

## Management and Competency Of Skilled Vs Unskilled Workers in Indian Construction Industry

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**ABSTRACT:** Labours are the main ingredient for any construction industry which is growing or which has been working for past many years, here the common thing is the labours, which help the project to complete on time, if the labours are in short then the work might years to complete or the project can get shattered which will cost the builder huge loss. So we have to consider the labour as the huge factor in this field. Let it be any type of labour but we need them more often in our work. In this paper we will compare skilled labour with Un-skilled labour and we will get to know how their system will work with the management field in Indian Construction Industry.

**KEYWORD:** Construction, Skilled labour, Un-skilled labour, Labours, Construction Industry, Management

### I. INTRODUCTION:

Modernization and industrialization has helped the construction industry grow in leaps and bounds. Small towns and cities have become more urbanized and, the construction sector too has got a boost. Irrespective of occasional slumps in the economy or in construction works, the sector is going through a faster growth. Apart from old / traditional urban/ industrial centers, new industrial/urban centers have appeared on the map where construction works are going on Expanding and fast-growing construction sector and, in general, lack of greater employment opportunity elsewhere has drawn large number of workers in this sector. There are more than 25 million of construction workers in India at present. Cities, like Delhi alone have around more than 700 thousand of them. Apart from metros other cities, like Jamnagar in Gujarat, Guwahati & Shillong in the Northeast are also expanding at fast rate. Migration from different states to other states in India has now become so rampant that its impact is felt in every aspect of life Migration becomes a way of life to many, who are unskilled and semi-skilled and find it difficult to get better jobs within their native and locality. These migrant workers are spread across the width and length of the country. Most of the construction laborers migrate to cities and metros are from poor families and are illiterate. Their lack of education and skill make their choices very limited. When they come to big cities, they have to face a number of problems because of their inexperience and lack of skill. They become easy victims of exploitation and have to work for their day-to-day sustenance.

What is Skilled Labour?

Skilled labor refers to workers who have specialized training or skills. These laborers are capable of exercising judgment and have knowledge of the particular trade or industry they work. Examples: Engineers, Software development, Paramedics, Police officers, Soldiers, Physicians, Crane operators, Truck drivers, Machinist, Drafters, Plumbers, Craftsmen, Cooks and Accountants and many more.

What is Un-Skilled Labour?

An unskilled worker is an employee who does not use reasoning or intellectual abilities in their line of work. Examples: Sanitation, Workers, Custodial workers, Farm workers, Painters, Grocery clerks and Assembly line factory workers and many more.



