simple to selected a risk mitigation techniques. you find the reason of project delay which are Shortage Of Labour, Absent Insurance Strategy , Exposure To Accident.

[4] *A Study on Problems of Construction Workers in West Bengal Based on Neutrosophic Cognitive Maps*

Authors: Surapati Pramanik ,Sourendranath Chackrabarti(2013)

In this paper we find the problems face by construction worker in west Bengal state a of India Construction sector plays a major role in which construction workers face many problems in their day-to-day life. Some of the problems are discussed in the present study. The major problems are working for more number of hours, staying away from home, bad habits, absence of social security, misunderstanding, arguments with partners, stress, skin problems, and physical health problems.

this is being done by statistical method which is fuzzy cognitive. By this analysis The major problems are working for more number of hours, staying away from home, bad habits, Absence Of Social Security, misunderstanding, arguments with partners, stress, skin problems, sexual behavior & sexual health problem, and physical health problems.

Mathematics is not able calculates the internal feeling of labour but same importance come out like absence of social security, thinks are inter related to each other. For this analysis you find the importance of labour for project exsiccation.

[5] *An Estimate Of Fatal Accidents In Indian Construction 32 Annual ARCOM Conference, 5-7 September 2016, UK, Association of Researchers in Construction Management, Vol 1, 539-548.*

Author: Dilipkumar Arvindkumar Patel and Kumar Neeraj Jha

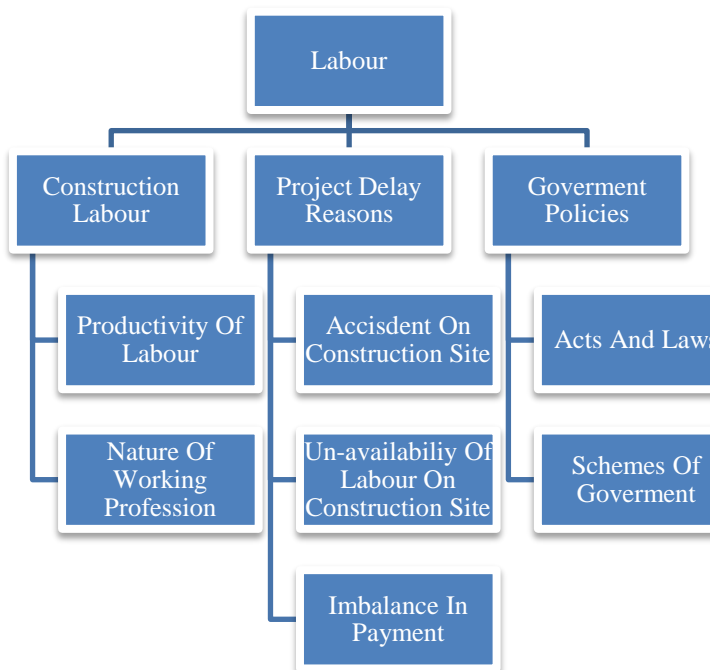
India is the world populated country in that construction sector is accepted globally as hazardous and risking working place . many countries in the world where there is an absence of standard recording and notifications system for construction accidents while in countries such as India, statistics on construction accidents are either unavailable or highly underreported and this leads to a situation where due attention to safety is not paid. This paper attempts to estimate fatal accidents of construction sector for all states in India.

And by evaluating the sources of accident they found the data is not available reliable and properly Every state government has its own about ministry and a labour officer is available at each district level. Central government has a national informatics centre at each district head quarter. So, government can use the administrative system to collect the in formation.

III. PREPARE YOUR PAPER BEFORE STYLING

Problem Statement

As construction industry in India is second largest industry after agriculture industry, highest investments by governments and privet sectors and which covers the maximum number of labour force of the country. And these are in the maximum risk in construction projects. These are also the risk factors for project management in the form of not availability labour on time at construction site, safety issues at construction site, numbers of accidents impacts duration and cost of the construction project, also reduces the market image of organization. All these problems can be point out by studying it in proper format which is given as follows



Productivity Of Labour

Construction labour productivity is having importance to check the out put for given input in the form of payment, social security schemes. By doing micro-measures of construction labour productivity indicate improvement and some macro-measures indicate otherwise, the opportunity for improving construction labour productivity clearly exists. The way to find opportunities for construction labour productivity improvement is to identify which factors are affecting it. Factors which are the construction labour productivity is related to the these variables management, labour, Government, contracts, owner characteristics and financing.

