

## “A Study On The Working Conditions Of Construction Workers In Kozhikode District - Kerala”

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### ABSTRACT

Construction Sectors are one of the largest providers of economic development in India. After urbanization and modernization construction industries in India are booming with huge ongoing opportunities. Moreover, they are the largest provider of employment opportunities in our country. One of the largest categories of workers in the unorganized sectors were construction workers. Construction works are highly labour intensive and highly mechanised. This study aims to understand the working conditions of construction workers in Kozhikode District-Kerala. This study was based on primary data. The statistical tools used in this study are reliability analysis, cluster analysis and factor analysis are used to interpret the result, for this sample of 642 workers were selected from the 4 Taluks of Kozhikode District. This study will help to improve the government interventions for the upliftment of the working conditions of construction workers.

**KEYWORDS:** Construction Industries, construction workers. Working conditions

### 1. INTRODUCTION

Construction industries are playing an awfully vital role for the economic development of our country, because of the advancement of knowledge technology and economic process construction industries are currently in an exceedingly distinguished place in industrial sector. In India a large number of people are operating below the unorganised sector. Construction industry provides numerous kinds of employment opportunities. After the agricultural sector construction industries are within the second largest contributor to the Gross Domestic merchandise. Construction employees represent one amongst the most important classes of employees within the unorganized sector. Construction jobs are extremely labour intensive and conjointly extremely mechanized. It provides substantial employment and growth inputs in place in our country.

The laborers are divided into 3 categories: unskilled, trained and specialized. The bulk of the laborers here is ‘unskilled’ and facilitate in masonry work. The trained laborers are masons and have higher rank during this hierarchy. The specialized laborers are those doing tasks like flooring, building and marble work for change of state.

A construction employee could be a worker utilized in labour of the physical construction of the designed atmosphere and its infrastructure. Construction employees work on construction sites. They’re liable for variety of on-the-spot tasks, like removing dust, construction system, loading and unloading building materials, and aiding within operation significant instrumentation.

### 2. Construction industries in Kerala

Construction Sector in Kerala provides employment to the largest proportion of workers from outside the state. The sector was constituted of large-scale civil engineering projects commissioned by the central and state governments, construction of malls, apartment complexes, convention centres, hospitals, factories and

other major work in the private sector and development of structures, houses and different designs in metropolitan and rustic regions across every one of the 14 areas in the state. While the first two categories are undertaken by multinational or Indian infrastructure development companies, local builders take up most of the small-scale construction works. Most of the workers in the construction sector are neither part of any trade union in Kerala nor are they registered with the Kerala Building and Other Construction Workers' Welfare Board. Vellimadukunnu in Kozhikode district.

#### **Aim and objective of this study**

To analyse the working conditions of construction workers in Kozhikode District, Kerala.

#### **3. Tools of Data collection**

The specialist gathered the essential information by utilizing interview plan. Because most of the respondents were not in position to fill up the questionnaire correctly. The actual data collection was carried out during July 2020.

#### **4. Tools used for Data analysis and interpretation**

The statistical tools in this study are as follows:

- Reliability analysis
- Cluster analysis
- Factor analysis
- ANOVA

#### **Sampling technique**

The researcher used stratified random sampling techniques for primary data collection.

#### **5. Sample size**

Out of the samples of 2570 construction workers from the 4 taluks in Kozhikode District, Kerala state a sample of 642 workers had chosen based on stratified sampling techniques.

#### **Collection of data**

The data is accumulated through fundamental and helper sources.

#### **6. 1.Primary data**

Primary data have been collected by direct contact method from the respondents using interview schedule, along with a structured questionnaire which was prepared in such a way that, it enables the respondent to express their opinion freely.

#### **7. 2.Secondary data**

The Secondary data has been collected from published and unpublished reports by the government, departments and societies of the construction sector and also from books, periodic journals and various websites related to present research study.

#### **8. Area of the study**

Kozhikode district is the largest population in south India that is why Kozhikode district is one of the ideal places to conduct this survey to study on socio economic conditions of construction workers.

#### **9. Limitations of this study**

- The study was limited to only one district therefore the findings of this study cannot be able to apply in other districts.
- Some of the constructions workers are hesitate to give their details.
- Most of the construction workers are scattered in an around the 4 taluks in Kozhikode District.