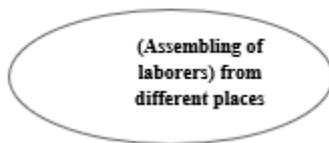
Fig 1. Skilled labour



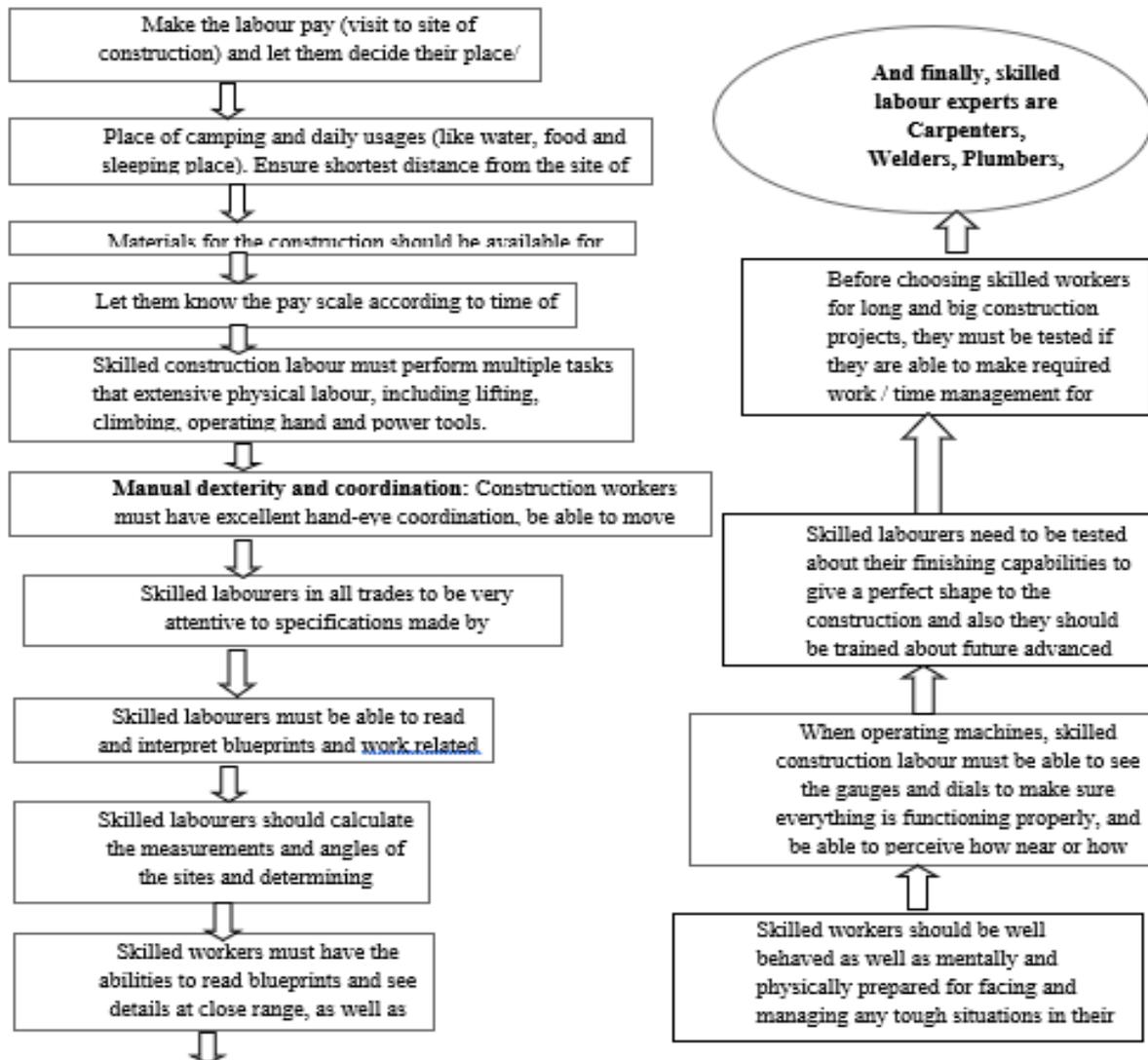
Fig 2. Unskilled Labour

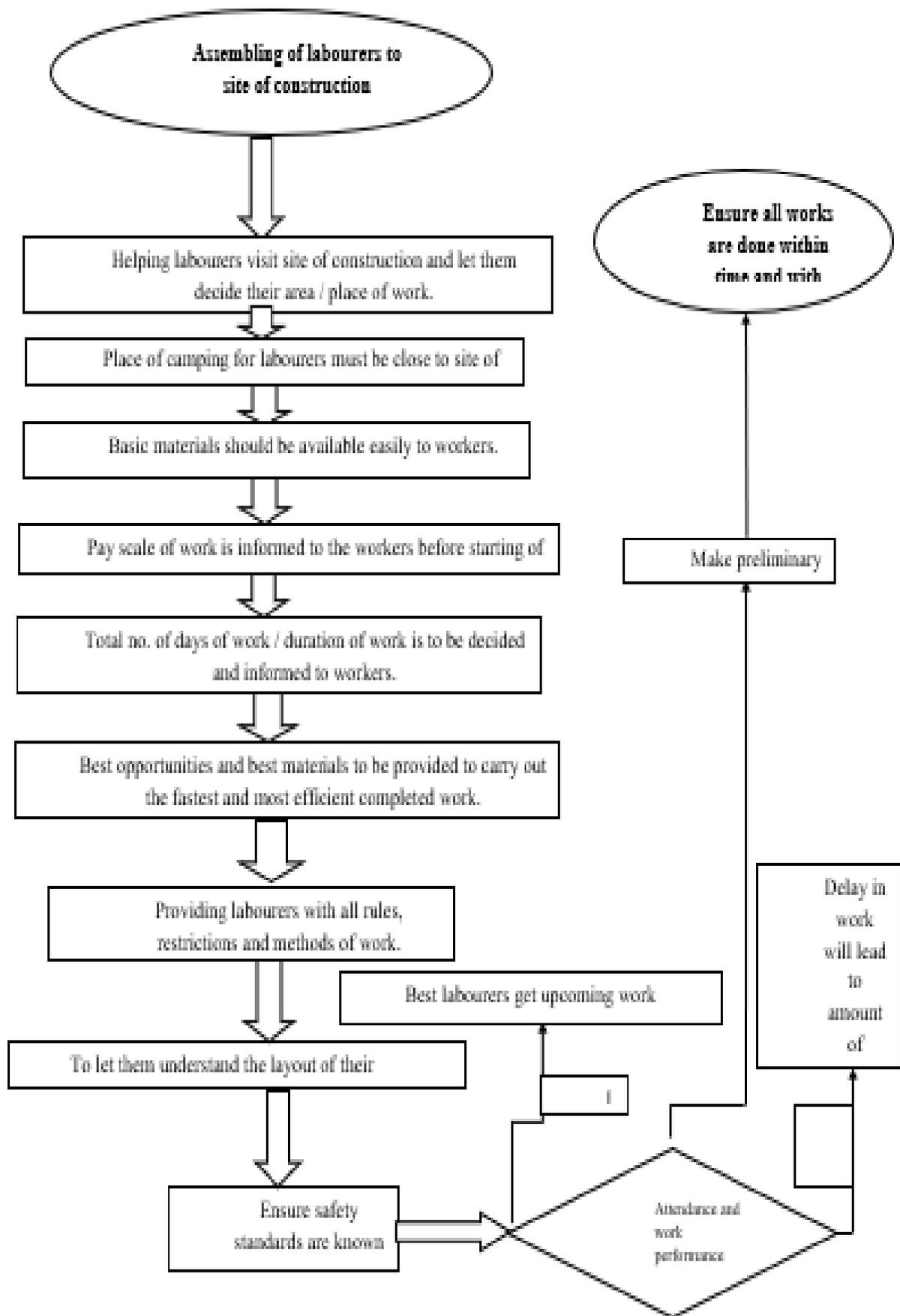
Flow chart for how to Train for Skilled and Unskilled Labour:

**FLOWCHART OF SKILLED LABOUR**



**FLOWCHART OF UNSKILLED LABOUR**





What's stopping us to make all skilled manpower?

India is a huge market for labourers especially non-skilled labours, which come from different states of India to work at different places of India. So people who are coming from the backward places do not have proper skills to work, let it be any place of India. There is no particular place from where they come, due to lack of knowledge they are not able to fit at the places where skilled labours work. So they have to work within the category of Un-skilled labour and start their lives slowly and steadily.

But problem is that they people don't know its fine but the company also don't wants to upgrade them so that they can learn other skills, and boost up their company which will give boost to their production or whatever they are doing. They should keep workshop within the company to train them within the company. That will be enough for them to learn new things within the company and slowly some days they will get hold of the work.

Why shortage of skilled manpower in India

1. The education system in India is not the kind that aims to produce skilled labors. The education system of Indian lacks a targeted approach to study. The good part about the education system of most other countries is that in these nations the education system is extremely targeted. The problem with India is that there is absolutely no lack of human power. However, the problem arises when it comes to meeting the demand for skilled labor. In the Indian education system, the education is not given with some skill or career prospective in mind and that is where the problem begins to occur. Most of the companies that hire employees spend time and money in training them first, which itself, is a major hindrance in the field of employment.
2. Yet another problem with the Indian education system is that of brain drain. A major chunk of the students who pass out from the universities and other institutes, go to foreign countries. The salary that these students get in foreign countries is almost thrice or four times more the salary that the students get in India. Thus, in order to earn more money, a major portion of the talented lot of the country migrates to other countries for selfish interests. The problem of brain drain and migration has played a very integral part in the shortage of skilled man power.
3. Yet another problem, education has become extremely expensive these days and thus, a lot many people, a major portion of the Indian rural population and the population which lives below the poverty line, are unable to get educated. Whatever education that they get is hardly vocational in any sense. Thus, even when these people, they do get educated, they are hardly skilled in any sense.

#### **How can we leverage this unskilled but available manpower?**

Presently the focus of training the unskilled workforce is either vocational or technical. If we focus on widening this scope to sales skilling, we will end up generating a lot of en able to execute a function successfully – and one of the functions is the sales function which works horizontally across all industries. After all, it is the sales function of

an organize that can be learnt and imbibed over the existing generic sales skills.

How “SKILL INDIA” has impacted Both Skilled and Un-skilled labour

The National Skill Development Mission was approved by the Union Cabinet on 01.07.2015, and officially launched by the Hon'ble Prime Minister on 15.07.2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities.

By this process Youth who lack skills can get themselves trained in various fields. This has opened huge opportunities for unskilled and even skilled peoples who are not trained up to the mark can also get benefits from this initiative and can learn update themselves.

These opportunities can boost the Countries economy and production if they work properly according to the situation of the need of the country. After they have been from skill India initiative they will be easily placed to the requirement places. The company who needs different people for different kind of work will pick them simultaneously.