Similarly the American Association of Cost Engineers defines productivity as a “relative measure of labour efficiency, either good or bad, when compared to an established base or norm.” And rectified the factors affecting labours productivity in construction planning. Its is difficult to calculate absolute value of labour productivity by analyzing the information from varies sources.

And the out come is adequate coordination, union agreements, restrictive work practices, Absenteeism, Delays, Social Characteristics, environmental rules, climate and fixed price, unit cost i.e. payment to the labour

Nature Of Working Profession

Now we are in the twenty-first century, many of us would dispute that the construction industry has a poor image. In the scenes of devastation as buildings collapse, numbers of accidents on construction sites, corruption in the compensations and corruption in construction it self

All of these problems contribute to the poor image of the industry in the eyes of its clients and the public at large also contribute to the poor image of the industry in the eyes of its workforce, or potential workforce. The poor image of

work in the construction industry is generally thought to stem from the nature of the work, which is often described as “dirty, difficult and dangerous”. But the real reason why construction work is so poorly regarded has much more to do with the terms on which labour is recruited than the Nature Of The Work Itself. For many construction workers around the world the duration of employment have always been a problem. And it is been temporary in nature which cause instability, insecurity in labour.

The outsourcing of labour through subcontractors and other intermediaries is now the fad in our country. It means that work in construction has become increasingly temporary and insecure, and workers’ protection has been reducing at large numbers are excluded from social security schemes. The increase in the practice of employing labour through subcontractors has also had a profound effect upon occupational safety and health and it has undermined collective bargaining agreements and training provision.

Project Delay Reasons:

The construction industry is one of the main sectors that provide important ingredient for the development of an economy. However, many projects experience extensive delays and thereby exceed initial time and cost estimates. The wealth of any country is gauged by its performance in infrastructure provision through its construction industry. The construction industry is large, volatile, and requires tremendous capital outlays. For developing economies, it means that much of the national budget on infrastructure development .

On the other hand, delayed payments, financial processes and difficulties on the part of contractors and clients, Labour Disputes, Labour strikes materials procurement, changes in drawings, staffing problems, equipment unavailability, Poor Supervision, and Poor Coordination on site, Rates of accidents these are found to be the major causes of schedule delays.

The Reasons for the delay in construction projects

- Material shortage.
- Machinery fail down.
- Absentee of construction labour.
- Owner - Contractor – labour dispute.
- Accidents on construction site.
- Financial shortage.

Accident On Construction Site

The construction industry is generally thought to stem from the nature of the work, which is difficult and dangerous. And the main person who is actually execute the project is in maximum risk and danger to his life. Every year rate of accident on construction site is regular which is 5.2 percentage of total accidents and minimum 11,614 fatal accidents must be occurring in Indian construction industry. In other way, on an average 38 (=11,614/300 working days in a year)[6] fatal accidents occur per day in Indian construction sector.

As the number of accident are more than that directly affects on the project duration, and cost of project also cost the associated with the accident and crating the faire of accident in the eyes of labours. Also the provision of compensation is extra burden on the construction project. And

it comes out in the form of shortage of labour and strikes on the construction work.

[9] <https://ministryoflabour.nic.in>

TABLE I. TABLE NUMBERS OF ACCIDENTS IN CONSTRUCTION AND OTHER INDUSTRY

Type Of Construction Accident	In Year 2011	In Year 2012
Fall From Height	1083	11052
Explosion (Boiler, Gas Cylinder, Etc)	481	555
Electrocutions	8987	8839
Fall Into Pit/Manhole, Etc	2638	2480
Suffocations	3209	2063
Collapse	3284	3005
Fire	1401	1432
Total	30324	29185

Source : Accidental Deaths And Suicide In India

IV CONCLUSION

Construction industry is begets employment generating and largest investment place. The construction management has question of maintaining the balance between labour rights and demand of construction industry for successes fully completion of any construction projects. And these can be possible by applying risk mitigation techniques, by using the transferring risk tool. Those are insurances of labour, details of labour contractor and labour, coordination between contractor and construction management team for availability of labour at construction project.

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