### **10. DATA ANALYSIS AND INTERPRETAION**

#### **1. RELIABILITY ANALYSIS–FACTORS RELATED TO WORKING ENVIRONMENT OF THE**

**RESPONDENTS**

WORKING ENVIRONMENT	Scale Mean if Item Deleted	Cronbach's Alpha if Item Deleted
Suffered from the occupational hazards / accidents during your work	66.3847	.932
If will happen the accidents occurs at the time of employer	66.7352	.931
I ll-treated by the principal employer / contractor	66.8053	.932
Good social relations with your employer	66.7570	.930
Overcrowding or cramped work areas	67.5607	.934
Untidy or unclean working areas	67.6760	.934
Time pressure	67.6931	.933
Heavy workload	66.7601	.929
I feel that I really stressed out	66.7710	.929
I have too much work and too little time to do it in	67.6869	.933
Working here leaves little time for other activities	67.6885	.933
I feel like I never have a day off	66.7695	.929
Too many employees at my level in the firm get burned out by job demands	67.6760	.933
I have felt nervous as a consequence of my job	66.7570	.930
My job stresses me more than it should	67.6947	.932
Sometimes when I think about my job, I feel constricted	66.8676	.937
I feel guilty when I take time off from job	66.9984	.937
My job demands long periods of intense concentration required	67.0016	.939
Tasks are often interrupted requiring attention at a later time	66.2259	.932
Your waiting for others slows me down	67.0031	.941
<b>Mean</b>		<b>70.60</b>
<b>Variance</b>		<b>111.77</b>
<b>Standard Deviation</b>		<b>10.58</b>
<b>Cronbach's Alpha</b>		<b>0.936</b>
<b>N of Items</b>		<b>20</b>

Source: Primary data

**11. INTERPRETATION**

It reveals that all the twenty measurement scale items of the work environment are reliable as the Cronbach alpha coefficient of 0.936. It is more prominent than the edge level of 0.70. Its given great evaluations of inside consistency unwavering quality and furthermore coefficient alpha values ranged from 0.921 to 0.941 for every one of the develops. It is demonstrating that the scales utilized in this study were dependable. It obviously demonstrates that above scale things are steady with one another and they are solid proportion of elements connected with workplace of development laborers liable. It clearly indicates that above scale items are consistent with each other and they are reliable measure of factors related to work environment of construction workers

**12. 2 CLUSTER ANALYSIS**

ANOVA						
	Cluster		Error		F	Sig.
	Mean Square	df	Mean Square	df		
Suffered from the occupational hazards / accidents during your work	126.986	2	.937	639	135.551	.000
If will happen the accidents occurs at the time of employer	82.059	2	.639	639	128.369	.000
ill-treated by the principal employer / contractor	74.092	2	.687	639	107.816	.000
Good social relations with your employer	109.641	2	.616	639	177.905	.000
Overcrowding or cramped work areas	61.380	2	.728	639	84.339	.000
Untidy or unclean working areas	63.938	2	1.150	639	55.581	.000
Time pressure	49.293	2	.489	639	100.838	.000
Heavy workload	95.885	2	.482	639	198.800	.000
I feel that I really stressed out	117.686	2	.497	639	236.798	.000
I have too much work and too little time to do it in	42.721	2	.487	639	87.734	.000

Working here leaves little time for other activities	12.437	2	1.034	639	12.023	.000
I feel like in ever have a day off	117.183	2	.479	639	244.5 74	.000
Too many employees at my level in the firm get burned out by job demands	21.662	2	.347	639	62.410	.000
I have felt nervous as a consequence of my job	3.649	2	.257	639	14.227	.000
My job stresses me more than it should	49.416	2	.039	639	1257. 71	.000
Some times when I think about my job, I feel constricted	214.606	2	.696	639	308.2 85	.000
I feel guilty when I take time off from job	237.504	2	.657	639	361.2 79	.000
My job demands long periods of intense concentration required	207.936	2	.744	639	279.3 56	.000
Tasks are often interrupted requiring attention at a later time	146.920	2	.494	639	297.6 36	.000
Your waiting for others slows me down	108.567	2	1.372	639	79.142	.000
Influence over amount of work	40.640	2	1.137	639	35.739	.000
My job affects me psychologically	47.374	2	1.158	639	40.925	.000

Source: Primary data

### 13. INTERPRETATION

The F tests ought to be utilized exclusively for engaging purposes on the grounds that the groups have been decided to boost the distinctions among cases in various bunches. The noticed importance levels are not rectified for this and subsequently can't be deciphered as trial of the speculation that the group implies are equivalent.