**Future of Indian Construction Industry :** India will become the world's third largest Construction Market by 2025 and thereby the Infrastructure Sector is a key driver for the Indian Economy. Especially the road sector profits from the Government's efforts and initiated policies to ensure time-bound creation of world class infrastructure in the country. The Construction Industry in India is the second largest after agriculture. It accounts for about 11 % of India as GDP and contributes to the national economy also by providing employment to large number of people. Growth drivers are consequently in general the estimated urban housing shortage of 18.8 Million dwelling units and in the rural India the shortage is estimated at 47.4 Million units in 2012. Concerning

the Infrastructure in India, the present level is inadequate to meet the demand of the existing urban population. Therefore, a re-generation of urban areas in existing cities and the creation of new, inclusive smart cities are needed due to an increasing population and migration from rural to urban areas. Those future cities require smart real estate and urban infrastructure. Further also the Government pushes the growth by launching a new urban development mission to help develop 500 cities, which include cities with more than 100,000 and some cities of religious and tourist importance.

So future of Construction Industry is very accurate and excellent, there are many upcoming prospects of moving to high position very quickly.

How the Indian Economic Budget in the upcoming years will affect the working conditions of the skilled and the unskilled construction workers?

From the last 4 – 5 years, Union Department of India has been focusing on the increased development of the Infrastructure and Construction sector of India. So, year by year there has been a rise in the Union Budget of India for the Construction Industry of India. Starting with an allocation of around Rs. 1.81 trillion in the year term of 2014 – 15, expenditure towards infrastructure reached Rs. 4.94 trillion in the year term of 2017 – 18. Our country needs massive investments in infrastructure to increase growth of GDP, connect network of roads, airports, railways, ports and inland waterways and to provide good quality services to each and every citizen of India. These developments of communications will help both skilled and unskilled workers in India in future by the following ways: -

1. Transporting of heavy metal machinery and other construction materials from the site of availability to the site of construction.
2. Easy availability of road connectivity for most of the unskilled workers from their rural native places to urban construction sites.
3. Less cost of travelling for both types of workers (both Skilled and Unskilled Construction workers) from their native places to site of construction.
4. Less time taken to travel the path travelled for both workers and machinery and thus leads to an economical travel.

These advantageous operations is estimated to be operationalized given that India will Face an estimated of Rs. 374 billion infrastructure investment gap by 2040, according to the latest Economic Survey. This figure of cost will give a smart dream target project of developed and planned “Smart Cities “other than “Metropolitan Cities “. These Smart Cities will give a better scope mostly for the unskilled construction workers. There will be increasing no. of Heritage Sites, smart Multi- Storied buildings and Multi- Specialized buildings built and a faster road – rail connection which will drastically increase the raise in the need of employment for both skilled and unskilled construction workers and help them get a much better pay and lavish and educated lifestyle in the future developing years to come. Thus, the necessity of increase in no. of skilled construction workers will be fulfilled in the future century of years to come as most of the unskilled construction workers will be getting educated and trained to be skilled construction workers.

## II. CONCLUSION

Construction labourers are migratory in nature and therefore geographically mobile searching for employment. Thus, their employers keep on changing it is impossible for both the parties to develop long-term relationships and loyalty to their employers. It also affects the seriousness with which they approach their work which is the major prerequisite for high productivity. Also, 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. Preference analysis survey reveals that technical, social, physical, psychological, economic and security problems lowers labour productivity on the construction sites. Here suggest following to improve labour

**productivity:** A. Use of Modern Management techniques The construction firms are slow in accepting and using modern management methods to plan and execute projects. Every actor should improve their performance by developing project goals and working towards their fulfillment. Use available management systems and techniques to make construction managers more effective.

**B. Proper Planning:** Planning begins from the day a project is conceived. Managers should try to plan the project in such a way that there are no repetition of work, no emergency and less number of overtime in the project. For this, manager should develop an overall plan providing a general outline of work using bar or flow charts. He

should also develop contingency plans if the original plan fails. He should prepare a detailed planning for work execution at the task level.

**C. Provide skills training:** Labour should know what kind of work he is doing and what is the best method to do it. It improves labour productivity in a big way. It can be understood that labour are not permanent employees to any organization but then if training will be provided to them, they will be motivated to work for the same organization for longer duration. Government should also look into this issue as employer do not spend much on training due to insecurity of loyalty from labour.

**D. Enough tools in working order:** Labour should not sit idle just because of non-availability of tools. Labour should be provided with enough number of tools those are required by them to carry out the work. For this supervisor should be asked about the requirements of all the tools well before any specific activity starts.

E. Motivation through incentives and other programs

Incentives always motivate your people to work for you. Labour should also be given incentives as they are the actual executer of any successful work. It also attracts labour to work for longer time for an organization

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