To study which of the variables is statistically significant across the 5 clusters, ANOVA was employed.

The ANOVA table helped to identify, which of the 22 statements were significant across the 3 clusters. The last column in the table indicates that nineteen statements are significant at 0.01 levels (equivalent to 99% confidence level) as they have probability values less than 0.01.

The validity and stability of the clusters were checked by splitting the sample into two strata of 642 each and repeating the same procedure of cluster analysis in 2 stages (hierarchical and non-hierarchical). The outcomes showed 3 group arrangements on both the examples.

**3. FACTOR ANALYSIS**

**ROTATED COMPONENT MATRIX FOR FACTORS RELATED TO WORK**

**ENVIRONMENT OF THE CONSTRUCTION WORKERS**

	Component					
	1	2	3	4	5	6
If will happen the accidents occurs at the time of employer	.710					
Ill-treated by the principal employer / contractor	.604					
Overcrowding or cramped work areas	.592					
My job stresses me more than it should	.586					
Heavy workload	.573					
I feel that I really stressed out	.565					
Good social relations with your employer		.920				
I feel like I never have a day off		.912				
I feel guilty when I take time off from job			.782			
My job demands long periods of intense Concentration required			.769			
Sometimes when I think about my job, I feel constricted			.688			
Time pressure			.658			
Untidy or unclean working areas				.756		
Suffered from the occupational hazards / accidents During your work				.735		
Your waiting for others slows me down					.898	
Tasks are often interrupted requiring attention at a Later time					.892	
I have felt nervous as a consequence of my job					.879	
Too many employees at my level in the firm get Burned out by job demands					-.676	
Working here leaves little time for other activities						.848

I have too much work and too little time to do it in						.778
Influence over amount of work						.578
My job affects psychologically						.568
Extraction Method: Principal Component Analysis						

Source: Primary data

#### 14. INTERPRETATION

It is stated that, the twenty-two variables in the data were reduced to six component factors and each factor may be identified with the corresponding variables. It is found that coefficients for **factor-I** have high absolute correlations with variable If will happen the accidents occurs at the time of employer, ill-treated by the principal employer / contractor overcrowding or cramped work areas, my job stresses me more than it should and heavy work load that is. 710,.604,.592,.586, and .573 respectively.

**Factor-II** has high absolute correlation with variable good social relations with your employer and feel like in ever have a day off that is, 920, and 912 respectively.

Next, **factor III** has high absolute correlation with variable I feel guilty when I take time off from job, my job demands long periods of intense concentration required and sometimes when I think about my job, I feel constricted that is,.782,.769, and .688 respectively.

**Factor-IV** has high absolute correlation with variable Untidy or unclean working areas, my job demands long periods of intense concentration required and sometimes when I think about my job, I feel constricted that is,.756 and.735 respectively.

**Factor-V** has high absolute correlation with variable I have felt nervous as a consequence of my job and too many employees at my level in the firm get burned out by job demands that is,.879 and .676 respectively.

**Factor-VI** has high absolute correlation with variable Working here leaves little time for other activities, and I have too much work and too little time to do it in that is .848 and .578 respectively.

#### 15. SUGGESTIONS OF THE STUDY

- A proper medical care council should be formed. Furthermore, safety health measures such as gloves, uniforms, and weather-related clothing should be provided to construction workers on a regular basis.
- The construction workers are met with the same basic health problems in the health centres run by the government. So, there is a need for measures to cover even the most complicated health issues to increase the efficiency and standard of the workers.
- Increasing the wage above the minimum wage act will assist workers in managing the rising cost of living. Improving and maintaining infrastructure facilities such as roads, sanitation, electricity, and transportation will raise the laborers' standard of living.

#### 16. CONCLUSION

Despite knowing the contribution of the construction sector in the progress of the economy in India there has been no improvement in the working conditions of the employees. Accidents in-situ along with poor hygiene in working conditions and lack of awareness regarding the rules and regulations added with the gender biased approach of superiors, inequality, adulteration, mental health, lack of recreational activities and lack of cooperation are some of the factors where amendments are required. Including these changes will surely empower the construction sector in India and help in re-building the economy.

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